



FRAMWELLGATE  
SCHOOL DURHAM

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# HEADTEACHER

## CANDIDATE INFORMATION PACK

Start Date: September 2024

Salary: Group 7 (£83,081 - £118,732)  
Scale to be determined based on the skills  
and experience of the successful candidate.

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# WELCOME FROM THE CHAIR OF TRUSTEES AND CHAIR OF GOVERNORS

## Welcome!

It is our pleasure to write an introduction to this application pack for the post of Headteacher at Framwellgate Schol Durham.

This is an exciting time for both the school and the Trust. Andy Byers is a very successful headteacher. Since his appointment in 2017, he has made a huge difference to the school. Curriculum changes and a drive to improve teaching and learning have led to improved outcomes at all levels. The school roll is now much larger, as parents opt for FSD as their first-choice school in Year 7. The Sunday Times recently listed Framwellgate School as one of the top ten schools in the Northeast.

A lot has been achieved under Andy's leadership, but there is more to do. The successful applicant for this post will be able to move the school on even further. Within three years, the school roll will have grown to 1600, and the new school building will be completed. Such opportunities do not come along very often!

The school has a very talented teaching staff and impressive pastoral support for pupils. The Local Governing Board (LGB) works hard to support the Headteacher and senior staff.

Plans are in place for the expansion of the Excel Multi Academy Trust. Consequently, the successful applicant will be part of an exciting wider development within central Durham.

This pack gives applicants more detail on a range of issues. Please contact Andy Byers or Angela Darnell if you want any further information and please do visit the school.

This is a challenging post but, without a doubt, an exciting one.

We wish you the very best of luck in your application.

**Stephen Hall**  
Chair of the Excel Academy  
Partnership Trust Board

**Angela Darnell**  
Chair of the Local Governing  
Board.

# ABOUT THE POSITION

We wish to appoint a highly motivated Headteacher who will bring knowledge, experience and leadership to a successful, dynamic and expanding school at a significant stage in its development.

The successful candidate will bring energy and enthusiasm, and will demonstrate success in their current leadership role. We are looking for someone with high standards and expectations, values that align with our own, and real emotional intelligence.

The new Headteacher will take over a much-improved school with a strong Senior Leadership Team, a positive culture, good student behaviour, robust systems, a strong curriculum and an excellent culture of professional learning and teaching.

## **We recommend that the successful candidate focuses on the following:**

- Establishing themselves as the visible face of the school with students, staff, parents, and other stakeholders.
- Effectively managing the ongoing recruitment and retention crisis with creativity and skill and without compromising the specialist teaching and support needed by our students.
- Further improving our headline outcomes, particularly in Maths.
- Improving attendance and outcomes for disadvantaged students.
- Continuing to raise aspirations in students and their families.
- Preparing for the next Ofsted inspection (likely to be before July 2025).
- Improving sixth form numbers so that a greater proportion of learners have aspirations to take the Level 3 courses on offer and remain at school for seven years.
- Managing an increasingly challenging and difficult site until the new building opens and then ensuring there is a smooth transition for students and staff.
- Collaborating with fellow Headteachers as the school enters the next phase of Trust Development.



## CONTACT

Queries and applications should be submitted to Executive Assistant Fiona Thompson at [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com).

## KEY DATES

We strongly advise that you visit the school in the week commencing 22nd January. Please contact Fiona Thompson to book a place.

The closing date for applications is **Tuesday 6th February at 9:00am**.

Shortlisting is scheduled to take place in the week commencing **12th February**.

Interviews are scheduled to take place on **Tuesday 27th & Wednesday 28th February**.

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS, barred list check and Section 128 check will be required for this post, together with the completion of a pre-employment health questionnaire.



# ABOUT FRAMWELLGATE SCHOOL DURHAM

Framwellgate School Durham is a high-achieving 11-18 school with a strong track record in both provision and outcomes. We are fully committed to the students in our care, and work to ensure that both the pastoral provision and quality of teaching are the very best.

