



Hutton

Church of England Grammar School
and Sixth Form

Head Teacher: Mrs N Moran BA (Hons)

Accomplishment... Humility... Service...

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Deputy Headteacher Application Pack for 1st September 2023



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Introduction

Hutton Church of England Grammar School is a popular, Voluntary Aided comprehensive school which is situated near Preston.

The school admits boys only in Year 7 and there are currently 736 on roll in Years 7-11. Both boys and girls are admitted to the Sixth Form where there are currently 139 students on roll. The school has an excellent reputation and is over-subscribed in most year groups.

We consistently achieve above the national average for boys' attainment at Key Stage 4. In 2022, we achieved 64% L5+ in English and Maths with a Progress 8 score of +0.14. In addition, our Sixth form achieved an average point score equivalent to a grade 'B'.

The school was judged to be Good at its last Ofsted inspection in May 2022 and Outstanding at its last SIAMS inspection in February 2018.

Hutton is a unique school with a long heritage. This is evident in the life and culture of the school, which are built on traditional values and the pursuit of excellence. The accommodation and facilities have been enhanced and supplemented over recent years to support the standard of provision. Thus Hutton really does offer the best of everything.

The co-educational Sixth Form, which is housed in an exciting modern building, strengthens the whole school community by providing leadership and an example for the younger students to aspire and progress to.

There is nowhere quite like Hutton, and we hope very much that you are attracted by what we have to offer.

Mission Statement

Our School is a caring Christian community. Within this environment we aim to develop individuals of character who can achieve their full potential, can think for themselves, will want to continue learning and will become responsible members of society.





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A Welcome from the Head Teacher and Chair of Governors

Dear Candidate,

Thank you for showing an interest in the post of Deputy Headteacher at Hutton Church of England Grammar School and Sixth Form which has arisen due to the retirement of our current Deputy following many years of dedicated pastoral leadership.

Hutton Grammar School has a proud and successful heritage of over 400 years in educating boys between the ages of 11 to 16 together with an enthusiastic and vibrant coeducational Sixth Form, which is housed in a dedicated facility.

We are a high performing school, with significant attainment being achieved at all levels in relation to the performance of boys' nationally at Key Stage 4 and Value Added at Sixth Form. In addition to this we offer a wide range of extra-curricular opportunities and dedicated pastoral care and support.

The Christian ethos of this Church of England school is fundamental both to its success and its unique character and we are looking for a Deputy Headteacher who is a practicing Christian who is able to contribute their skills to the development of this on behalf of the whole school community. As commented upon during the school's last SIAMS Inspection in 2018:

'the school's commitment to caring and compassionate service has a demonstrably positive effect on students' academic achievement, on their behaviour, relationships and attitudes, and on their personal development'

In addition, the school plays an important role in the wider community; we wish to appoint a Deputy Headteacher who has the enthusiasm and creativity to develop that ambassadorial role still further and to initiate and nurture partnerships at all levels.

This post offers the opportunity to become an integral part of a committed and experienced Senior Leadership Team within a strong and professional body of teaching and support staff, all dedicated to supporting and developing the school and those within its community as we strive for further excellence.

We are seeking to appoint a Deputy Headteacher who will play a key role in the strategic leadership and management of the school. A Deputy Headteacher who will be pivotal in helping lead us into the next exciting chapter of our history. This appointment is key in shaping that future and building on the great strengths we already possess, maintaining the highest academic and behavioural standards whilst adapting to the challenging and fast changing educational landscape.

The pastoral care of those within our school and wider community has never been more important and our new Deputy Headteacher will be instrumental in supporting the life chances of all those within our care.

