

Bancroft's

Independent Co-educational Day School 7-18

Deputy Head (Academic)

From January 2025



Closing date: Monday 13th May 2024 at 10am

www.bancrofts.org | hr@bancrofts.org



Being Bancroft's

Located on the border between North-East London and Essex and backing on to Epping Forest, Bancroft's is a co-educational independent day school for around 1200 pupils from 7 to 18.

Our pupils achieve outstanding academic outcomes. In 2023, 68% of our students achieved A*-A at A Level and 74% of all entries were awarded the top grades of 9 or 8 at GCSE.

And yet, we strive to achieve so much more than just results. 'Being Bancroft's' is the name which we give to our holistic approach to developing our pupils. This is a rounded educational framework running through the school which guides pupils to take full advantage of the huge range of different opportunities on offer at the school; whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music or attending some of our numerous clubs and societies, we want our pupils to challenge themselves and learn by taking part wholeheartedly in school life. All teachers are expected to contribute to the co-curricular life of the school beyond their subject specialism.

Bancroft's is a warm, forward-looking, modern school; a centre of excellence for the twenty-first century. We have a very diverse intake of pupils, valuing inclusivity of pupils and staff of different ethnicities, religions, sexualities, genders, learning needs and strengths. We value inclusion for all it can bring to each of us at Bancroft's as well as the school as a whole.

Professional development and training is a fundamental part of working at Bancroft's. Our staff are supported and encouraged to continually reflect on their practice; together we want to ensure that each member of staff feels that they are being developed and able to help provide the very best educational and transformative experience for all our pupils.



The Bancroft's Aim

We aim to provide a transformative experience for every child.

The School's Values

Our education is based on six core values: Curiosity, Kindness, Integrity, Courage, Balance and Excellence. We think these values are essential to the wellbeing of every child.



Curiosity

We want our pupils to take delight in the possibilities that the world has to offer and to develop an abiding curiosity about the world; to explore their imaginative and creative potential and to take pleasure in self-expression.



Kindness

We want Bancroft's pupils to be kind, to have integrity and the courage to pursue and protect what is good; to make wise decisions, based on compassion and empathy.



Integrity

We want our pupils to learn to understand themselves and others and develop a clear moral grounding for their lives.



Courage

We want our pupils to show courage and a spirit of adventure in all aspects of their learning; to confront challenges and try to overcome them.



Balance

We want our pupils to learn how to live balanced, healthy, productive and well-regulated lives and to learn to understand the different aspects that combine to create a secure framework for flourishing.



Excellence

We want our pupils to aspire to be the best they might be and to make the most of their talents and abilities; we want our pupils to form realistic and ambitious ideals for the future.



The Role

This is an exciting opportunity to lead the academic life of one of London's most successful coeducational day schools. The Deputy Head (Academic) is appointed by the Governors and the Head and is responsible to the Head for the academic life of the school. The Deputy Head (Academic) will work closely with the Head, the Senior Deputy Head and the Assistant Heads in formulating school policy, contributing to strategic development and overseeing the day-to-day running of the school. We have recently implemented the phased-launch of a digital device scheme which will see all pupils in the Senior School have access to a personal device. We are also part way through a curriculum review and the new Deputy Head (Academic) will play a key role in shaping this. At this exciting stage in the School's development, coupled with the start of our new Head, Alex Frazer, in September 2024, this role offers the successful applicant the opportunity to use their creativity and drive to have a significant impact on the educational experience of our own pupils and of those in our partnership schools. This role will be excellent preparation for Headship in due course.

The Person

We are looking for an inspirational and highly motivated individual with the ability to lead others with energy and commitment. The successful candidate will be a well-qualified graduate with an excellent teaching record (in any academic discipline). It is expected that the successful candidate will be an outstanding role model as a teacher and educator and will contribute not just to the intellectual life of the School, but also become fully involved in the co-curricular activities we offer. We are seeking someone with relevant leadership and administrative experience, ideally as an Assistant Head or an experienced Head of Department, as well as a willingness to take on and master new challenges.



Key Responsibilities

The main areas of responsibility are:

- To lead on academic strategy and development throughout the School
- To oversee the work of the Director of Teaching and Learning and the quality of Teaching and Learning across the school, ensuring that the learning environment is supportive and that children are inspired to be intellectually curious and scholarly
- To oversee the work of the Assistant Head (Academic) in all matters relating to the curriculum and timetable, creatively ensuring that the curriculum we offer is exciting and challenging for our highly able pupils and best suits their needs
- To lead the Digital Strategy Group and the implementation of 1:1 devices in the classroom
- To line manage the Heads of Department
- To line manage the Examinations Officer, Director of Learning Strategy, the Head of Learning Support and the Librarians
- To play a significant part in the 11+ and 16+ admissions process, ensuring that we attract able and interested pupils who will go on to thrive at Bancroft's
- To oversee reporting, the use of data and tracking to ensure that every pupil is supported to make their best progress and achieve excellent outcomes
- To work with the Sixth Form Team to contribute to the Higher Education and Futures strategy
- To keep abreast of educational developments nationally and internationally

