



SIR WILLIAM BORLASE'S
GRAMMAR SCHOOL

HEADTEACHER



Inspire
Empower
Shape The Future

THE JOB

Headteacher

The Governors are looking to appoint an inspirational leader to continue our strong focus on excellence in education within our diverse and inclusive school. The individual will have a proven track record in managing high-performing teams to deliver a stable, forward-thinking environment where our pupils and staff can thrive.

At Sir William Borlase's Grammar School, we seek a leader who is driven to realise the potential of every one of our pupils and staff. Applicants should be able to demonstrate how they would enrich the curriculum to provide an aspirational educational experience that prepares our pupils for the opportunities and challenges of today and, more importantly, the future.

Furthermore, the well-being and personal development of the whole school population is a critical and strategic priority. As such, applicants will have a clear plan for building character, compassion and resilience in our pupils.

We require an educational leader who can work collaboratively with our Trustees, staff, business partners and benefactors and expand that network to deliver on our vision for the future.

Leadership Range 35-39

£102,137 - £111,485 depending on experience

Full Time

Required for September 2023 or January 2024

We invite applications from outstanding and enthusiastic candidates who have a strong sense of purpose and vision and will embrace innovation and change.

The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education and all candidates for the post will therefore be subject to vetting procedures following Buckinghamshire Council's guidance and the Trust's Safer Recruitment Policy.

All shortlisted candidates will be subject to an online search as part of the safer recruitment process.

Please see the back page of this brochure for application information.



Welcome to the Trust

The new Headteacher of SWBGS is automatically a part of the Executive of the Marlow Education Trust, along with the Heads of the other schools, as well as the Trust's Chief Financial Officer.

In early 2016 Sir William Borlase's Grammar School took the decision to become a MAT, as we wanted to work with other local schools to support education more widely in the Marlow area. In the autumn of 2016 the formal process was completed and we began our journey to find schools who wanted to work with us. We were asked by the DfE if we would be interested in working with Beechview Junior School, and after a series of meetings with their Interim Executive Board, they joined the Trust in October 2017. At the same time we continued our conversations with a range of other local schools. Although these were very positive, Beechview's needs, as a school that at the time was rated Inadequate, became our priority.

Covid and the Covid lockdowns inevitably restricted our plans, and it has only been in the past few months, particularly in response to the Schools White Paper, that our conversations have taken on renewed energy. We remain committed to our original vision: to work with a group of like-

minded schools in our geographical area in order to improve the life chances for all our pupils. We are currently in active discussions with two other schools, with a view to their joining the Trust this year.

MET Vision, Values and Aims

The vision of the Marlow Education Trust is to develop a group of schools in Marlow and the surrounding area which work together to deliver the best outcomes for each pupil, whatever their ability, background or needs.

- The Trust will seek to develop a culture of high aspiration, support and challenge for all individuals, both staff and pupils.
- The target is for every school to be outstanding and autonomous, each serving their communities and working and sharing with others.
- The focus is that each pupil should achieve their individual aspirational goals - academically, vocationally, in sport, the arts and in extra-curricular activities and that each pupil should grow in confidence and self-esteem.



LETTERS FROM THE CHAIR OF GOVERNORS

Dear Candidate,

Thank you for your interest in the position of Headteacher at Sir William Borlase's Grammar School.

Sir William Borlase's Grammar School is an outstanding school committed to continuing its pursuit of excellence through innovation and change. In 2022, 88% of all A-Levels grades were A*, A or B and the destinations our students achieved included competitive high-level apprenticeships, traditional universities such as Oxford and Cambridge, Music and Art Conservatoires and Ivy League Colleges. Similarly, last year, 79% of our GCSE grades were Level 7-9, notably there was a 34% increase in Levels 9s and 20% increase in Level 8s since 2019.

The school provides all its students with the challenge and pastoral support they need to achieve their academic and other ambitions and to grow and develop as valued members of society. To do this, we rely on high-quality and committed staff and the support of parents and the wider community.