The school serves the population of the north of Durham city, primarily from the Newton Hall estate, but we attract students from a wide surrounding area and over 20 feeder primary schools.

## 1280

students overall

## 160

Sixth Form students



Our pupil roll has grown by over 30% in the last six years



*“Leaders show strong moral leadership.”*

Ofsted  
2021

# EXCELLENCE, COMPASSION & RESPECT FOR ALL.

Our school promotes academic excellence and embraces the shared values of honesty, integrity, respect, and compassion. We want our students to be ambitious, kind, resilient and hardworking, and have a genuine passion for learning. We want them to change the world with the knowledge, skills, and confidence they have learned here, to champion fairness, have friendships for life, and pride in our school. Above all, we want our students to be happy.

## THE CURRICULUM

**“Better teaching has encouraged more pupils to choose academic courses.”  
Ofsted, 2021**

We are committed to providing a rich academic curriculum that responds to the needs of the individual student whilst ensuring access to a broad and balanced range of educational experiences for all. For many students, this means learning with us from 11 to 18. We view this as a continuous, coherent journey and see one of the most important functions of learning, during any key stage, as being to prepare students for the next one. Our curriculum is carefully planned and sequenced and taught, almost exclusively, by subject specialists.

We recognise that whilst all our students have needs, some have more significant barriers to learning. We are an inclusive school, and through the work of the Achievement Centre (our SEN base), we seek to remove or minimise any barriers to learning that our students may have, be they emotional, physical, or academic.

At Key Stages 4 and 5, students receive options guidance linked to future aspirations, and we offer a significant number of GCSE, A Level and BTEC/OCR courses which meet the needs and interests of all our students. Nearly all our Year 13 students go on to university, most choosing to study at Russell Group universities.

Our curriculum model has undergone several changes in recent years, and, following our last Ofsted inspection in 2021, we moved back from a two-year Key Stage 3 to a traditional curriculum model. We have prioritised a broad, knowledge-rich academic curriculum for all students. The percentage of students taking languages (and the full E-Bacc suite of qualifications) has increased significantly and is planned to settle at between 70 and 80%.

Our new curriculum model is shown below:

	Year 7	Year 8	Year 9	Year 10	Year 11
<b>Core Subjects</b>					
<b>Maths</b>	7	7	7	8	8
<b>English</b>	7	7	7	8	8
<b>Science</b>	6	6	9	9	9
<b>Compulsory/Non-Examined Subjects</b>					
<b>PE</b>	4	4	4	2	2
<b>RE</b>	2	2	3	3	3
<b>Reading</b>	2	2			
<b>E-Bacc &amp; Foundation Subjects</b>					
<b>Geography</b>	3	3	4	5	5
<b>History</b>	3	3	4	One Subject	One Subject
<b>French</b>	4	4	4	5	5
<b>Design Technology</b>	2	2	4		
<b>Food and Nutrition</b>	2	2	2 Subjects		
<b>Computer Science</b>	2	2	x 2 Hours		
<b>German</b>			4		
<b>Music</b>	2	2	2 Subjects		
<b>Art</b>	2	2	x 2 Hours		
<b>Drama</b>	2	2			
<b>Option Subjects</b>					
<b>Option 1 (Free Choice)</b>				5	5
<b>Option 2 (Free Choice)</b>				5	5
<b>Total Hours Per Fortnight</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>

\*Personal Development lessons are timetabled on a rolling programme of one PD per week throughout the year

"The curriculum caters effectively for pupils' personal development."  
Ofsted, 2021

## PASTORAL CARE AND SUPPORT

Pastoral care is a strength of the school. This has been recognised by Ofsted in all its recent reports. All students are placed in tutor groups and remain with their tutor group (and their tutor) as they move from Year 7 to 11. The tutor is the first port of call for all students. We place a real emphasis on good student behaviour and believe that teachers can't teach, and students can't learn, unless behaviour in the classroom and around school, is excellent. We have effective and robust systems in place to manage this.

