



*Tytherington*

High School and Specialist Science College



**THSIXTH**  
FORM COLLEGE

*Lead us from good to great*

**Headteacher**  
Candidate information



# Tytherington

High School and Specialist Science College



Tytherington has a successful past and a bright future. We are ambitious and believe we have what it takes to become a truly outstanding school.

Tytherington High School & Specialist Science College is a successful 11 to 18 school in the heart of Macclesfield, Cheshire. We strive to ensure all students have the best opportunity to achieve their full potential as learners. We have very high standards and expectations that all members of our learning community are expected to maintain. Our 1200 students come from North East Macclesfield, the neighbouring village of Bollington plus other surrounding rural areas.

Academic achievement is our main focus. Last year we achieved our highest ever GCSE results; 62% A\* - C including English and Maths. Now we are committed to raising standards further. The majority of students continue into the sixth form to follow A-Level courses. Last year we had a 100% pass rate with many students taking up university places including Oxbridge and the Russell Group.



We have excellent facilities. Presently a £3.1M capital building project due for completion September 2012 will significantly enhance the school. It will compliment an existing £1M Lottery funded sports facility, an Art block built in 2007 and major ongoing renovations to our Learning Resource Centre and Sixth Form Centre.

Ofsted describe us as a 'good' school, and commented on our capacity for sustained improvement. We are now focused on realising our potential, improving outcomes for all students and making Tytherington a truly outstanding school. To do this, Ofsted identified two key priorities for improvement:

- Ensure that students of all ability levels reach their full potential, by continuing to improve the use of assessment systems and intensifying academic support where potential underachievement is identified
- Monitor carefully the impact of actions outlined in the school development plan to improve further the quality of provision, in particular the effectiveness of links between academic and pastoral systems.

*“The school is characterised by a warm and welcoming atmosphere, where staff and students work well together “ Ofsted 2011*



Key school facts and statistics	
Type of school	High School and Specialist Science College
Age range	11-18
Location	Macclesfield, Cheshire
Co-educational or single sex	Co-educational
Number of students	1148 (including 205 in sixth form)
Number of teaching staff	85
% of students on FSM	7.7%
% of students with SEN	19%
% of students with EAL	1.6%
GCSE results 2011	5* A-C 73.1% 5* A-C (inc. English and Maths) 62.0%
A-level average points score 2011	223.0
Best 8 value added score	989.7

## Our vision

The vision for Tytherington High School is to become an outstanding school in which every student realises our aim of Achievement for All. We aspire to be an inclusive learning community encouraging excellence, respect and personal fulfillment.

We will provide an enriched curriculum and an ethos of learning that will challenge all our students to achieve excellence. We will focus on, share and celebrate existing good practice. We will challenge under performance and we will support staff and students to recognise how to improve and to implement changes to make progress. Increased awareness of high expectations will contribute towards a culture of achievement and success.

## About the role

We are looking for an inspirational new headteacher to lead our inclusive, vibrant community.

Your drive and vision will help us to deliver teaching and learning that motivates, inspires and challenges every student to achieve their very best. Your passion for delivering excellence for all will motivate the whole school community and lead us to further success.



An inclusive learning community encouraging excellence, respect and personal fulfillment

*“Governors have a very clear understanding of the areas for development” Ofsted 2011*

# *Job description*

We are looking for a new Headteacher with the ability to build on the commitment of all stakeholders and with the imagination and drive to embrace and deliver their vision for Tytherington High School to become a truly outstanding school where all students reach their full potential.

## **Key responsibility areas**

- Strategic leadership and management
- Teaching, learning and students
- Leading and managing staff
- Efficient and effective use of resources
- Accountability

## **Strategic leadership and management**

### **The Headteacher will:**

- Have overall responsibility for the management and performance of the school
- Develop, secure approval for and lead the implementation of, a clear strategic vision and plan for the development of the school
- Build and maintain a high performance culture leading to high standards of teaching and learning throughout the school
- Ensure that statutory and other requirements are met
- Ensure that the needs of the students, parents and the community are met
- Be the principal ambassador for the school, working with stakeholders to support the school's success
- Act as the principal advisor to the Governing Body in the discharge of its responsibilities, and implement the decisions of the Governing Body
- Develop and implement a strategy to maximise the benefits of the school's specialist science college status

*“Care, guidance and support remain an outstanding contribution within the school and contribute significantly to students' wellbeing and personal development” Ofsted 2011*