We look forward to receiving your application and would welcome and encourage prospective candidates to visit the school. Please contact Louise Waddell, the Headteacher's PA at l.waddell2@huttongrammar.org

Yours faithfully

Sue Tipping
Chair of Governors

Nicola Moran
Headteacher



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Deputy Headteacher: Pastoral Care, Guidance and Support

Post:	Deputy Headteacher
Contract Type:	Full Time, permanent
Required from:	September 2023
Salary:	L18-22
Closing Date:	Friday 3rd March 2023 at 3:00pm
Shortlisting Date:	Thursday 9 th March 2023
Interview Dates:	Wednesday 15 th and Thursday 16 th March 2023

We are seeking to appoint a forward-thinking and inspirational colleague to join our Senior Leadership Team from September 2023. The new Deputy Headteacher will be instrumental in the strategic leadership, management and further development of the pastoral care of all members of our school community.

Hutton Church of England Grammar School and Sixth Form is a high performing, regularly over-subscribed 11-16 comprehensive single-sex boys' school with a co-educational Sixth Form. We are currently judged as 'Good' by Ofsted (2022) and 'Outstanding' by SIAMS (2018) and centre all we do around our Christian Values; these can be best summed up in Colossians 3:23

'Whatever you do, work at it with all your heart'

This post is key to the further development of our Senior Leadership Team within the school, supporting the Headteacher in building upon our reputation for academic and pastoral excellence within an ever changing, and more accountable, educational landscape. The successful candidate will work across all aspects of the school to create a common vision, being instrumental in making Hutton a truly exceptional place to learn and work.

The role of Deputy Headteacher is centred around the skills and qualities of the individual and we welcome applications from exceptional and aspiring senior leaders who wish to develop their career in a Church of England school and can demonstrate their passion and commitment to making a lasting, positive and fundamental impact upon our school community.

The successful candidate will bring professionalism and a track record of excellence, balanced with a real understanding of the needs of our students. Applicants must be able to demonstrate a clear understanding of the challenges and opportunities of leadership within our school with the skill to lead by example and inspire and support others.



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In return, the successful candidate will be given the opportunity to join a committed and experienced Senior Leadership team who, together with the Governing Body, will provide them with outstanding professional support and challenge. They will help lead and shape a supportive and dedicated team of teachers and support staff who take great pride in their work, constantly seek new opportunities to develop their expertise and always put the academic and pastoral wellbeing of those within their care as their primary focus.



If you would like to arrange a visit to the school prior to applying for the post, or a confidential discussion, please contact the Headteacher's PA, Mrs Louise Waddell, at l.waddell2@huttongrammar.org.

We are committed to safeguarding and promoting the welfare of children and follow safer recruitment practices. All appointments are subject to an enhanced DBS check. Please note that in line with Keeping Children Safe in Education 2022, an online search will be carried out as part of our due diligence on shortlisted candidates.

Recent Inspection Findings

Ofsted 2022: Rated 'Good' in All Areas

'Hutton Church of England Grammar School is defined by ambition, kindness and respect. These values sum up school life for very many pupils and students. Pupils said that they enjoy attending this school and that they make friends easily. Pupils and students told inspectors that the school is a safe and happy place.'

'Leaders have high expectations of pupils' and students' behaviour. Pupils and students behave well in lessons and at social times. They arrive at their lessons on time. Pupils and students are confident, courteous and respectful.'

'Pupils and students are known and cared for well by staff. Pupils and students understand people's differences. They are comfortable being themselves. They have few concerns about harmful



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behaviour or bullying. Pupils report any worries to adults. Staff listen to pupils' and students' concerns and resolve any bullying issues quickly. '

'Pupils, including those with SEND, achieve well. Students in the sixth form achieve especially well. Teachers across the school have strong subject knowledge. They deliver the subject curriculums well. They are clear about what secure knowledge looks and sounds like in pupils' work. Teachers expect and help all pupils, including those with SEND, to secure this important knowledge. They check for and address any misconceptions or shortfalls in pupils' and students' knowledge quickly. Teachers implement the curriculum especially well in the sixth form. Here, students regularly get to explore ambitious and contemporary academic resources. They are exposed to high-level academic thinking and knowledge. Their learning flourishes.'