Like all schools, we have suffered from worsening attendance, behaviour, safeguarding, and mental health outcomes since the pandemic,

but improvements have been made, and we compare very favourably with national and regional averages for attendance, suspensions, and exclusions.



*"This is a caring school. Leaders have fostered a strong safeguarding culture."*

Ofsted,  
2021



## PROFESSIONAL DEVELOPMENT

Having established robust systems to manage various aspects of school life, and a broad and balanced curriculum, we have spent the last few years developing and improving our classroom practice. We place a very high priority on developing our staff professionally. Middle leadership training has been a strong focus, and there is an extensive programme of CPD that seeks to support all staff, identify their development needs, and help them improve their practice. We have a weekly CPD programme of 75 minutes, much of it given over to collaborative planning time for all departments, to allow them to work together to plan exciting, engaging, and effective lessons.



*"Teachers receive a rich diet of training and professional development."*

Ofsted,  
2021





*“Parents praise the improvements in behaviour and the academic rigour that is now firmly in place.”*

Ofsted,  
2021

## TEACHING AND LEARNING

We aim to ensure that our teaching stretches and challenges students, and we are increasingly research-led. We don't ask teachers to follow a prescribed learning cycle, but we have invested a significant amount of time on training and CPD and have embraced Rosenshine's principles in planning the key ingredients of a good lesson. The development of teaching is supported through a supportive appraisal process which focuses on improving professional practice. The support for ECTs is exceptional, and we have other training strands for RQTs and those aspiring to middle and senior leadership. We have supported many colleagues to complete NPQs and we use external consultants (primarily Tom Sherrington and Phil Keay) to support our teaching and leadership development.



## NEW BUILDING

In June 2022, the school was chosen to be part of the School Rebuilding Programme, which has resulted in a new build planned on the same site. At the same time, and due to new housing developments nearby, the Local Authority has supported the expansion of the new build to a capacity of 1600. On a phased basis, this will mean an increase in the PAN from 225 to approximately 260.

The current Trust CEO is managing the new build alongside the DfE and project team, and it is envisaged that contractors will be procured in Spring 2024, with work starting later in the year. It had been hoped that the new build would open in September 2025, but this could slip into 2026. Nevertheless, this is an exciting project, and the new Headteacher will have the opportunity to lead the transition into the new school buildings.

## LEADERSHIP TEAM STRUCTURE

The current Senior Leadership Team is structured as follows:

<b>Headteacher</b>	Andy Byers
<b>Deputy Headteacher (Pastoral)</b>	Jane Rayson
<b>Deputy Headteacher (Quality of Education)</b>	Helen Machin
<b>Deputy Headteacher (Raising Achievement)</b>	Leeanne Mersh-Roberts
<b>Assistant Headteacher (Student Development)</b>	Fran Ward
<b>Assistant Headteacher (Student Progress)</b>	Louise Lutynski
<b>Assistant Headteacher (Quality of Education)</b>	Kate O'Neill
<b>Director of Safeguarding (Non-Teaching Post)</b>	Michele Osborne
<b>Academy Business Director</b>	Wendy Pattison

In addition to the above, the following staff participate fully in the senior team.

<b>Culture and Standards Lead</b>	Kyle Dinsdale
<b>Head of Sixth Form</b>	Emily King

Find out more about our Senior Leadership Team:  
<https://www.framdurham.com/senior-leadership-team/>

As a Single Academy Trust, the current Headteacher is also the CEO and the Academy Business Director is CFO. Please read the details below about Trust development.

## FURTHER INFORMATION

Further information about the school can be found on our website ([www.framdurham.com](http://www.framdurham.com)) and on the DfE's school performance tables.