We want to recruit a Headteacher who has a compelling vision of how our school can continue to develop and build its reputation for excellence in all areas, and can communicate that vision to all stakeholders.

In addition to completing the application form, we would like to ask you to include a covering letter. This letter should evidence the strengths and skills you could bring to the role to further enhance the school's already outstanding academic and extra-curricular offering. Specifically, we welcome innovative ideas to develop our pupils of all backgrounds into the best leaders of their generation.

We are excited to receive your application.

Yours faithfully

Charlotte Redcliffe , Chair of Governors



THE SCHOOL

Welcome to Borlase

Welcome to Sir William Borlase's Grammar School, where we are proud of our heritage as we approach our 400th birthday and excited to be inspiring and empowering the aspirations of our students today. A state-funded school in the centre of Marlow, Borlase is recognised for excellent academic learning and an outstanding extra and super-curricular programme.

Our values today are captured in the school motto, adopted by those early scholars back in 1624. *Te Digna Sequere* - Follow things Worthy - is a principle that underpins the school's distinctive ethos. It reminds us all that we should have a clear moral purpose behind our choices, value all individuals within a supportive community, and have the potential to use our talents to make a positive difference at Borlase and beyond.

History

Founded in 1624 on the same site we occupy today, the brick and flint Cloisters, clock tower and Chapel of Borlase share a street with Mary Shelley's cottage where she wrote *Frankenstein*, TS Eliot's house and the original site of the Royal Military College now at Sandhurst.

At Borlase we are proud of our long history of providing education to the young people of Marlow and surrounding areas since 1624. The school was built on a strong principle: the desire to enable children from all socioeconomic backgrounds to have the opportunity to learn and meet their potential.

Today

Our school has a very special energy that springs from a contagious enthusiasm for learning across all subjects; this extends well beyond the classroom through the many independent project groups, academic clubs and societies that flourish at school on a daily basis.

The calendar is full of opportunities to enrich learning through trips, visits, practical explorations and independent research. Borlasians aspire to achieve their best academically and personally and are unashamedly ambitious in those aims. High achievement comes from the genuine enjoyment of learning and we are committed to fostering that enjoyment in and outside the classroom.

Our teachers are all specialists in their chosen disciplines who are passionate about creating learning experiences that provoke independent thinking and creativity.

Our Future

We continue to look forwards, always inspired to provide the very best opportunities for our students. We have recently embarked upon a major programme of investment in our site. A new sports centre was opened in 2021 and we are currently working to provide a new school refectory.



WORKING AT BORLASE

A professional community

In joining Borlase, you would become leader of a professional community dedicated to improvement. We invest heavily in staff professional development, but we believe that in a high-performing culture such as ours, the most effective professional growth comes through learning from others in our school community.

We are recognised by the High Performance Learning organisation as a World Class School; testament to the commitment to research-led best practice that we have established at Borlase for over a decade.

We work closely with the local Teaching Hub to provide training for staff at all levels, including NPQs. We also support members of staff to work towards academic qualifications such as Masters degrees and educational doctorates.

Staff benefits

The children of members of staff are given priority in the admissions process in the event of oversubscription. Please see the school's admissions policy for more details.

We have a two-week October half term and there are extensive opportunities to accompany school trips to exciting destinations in the UK and beyond.



A commitment to wellbeing

We are committed to providing an outstanding, supportive work environment. An ongoing dialogue with staff about workload has led to changes in our working practice to reduce data collection and reporting points, and to streamline our marking and feedback policy.

The Borlase staff is a friendly, sociable team and there are regular trips to theatre productions and sporting events. There is a well-provisioned staff common room and access to a superbly equipped onsite gym.



THE ROLE

Headteacher

This appointment will be in accordance with the Articles of Government, the Conditions of Employment of Headteachers contained within the Teachers' Pay and Conditions Document and the policies and requirements adopted by the Local Governing Body.