'Pupils and students are attentive, curious and polite in class. They focus on their work. Pupils' learning is not disrupted in lessons. '



SIAMS 2018: Rated 'Outstanding' in all areas

'Ambitions are rooted in high expectations of students and staff, an unrelenting focus on improving outcomes for all students, well targeted and effective action plans and a very attractive learning environment'

'Parents and carers speak of the school being 'proactive in its engagement with them. They particularly value the 'superb pastoral care' given to their children and often to them and their wider families'

'The school's Christian ethos creates an environment in which students are challenged and supported to be the best they can be. This makes a very significant contribution to their academic progress and attainment.'

'The school's distinctive Christian character has a very significant impact on the daily lives and achievements of students'

'the school's commitment to caring and compassionate service has a demonstrably positive effect on students' academic achievement, on their behaviour, relationships and attitudes, and on their personal development'



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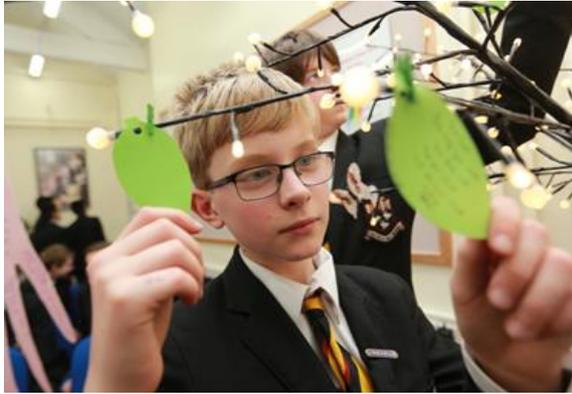
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'All students, whatever their religious faith, recognise and value the significant impact of these (School) values on all aspects of their lives'

'Collective worship in this church school is distinctive, inclusive and inspirational'



Current Senior Leadership Team

The SLT structure consists of the Headteacher, Deputy Headteacher, three Assistant Headteachers, the School Business Manager and the SENDCo.

In addition to the strategic and operational leadership and management of the school all members of the school's SLT play a vital role in the promotion and celebration of the school's culture and ethos; the successful candidate will be expected to help lead the school, and all those within it, as we further develop this.



The role of the Deputy Headteacher

The Governing Body wish to appoint a dynamic, hard-working and inspirational Deputy Headteacher who will be excited by both the prospect and significant challenge of the role.

As the title implies you will deputise for the Headteacher and support the wider leadership team, at both Middle and Senior levels, in developing and implementing our plans for further improvement.



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Whilst the principal responsibility of the post is Pastoral Care, Guidance and Support all members of the school's SLT are expected to have a flexible attitude to their roles and responsibilities.

Whilst the role carries a small teaching commitment there is no preference with regard to subject specialism and whilst the ability to teach a core subject would be welcomed it will not be the deciding factor in any appointment; we want the best person for the job.



The Hutton Community

Once you become part of the Hutton Grammar School community, you are a Huttonian for life. Our students feel a strong connection with the school and many return to support us in other ways long after they have finished their education.

Our governors and trustees play a vital role in supporting the school. The composition of our governing body and trustees reflects our voluntary aided status and there is a strong commitment to the Christian values of the school.

Staff and parents are committed to ensuring that our students have as many opportunities for enrichment as possible and this is demonstrated in our extensive extra-curricular programme and the variety of educational visits that are available to students. This would not be possible without the commitment of our staff and parent volunteers at evenings, weekends and during school holidays.

As with all schools, fundraising is an essential part of school life and the HGSA play a central role in this.



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The Old Huttonian Association

The alumni organisation has a very long history. Some members attended the school over 80 years ago. The annual dinner is an important event for the OHA.

The Hutton Grammar School Association (HGSA)

The PTA body is a loyal and hard working group. They raise a significant amount of money each year for particular projects as well as facilitating the hospitality for key events in the school calendar. The Deputy Headteacher plays a leading role in this organisation.