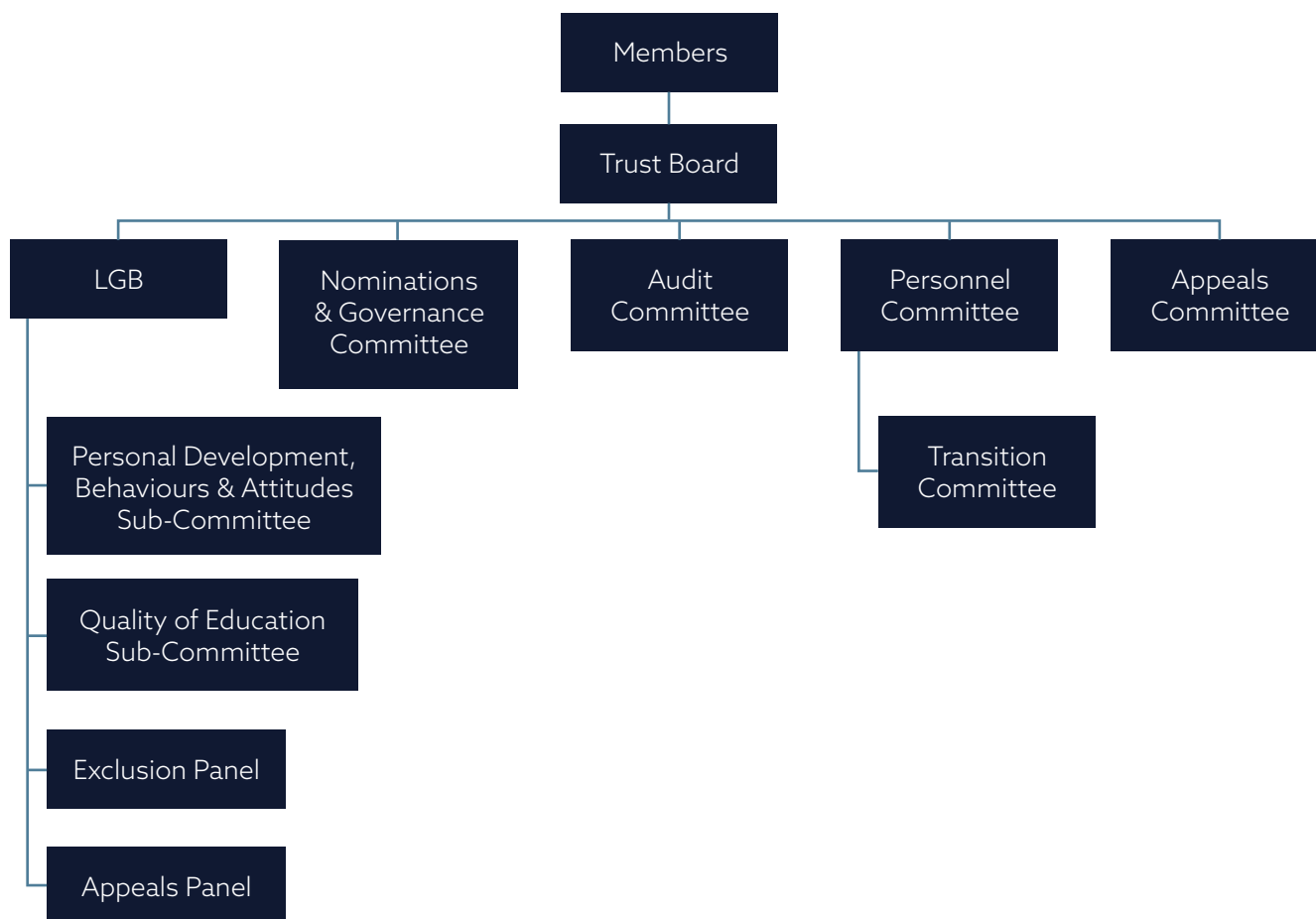
# ABOUT EXCEL ACADEMY PARTNERSHIP

Excel Academy Partnership is currently a single-academy Trust. It has a responsible body (The Trust Board) chaired by Stephen Hall and a Local Governing Board chaired by Angela Darnell, which monitors the work of the Headteacher and Senior Team and focuses on monitoring the operational running of the school, its provision and its outcomes.