## **Teaching, learning and students**

### **The Headteacher will:**

- Secure delivery of the highest possible standards of teaching and learning throughout the school
- Develop and maintain a focus on achievement, maximising the potential and academic performance of all students against national and individual targets and aspirations
- Maintain effective assessment, recording and reporting systems of student progress and ensure these are used to challenge underperformance and drive improvement
- Ensure that the substance of the statutory requirements of the curriculum is met and provide a broad and relevant curriculum to meet the needs of all students, and ensure that this is reviewed regularly
- Build and maintain effective partnerships between school, students and parents to support learning
- Involve students, as appropriate, in the decision-making processes in the school by developing policies and practice that treat students as partners in the learning process
- Manage pastoral care, student welfare and anti-bullying procedures effectively to sustain a sense of harmony through the effective management of student behaviour
- Maintain high expectations of all students



## Leading and managing staff

### The Headteacher will:

- Lead, motivate and inspire all staff to build and maintain their trust and commitment
- Create and maintain a culture of high performance and continuous improvement, amongst all staff at the school
- Lead the recruitment and selection of teaching and support staff
- Exercise effective staff management and generate effective working relationships at all levels
- Optimise the contribution of all staff to ensure excellent quality of teaching and learning
- Manage performance, utilising all staff effectively, challenging and addressing underperformance whilst providing for the continuous professional development of all staff

## Efficient and effective use of resources

### The Headteacher will:

- Ensure that the Business Manager formulates an annual budget which is affordable and enables the school to secure its objectives
- Work with the Business Manager to ensure funding is allocated appropriately to support the curriculum, and that spending is monitored and managed effectively
- Manage and organise accommodation and other resources efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements
- Ensure that the school secures maximum value for money and complies with statutory and other requirements
- Seek to ensure adequate resources for the school

## Accountability

### The Headteacher will:

- Be accountable to the Governing Body for all aspects of the performance of the school
- Secure a positive, open and collaborative working relationship with the Governing Body to develop a shared vision and clear strategy for the school, and take ownership for leading its implementation
- Work closely with the Chair of the Governing Body to facilitate the work of the Governing Body and maximise the contribution of all governors
- Provide information, objective advice and support to the Governing Body to enable it to meet its statutory responsibilities
- Implement the decisions of the Governing Body
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences
- Ensure that parents and students are well informed about curriculum attainment and progress and are able to understand targets for improvement
- Develop and encourage good relationships between the school, partner schools, the local authority, other key stakeholders and the local community to enhance the reputation of the school and the opportunities for its students
- Ensure appropriate management of the site and buildings to maintain a safe, healthy and efficient working environment for staff, students and visitors





*“The proportion of students gaining five or more GCSEs at grades A\*-C, including English and mathematics improved significantly” Ofsted 2011*

# *Person specification*

In addition to the application form and CV detailing your career, qualifications and achievements, please set out in a formal letter of application (maximum three sides of A4) how you meet the following five key attributes by drawing on relevant examples to date:

- Outstanding leadership with the ability and drive to build, manage and sustain high performance teams that deliver quality results
- A proven track record of delivering sustained improvement in outcomes for students
- A team player, able to build and maintain relationships based on trust and to work effectively with a wide range of stakeholders
- High expectations of self and others, able to nurture and develop excellence in others, willing to challenge and address poor performance
- Determined, resilient and energetic, with a dynamic commitment to be the best.

In addition, we will also be looking for evidence of:

## **Qualifications and experience**

- Honours degree or equivalent
- Teaching qualification
- Headteacher or Deputy Headteacher experience
- Experience of leadership in a variety of contexts within one school or across different schools

## **Personal qualities & attributes**

- Highly effective leader and communicator
- Interpersonal awareness and concern for impact
- Ability to take decisions, prioritise and delegate
- High expectation of professional standards in self and others

## **Leadership & management**

- Placing outstanding teaching and learning at the centre of a school-wide focus on improving attainment for all
- Ability to inspire, challenge, motivate and empower others to carry forward a shared vision for school improvement
- Highly effective change management
- Strong commitment to setting challenging targets and delivering quality results
- Commitment to fostering a partnership between governors, staff, parents and students
- Knowledge or experience of marketing and raising the school profile

*“Committed to bringing about further improvements”  
Ofsted 2011*





**Tytherington High School  
and Specialist Science College**

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