The Diocese of Blackburn

Hutton is a Voluntary Aided school in the Diocese of Blackburn family of schools.

The Diocese

The Diocese of Blackburn covers most of the County of Lancashire, the Unitary Authorities of Blackburn with Darwen, Blackpool and part of the Metropolitan Borough of Wigan.

There are 211 parishes and 280 churches within the Diocese, divided into two arch deaneries, served by the Bishop of Blackburn and his two Suffragan Bishops of Burnley and Lancaster.

The Diocese and its schools

No other Diocese has such an extensive commitment to Church of England and Methodist schools. The diocese has some of the most distinctive schools, most of which are aided or formerly aided. There are a small number of church academies in comparison with many being part of three multi-academy trusts that have church majority membership. Schools range in size from 1600 pupils in the largest to small primary schools in rural communities with less than 30 on roll, educating over 44 000 students on a daily basis.

The Diocese, like the Church of England nationally, believes that church school education stands at the centre of the church's mission and rigorously promotes the distinctive nature of church schools. Church schools endeavour to ensure that a Christian perspective informs all aspects of life. This is reflected in our promotion of Christian belief and values throughout the whole curriculum, the high priority given to worship and religious education and in the Christian nurture and care afforded to all members of the school community.



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Diocesan support for Church education

The staff of the Diocesan Board of Education provide a considerable range of services to the schools of the Diocese: governor training, preparation of policies, advice before and after Inspection, SIAMs Inspection service, Admission/appeal advice, support for religious education and worship, legal, practical and financial help for Aided school buildings, negotiations with local authorities, the Church of England Education Office and the DFE.

In addition, a co-operative approach has been developed with the Methodist Church and its education officers for the support of Methodist schools in the North West Districts. There is also very close liaison between the Church of England Dioceses in the North of England.

FAITH REFERENCES

As you are aware the person specification for the post for which you are applying states that you are asked to provide a *'positive and supportive faith reference from the priest/minister where the applicant regularly worships'*.

In the light of this and given that a priest is often managing ministry teams and/or more than one church/parish, we offer the following advice when seeking faith references.

1. Speak to the priest before completing your application and ask them to agree to act as a referee
2. Ensure that the priest is aware of
 - your involvement in parish life e.g. groups you attend/lead, Bible reading or intercession rota etc (it may be that currently you are not heavily involved in parish life due to other commitments)
 - your present post – name of school, areas of responsibility, etc
 - the post to which you are applying – name of school, post, etc

By following the above advice, you are able to prepare the priest for the reference request and so ensure it will be completed as fully as possible-

Candidates who do not use their Parish priest/minister must explain the reason for this in the letter of application. This can be for a number of reasons, e.g. because the parish is in vacancy, or a recently appointed priest. Whatever the situation, failure to explain may lead to your application not progressing further in the process.

The following websites set out the current list of churches that are members of Churches Together in England, the Evangelical Alliance and North-West Partnership. Please ensure that your place of worship is on the list. If you have any questions with regard to your church's affiliation or the contents of this letter you should contact the Diocesan Adviser for the appointment at helen.sage@blackburn.anglican.org

The list of Churches Together in England and its associated bodies can be found at www.cte.org.uk
The list of member churches of the Evangelical Alliance can be found at www.eauk.org
The list of member churches of the North West Gospel Partnership can be found at <https://northwestpartnership.com/>



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It is essential that the Diocesan application form is used. You must give a faith referee, as outlined on the application form. The referee should be your present parish priest / minister. If you do not use him/her, you must give an explanation on the application form or in your letter of application.

The National Society Contract of employment will be used for the successful candidate. The relevant section of the contract is as follows:

As the Deputy Headteacher of a Church of England school, you are required to have regard to the Christian character of the School and its Foundation and to undertake not to do anything in any way contrary to the interests of the Foundation.

You are required to give and/or supervise the giving of religious education in accordance with the doctrines of the Church of England and the Trust Deed of the school. You are required to take part in and lead acts of religious worship.