Other responsibilities as a member of the Senior Leadership Team:

- To help with the recruitment of teaching staff
- To advise the Head on relevant issues
- To liaise with the Preparatory School Head and Preparatory School Deputy Head on academic matters
- To share in the SLT duty rota
- To take a share of full School assemblies
- To contribute to SLT meetings
- To contribute to school inspection planning
- To work closely with our parent body
- To contribute to Open Days and promote the school externally
- To demonstrate a commitment to improving and developing the organisation's processes and facilities
- To carry out such duties that may be reasonably required by the Head



Person Specification

	Essential	Desirable
Education	A good honours degree in any discipline	QTS/PGCE Further relevant postgraduate qualifications
Experience	Exceptional teaching record Leadership experience as an Assistant Head, Head of Department, Head of Section or similar Experience of the use of data to improve student achievement	Experience in a similar, high-achieving, academic school Experience of leading whole school initiatives
Skills	Strong written and communication skills Strong ICT skills The capacity to contribute to whole school strategic development Excellent interpersonal skills and the ability to work with good humour Excellent understanding of Safeguarding Knowledge of current educational issues and their significance for the independent sector	
Personal Qualities	A positive approach to problem-solving A commitment to their own professional development Emotional intelligence, optimism and an ability to think and plan strategically	An interest in educational research A commitment to the benefits of partnership work



Additional Work Information

This job description reflects the major aspects of the role. The successful candidate may be expected to assume some additional responsibilities as reasonably requested by the Head and to demonstrate a commitment to improving and developing the organisation's processes and facilities.

The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events.

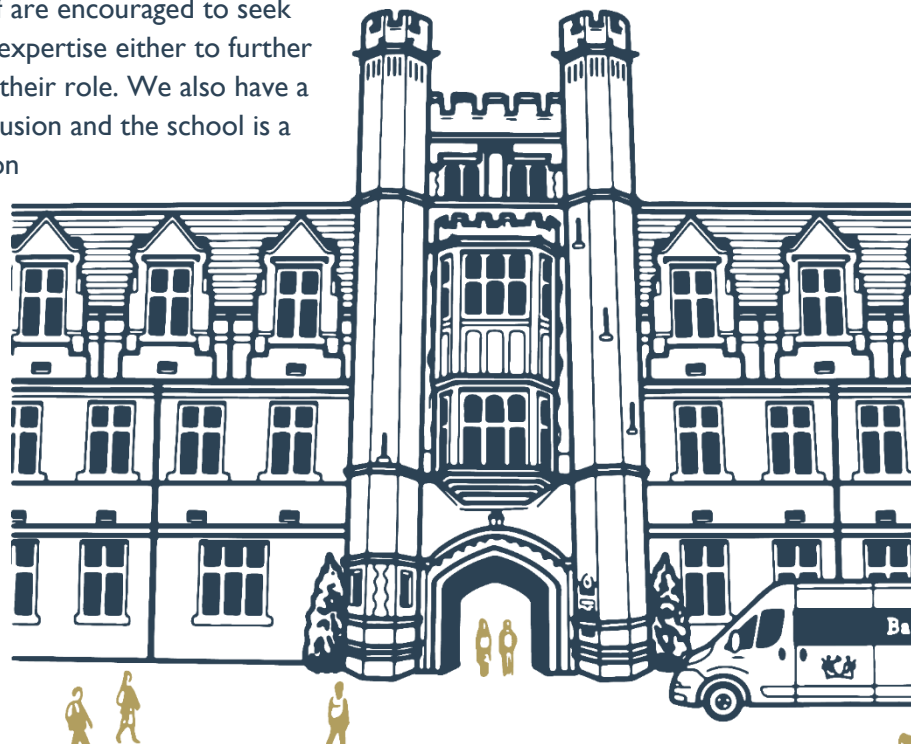
Working at Bancroft's

An attractive salary package is offered, according to experience and expertise.

Bancroft's offers a generous benefits package to all staff, including:

- Competitive salaries
- Commitment to supporting ongoing professional development
- Outstanding support for ECTs
- Generous holiday allowance
- Use of school gym. Yoga, swimming and Pilates sessions for staff
- Friendly and welcoming common room, which organises regular social events
- Access to school counsellors and the support of a staff wellbeing team
- Optional subsidised private health care
- Complimentary lunches

There is generous CPD support and staff are encouraged to seek opportunities to develop their skills and expertise either to further their career or to support enjoyment of their role. We also have a staff group working on Diversity and Inclusion and the school is a founding member of the Schools' Inclusion Alliance.





Dates for the process

Closing date: Monday 13th May 2024 at 10am

Shortlisted candidates will be invited to Bancroft's School on either Monday 20th May 2024 or Wednesday 22nd May 2024 for a full assessment day.

The final shortlist of candidates will be invited back to Bancroft's School for a final interview during the week commencing Monday 3rd June 2024.

How to Apply

An application form is available to download from the School website or by emailing hr@bancrofts.org.

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.

