



BISHOP HEBER HIGH SCHOOL

RESPECT · OPPORTUNITY · ACHIEVEMENT

Assistant Headteacher – Standards: Behaviour and Attitudes

Range: L14 – L18 (£61,042 - £67,350)

March 2023

Dear Applicant,

Thank you for expressing an interest in the post of **Assistant Headteacher** at Bishop Heber High School. We enclose details of the post and an application form. Please note that your completed application form and covering letter may be submitted by post or preferably electronically via email to the School's Personnel Officer jclegg@heber.org.uk.

THE SCHOOL

Bishop Heber High School (the 'Heber') has 1,300 students, including 250 in the Sixth Form, and serves three villages and surrounding hamlets in this beautiful area of south-west Cheshire. The School is located a 20-minute car journey from Nantwich, Wrexham and Chester. It has easy access to the Wirral as well as North Shropshire. The School enjoys an excellent reputation in the locality and a large number of families choose Bishop Heber from outside the catchment area. In fact, there are over 450 students on roll who come from other parts of Cheshire, Shropshire and North Wales. In 2015 the School underwent a £5 million redevelopment of the site and there are strong community links through the School's Library and sports facilities, including a Community Fitness Suite, Astro turf pitch and outdoor Netball courts.

We are a Foundation School and formerly an International Specialist Languages College which underpins an exciting international dimension both in the School and through its curriculum.

In the main findings of the most recent Ofsted Inspection Report (November 2022), stated that...

At Bishop Heber High School, pupils and students in the sixth form are proud to belong to the school. There is a strong sense of community. Pupils and students are welcoming and supportive of each other, living out the mantra that states all will be happy at Heber. Leaders and teachers have high expectations for all pupils and students to succeed, both academically and personally.

The school's impressive results were reflected in Ofsted's observations that: ***Teachers have strong subject knowledge. They use their expertise to deliver the curriculum well... Pupils and students achieve well.***

OUR VISION AND ETHOS

Our vision is a School in which **Respect, Opportunity** and **Achievement** can flourish. We recognise the differences, values and beliefs of each individual yet acknowledge our responsibility to treat everyone with **respect** and courtesy, so we all feel happy and safe in our School. Bishop Heber forms the heart of the wider community, providing all of its members with a central resource to enhance the quality of **opportunity**; a world-renowned, international, innovative place to learn and grow into active global citizens. Bishop Heber enjoys a positive, well-ordered and stimulating environment. We promote and celebrate **achievement** in academic study, sport, performance, creative art and community work. Bishop Heber provides high-quality and exciting teaching with support and challenge appropriate to the needs of every individual, to encouraging learning as a lifelong activity.

THE SCHOOL MOTTO IS.....*Pret d'accomplir – Ready to Accomplish*



BISHOP HEBER HIGH SCHOOL

RESPECT · OPPORTUNITY · ACHIEVEMENT

THE POST

The post has arisen due to an SLT restructure following the sad passing of Assistant Headteacher Conor McMullan, who was an exceptional colleague since joining SLT in 2013. At Heber, we are a large and oversubscribed foundation school with 88 qualified teachers (78 full-time equivalent) and 83 support staff: teaching assistants, technicians, administration, finance, catering, cleaning and site maintenance. The staff at Heber is both experienced and talented, both of which are apparent in the way that they fulfil their professional responsibilities and many of the staff have worked at the 'Heber' for some time.

I believe that this post will be a tremendous opportunity for any aspirant Deputy Headteacher. The diversity of the role and the whole school strategic leadership experience is an excellent platform to take both personal and professional development to the next level.

LEADERSHIP STRATEGY (cross reference the Draft SLT Structure 2023/24)

In September 2023 the Senior Leadership Team (SLT) will consist of eight Leaders:

Headteacher:	David Curry	(appointed 2004)
Deputy Headteacher (i/c Quality of Education):	Mike Ridley Thomas	(appointed 2006)
Deputy Headteacher (i/c Personal Development and Culture):	Ursula Mort	(appointed 2020)
Assistant Headteacher (Student Achievement – RSL KS3):	Helen Windsor	(appointed 2008)
Assistant Headteacher (Student Achievement – L+T/CPD):	Rebecca Abbotson	(appointed 2019/2022)
Assistant Headteacher (Student Achievement – Standards):	tba	(to be appointed 2023)
Assistant Headteacher (Director of Sixth Form – RSL KS5):	Jonathan Garnham	(appointed 2022)
Business Manager:	Maura Nesbitt	(appointed 2010)

So much for the parts; the challenge now is to make the whole greater than the sum of the parts. Teamwork is very good and will be crucial in the future. You will join a team that works enthusiastically with staff, governors, parents, students, partners and agencies. We will also need to be fully committed about working with one another within the team. With such an experienced team, there is the ability to support and adjust the exact division of labour so that we can match roles and responsibilities to any candidate's strengths. Firstly, the successful candidate will be an outstanding teacher, whilst the subject specialism is not relevant to this post; the successful candidate must be able to demonstrate that they have a forensic eye and tenacity to ensure that all students get the best possible outcomes.