The successful candidate will join us at a critical but exciting time. Trustees have agreed that the school should be part of a larger Trust and, at the time of writing, are in active discussions with other schools about establishing a larger MAT (hopefully by September 2024).

The new Headteacher of FSD will play a crucial role as a member of a new Executive Team, collaborating with fellow Headteachers and working with a new CEO (yet to be appointed). Further information about the new Trust arrangements will be provided on selection day.





## THE LOCAL GOVERNING BOARD

The Local Governing Board of Framwellgate School Durham plays an important part in governance within the Trust. Governors have a duty to oversee the strategic direction of the school and to monitor standards. Above all, the role of the governors is to provide support and challenge to the Headteacher and senior leadership of the school.

The governors work hard, within two sub-committees and in specialist governor roles, to support and challenge the senior leadership. They comprise a strong, diverse, and talented group, eager to work with the Headteacher. An external review of the Excel Academy Partnership, carried out by Ward Hadaway in March 2022, praised the work of the Local Governing Board (LGB), drawing attention to full and helpful minutes of meetings, active sub-committees, and a commitment to governor training. Regular Governor Updates can be found on the school website.

As the Chair of Governors, Angela Darnell is privileged to work with a team of twelve governors drawn from a variety of backgrounds. Parents and school staff are represented on the board, and meetings are lively affairs with a range of views expressed. The governors are a strong and skilled group with diverse experience and opinions, all willing to give up their time to ensure that the students of Framwellgate School Durham experience the very best the school has to offer.

# JOB DESCRIPTION

## JOB TITLE: HEADTEACHER

<b>Salary</b>	Group 7 (£83,081-£118,732) Scale to be determined based on the skills and experience of the successful candidate
<b>Contract Type</b>	Permanent
<b>Reporting To</b>	Chief Executive Officer
<b>Direct Reports</b>	Deputy Head: Pastoral Deputy Head: Quality of Education Deputy Head: Raising Achievement

The Headteacher will be required to fulfil all relevant duties and responsibilities as set out in the current National Standards of Excellence for Headteachers. They will provide strategic direction, leadership, and management to Framwellgate School Durham, uphold the vision of the school and Trust, and be accountable to the CEO, Trust Board and Local Governing Board for the quality of teaching, pastoral care, safeguarding, and outcomes for all learners in the school. Their duties and responsibilities include:

### To Provide Strategic Leadership and Vision

- To lead by example and be a visible, supportive, and approachable leader
- To set and maintain high standards
- To maintain a school culture with excellence, respect and compassion at its heart and be a compelling ambassador for the school in communicating the school's ethos, vision, values, and strategic direction to a wide range of internal and external audiences
- To know, understand, and act within the statutory frameworks and guidance relevant to mainstream schools

### To Lead the School and its Staff Effectively

- To work closely with the CEO and CFO to ensure resources are deployed effectively
- To recruit and retain high-quality staff, and deploy them with due attention to workload

- To ensure that school policies are reviewed regularly and that these are adhered to
- To lead the senior team and staff to develop and sustain a vision and strategy for:
  - Pastoral care, which places safeguarding and the behaviour, well-being, and personal development of students at its heart and is strongly aligned with the ethos and values of the school
  - The school's curriculum and teaching to ensure it meets statutory requirements and the needs of all students, including those with SEND and those from disadvantaged backgrounds
  - Raising achievement, which prioritises student outcomes for all groups of students and leads to strong performance against external accountability measures
- To communicate effectively with parents, staff, and the community