Accountable to: The Local Governing Body
Liaising with: SLT, CFO and COO, Governors and other Stakeholders

Core purpose of the role

- Provide vision, leadership and direction to the staff, pupils and other stakeholders
- Deliver an ambitious, creative curriculum for all learners
- Promote and lead innovation in teaching and learning across academic and vocational provision
- Lead an inclusive school culture where all pupils can fulfil their potential as academics and people
- Promote excellence, equality and high expectations for all students
- Proactively manage resources, including staff and financial resources, to achieve the school's aims and provide regular reports to the Governors on the school's performance
- Evaluate the school's performance and identify priorities for continuous improvement
- Secure effective day-to-day management, organisation and administration
- Nurture strong relationships with the wider community and stakeholders

- Create a safe and productive learning environment which is fulfilling and engaging for all students and staff, ensuring adherence to the latest safeguarding requirements and promoting the well-being of the school community
- Sustain and develop a professional network that enables others to achieve through effective relationships and communication
- Drive fundraising initiatives to support the school's development plans

Key responsibility areas

The Headteacher will need to provide continuity in maintaining excellent teaching and learning throughout the school, whilst meeting the requirements of the school's role as part of Marlow Education Trust (MET) and Teaching School. At the same time they will work closely with the MET Members and Directors, Local Governing Body, senior leadership team and other stakeholders to create and implement a shared vision that delivers future success and encourages each child to strive for their best.

The National Standards for Headteachers sets out the knowledge and professional qualities required for this role in the following key areas:

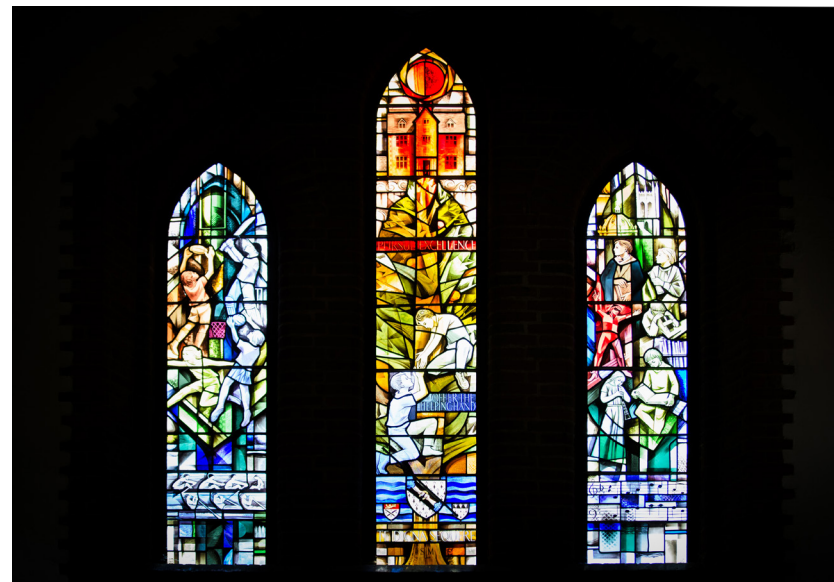
- Shaping the future
- Leading learning and teaching
- Leading and Developing people and the organisation
- Managing the organisations' resources
- Securing accountability and effective communication
- Strengthening the community
- Safeguarding Children

Headteacher

Please see attached documents for the detailed **Job Description & Person Specification**.



ATTACHED DOCUMENTS



HOW TO APPLY

For an application form please visit www.swbgs.com and click on Vacancies

In addition to completing the application form, we would like to ask you to include a covering letter. This letter should evidence the strengths and skills you could bring to the role to further enhance the school's already outstanding academic and extra-curricular offering. Specifically, we welcome innovative ideas to develop our pupils of all backgrounds into the best leaders of their generation.

KEY DATES

Deadline for application

9am Monday 20 February 2023

Assessment Days : Thursday 9 March and Friday 10 March 2023

Applications submitted via email should be sent to Mrs Anna Summerfield, Director of HR, at asummerfield@swbgs.com

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