This new Assistant Headteacher post has two key strands within the raising standards agenda namely: Behaviour and Attendance. Although a key aspect of this role is the promotion of positive behaviours, through the further development of our Behaviour and Belonging Framework as well as strategies to close gaps in attendance, rest assured you do not have to have an overtly pastoral background, just an enthusiasm for promoting outstanding behaviour for learning (culture) across the whole school. Notwithstanding, these two areas hold the key to the school's continued success. Staff at the Heber have high expectations for all students and work tirelessly so that our most vulnerable feel valued and receive the additional support required to make the most of their potential. However, due to our geographical isolation and pockets of rural deprivation, we have to be both innovative and creative in the strategies we put in place to support our most vulnerable students. The most recent work we have done and the success we have achieved with disadvantaged students (Pupil Premium) is an excellent platform to build on to ensure that these students do indeed make as much progress at Heber as all students do nationally – if not better! This role, is quite simply, for someone who knows what it takes to make the difference, who never compromises on the high standards we set ourselves and can use the exceptional resources we have here at the school (namely staff) to make that happen – is that you?



BISHOP HEBER HIGH SCHOOL

RESPECT · OPPORTUNITY · ACHIEVEMENT

PERFORMANCE AND REPUTATION

Bishop Heber High School enjoys an extraordinary reputation in this sparsely populated and attractive area of Cheshire. Sometimes reputations belie performance; might this be the case at Bishop Heber? Schools have their ups and downs, and it is certainly true that we have maintained our popularity even in years when we've not been at our best. In 2022 the GCSE and A-level exam results reflected again the high standards at Heber and showed a continued upward trend, especially L3VA and Alps score at A-level in 2019. These standards were indeed maintained in 2020 (CAGs) and 2021 (TAGs) years. Although, expectations are high for the next few years, we have to address the constant challenge presented by latest P8 (0.32 in 2022) and L3VA (0.11 in 2019) within the context of any new or reformed GCSE and sixth form progress measures looking ahead.

Two papers give some details about School performance. The School's Strategic Development Plan (2022-2023 Summary) and our most recent examination results enable some analysis of the detail behind good and improving standards and 'mainly' very good often outstanding progress in KS3, GCSE & A-level. Current priorities are clearly outlined in the School's SDP (SSDP 2022-23 Summary).

This is an excellent opportunity for an outstanding colleague to play a central and leading role in shaping the future of this successful, progressive and ambitious School. If you want to know more about the School there is more information on our website www.bishopheber.cheshire.sch.uk

SELECTION

If having read this information, you like the sound of the School and the post; we would like to hear from you. We are again looking for a colleague who has held a leadership and development responsibility at middle or senior leadership level. We can guarantee you high quality support in your new role, committed and effective colleagues, well-motivated and imaginative students and a supportive community. In return, we will expect enthusiasm, industry, a passion for working with children and young adults as well as your subject, and a vocational ambition. We wish to appoint an inspirational teacher and leader, who will continue to develop the ethos of fully inclusive education at Heber and have aspirations to develop their own career beyond this post.

Application is by **Letter** and **Application Form** only, CVs will not be accepted. Your letter of Application must be no longer than three sides of A-4 (size 12 Arial font) and should explain

- Why you are applying for this post
- How you believe your experience to date has prepared you for the post
- The skills and qualities you would bring to the role of Assistant Headteacher at Bishop Heber High School
- Your ideas for leading and further enhancing our success culture within our school and community

The closing date is **9 a.m. on Monday, 20th March 2023** and we fully anticipate that interviews will take place during the week commencing **Monday, 27th March 2023**. If you have not received a reply to your application by Friday, 24th March please assume that, on this occasion, you have been unsuccessful.

The Chair of Governors and I very much look forward to hearing from you.

SCHOOL INFORMATION

- School Prospectus 2021-2022*
- Examination Results 2019 - 2022*
- SSDP Summary 2022-23
- Draft SLT Structure 2023-24
- OfSTED Report 2022*



The above documents marked with asterisks (*) can be found at:
www.bishopheber.cheshire.sch.uk

Mr D. A. Curry
Headteacher