### Accountability

- To carry out regular, high quality and critically informed self-evaluation and quality assurance
- To be accountable and report regularly to the CEO, Trust Board and LGB on the quality of teaching, pastoral care, safeguarding, and outcomes for all learners in the school, including key performance indicators relating to public examinations, attendance, behaviour, and safeguarding.
- To be an outward-facing leader and build effective relationships and networks with local Headteachers, other Trust schools, local and national organisations (the Local Authority; Schools North-East, etc) and external consultants who can support the work of the school
- To make a positive contribution to the Trust and wider education system
- To hold senior leaders and staff to account

## PERSON SPECIFICATION

### JOB TITLE: HEADTEACHER

<b>Salary</b>	Group 7 (£83,081-£118,732) Scale to be determined based on the skills and experience of the successful candidate
<b>Contract Type</b>	Permanent
<b>Reporting To</b>	Chief Executive Officer

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>			
Graduate with QTS	✓		AF, CC
NPQH		✓	AF, CC
<b>Knowledge, Skills &amp; Experience</b>			
Evidence of relevant & substantial CPD	✓		AF
Substantial experience working as an HT or DHT in a successful or improving school	✓		AF, LA
Experience of working at senior level in a school with a sixth form		✓	AF, LA
Senior leadership experience in more than one school		✓	AF, LA
Experience of leadership in a single or multi-academy trust		✓	AF, LA
If a DHT, experience and significant responsibility for leading at a whole school level on two or more of the following: Curriculum Development, Teaching and Learning, Safeguarding, Pastoral Care, Raising Achievement/Improving Outcomes	✓		AF, LA

Knowledge & understanding of curriculum led financial planning, curriculum modelling and resource planning		✓	LA, SP
Understanding of how to raise achievement for all learners and especially the most vulnerable and disadvantaged	✓		LA, SP
Experience of leading, or significantly contributing to the success of a school through its leadership, ethos, teaching and learning and results	✓		AF, LA, R
Experience leading a team and/or working to support the significant success of others including CPD, effective management of underperformance & disciplinary/capability	✓		AF, LA, R, SP
Substantial experience of working effectively with Governors	✓		AF, LA, R
Ability to use data and/or evidence to inform decision making and address weaknesses	✓		AF, LA, R, SP
Good understanding of current education landscape & legislation (including SEND statutory requirements)	✓		LA, SP
<b>Behaviours</b>			
Deep commitment to the ethos and values of Framwellgate School Durham	✓		LA, SP
Genuine passion and belief in the potential of every student	✓		LA, SP
Clear vision and interpersonal, planning and organisation skills	✓		SP, R
Emotional intelligence, kindness and strong interpersonal skills	✓		SP, R
Resilience	✓		SP, R
Real team player with a strong understanding of their own strengths and weaknesses and of their own role in the dynamics of any team	✓		SP, R
Leads by example	✓		SP, R
Commitment to ongoing professional development	✓		SP, R
Reflective practitioner	✓		SP, R
Commitment to and understanding of professionalism in line with the National Headteachers' Standards & Nolan Principles	✓		SP, R
Commitment to the safeguarding & welfare of all students	✓		SP, R

**Evidence:** AF: Application Form LA: Letter of Application R: References

CC: Certificate Check SP: Selection Process

## HOW TO APPLY

Please complete the application form available on our website in full. Section B requires you to set out thorough evidence of how you meet the criteria included in the person specification. This will be used in the shortlisting process. This section should be no more than 1000 words, and bullet points are encouraged.

In addition to the application form and evidence described above, you will need to submit a letter of application (maximum two sides of A4). This should outline your vision for the role, the challenges you will face and what makes you our ideal candidate.

Please ensure that Section B of the form and your letter contain different information.

Your complete application should be emailed 'in confidence' to :

**[Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com)**

by **Tuesday 6th February at 9:00am**. All applications will be acknowledged by email. Please **DO NOT** upload your application to the website on which this post is advertised, and please note that we do not accept CVs.







FRAMWELLGATE  
SCHOOL DURHAM

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