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**BRADFORD GIRLS'
GRAMMAR SCHOOL**

bdot
Bradford Diocesan
Academies Trust

Assistant Headteacher

Recruitment Information Pack



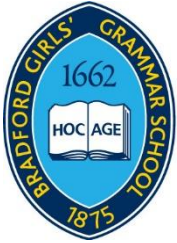
Salary: L6 – L10

Contract term: Permanent

Start: January 2027 (or sooner if possible)

Bradford Girls' Grammar School

Squire Lane, BD9 6RB



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Join Us in Shaping an Exceptional Future

At Bradford Girls' Grammar School, we are proud of our rich heritage, strong values, and unwavering commitment to providing an outstanding education for every girl. We are ambitious for our students and staff and are seeking an exceptional leader to join our Senior Leadership Team as Assistant Headteacher.

This is an exciting opportunity for an inspirational and highly motivated leader who shares our belief that every student can succeed. We are looking for someone who will champion excellence, support and develop colleagues, and play a pivotal role in our journey from good to exceptional.

We recognise that outstanding leaders bring different strengths and experiences. Therefore, whilst this is a substantive Assistant Headteacher post, the specific portfolio and responsibilities will be determined following appointment, enabling us to align the role with the successful candidate's expertise and the strategic priorities of the school.





Welcome from the Headteacher

At Bradford Girls' Grammar School, we believe that education transforms lives.

Our students are talented, ambitious and full of potential. They deserve a school that not only enables them to achieve exceptional academic outcomes but also inspires them to become confident, compassionate and successful young women.

We are seeking an Assistant Headteacher who shares this vision; someone who believes wholeheartedly in the potential of every girl, who is committed to removing barriers to success, and who will work alongside colleagues to provide an exceptional educational experience.

The successful candidate will be an outstanding leader of people. They will be able to motivate, challenge and support staff, fostering a culture of high expectations, professional growth and continuous improvement. Above all, they will be relentless in their pursuit of excellence for students and staff alike.

If you are an ambitious leader who wants to make a significant contribution to the future success of Bradford Girls' Grammar School, we would be delighted to hear from you.

The Role

The Assistant Headteacher will be a key member of the Senior Leadership Team, contributing strategically and operationally to the leadership of the school.

The successful candidate will:

- Provide visible and inspirational leadership across the school.
- Support the Headteacher and Deputy Headteachers in delivering the school's strategic vision.
- Drive continuous improvement and contribute to the school's journey towards exceptional outcomes.
- Champion high standards of teaching, learning, behaviour and personal development.
- Develop and empower colleagues through coaching, support and professional challenge.
- Promote a culture of accountability, collaboration and excellence.
- Be a passionate advocate for students, ensuring that all girls receive the highest quality educational experience.
- Lead strategic priorities aligned to their skills, expertise and experience.

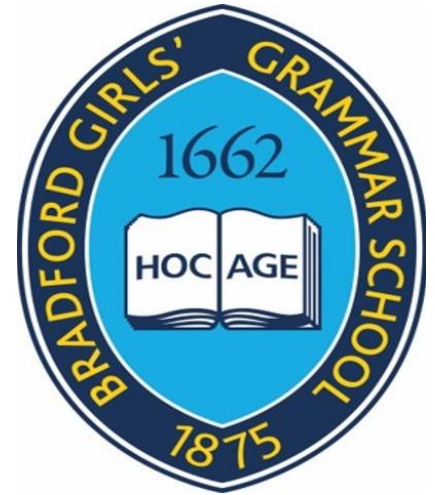


What We Are Looking For

We are seeking an exceptional leader who:

Puts Students First

- Believes deeply in the potential of every child.
- Is an unwavering advocate for young people.
- Has a genuine commitment to improving life chances.
- Makes decisions based on what is best for students.



Leads with Integrity

- Demonstrates honesty, professionalism and strong moral purpose.
- Builds trust and credibility with staff, students and families.
- Leads by example and inspires others through their actions.

Develops People

- Supports, motivates and challenges colleagues to be their best.
- Has experience of coaching and developing staff.
- Creates a culture where people feel valued and empowered.

Has High Expectations

- Is ambitious for students and staff.
- Refuses to accept mediocrity.
- Has a proven track record of securing improvement.

Thinks Strategically

- Can translate vision into action.
- Uses evidence to inform decision-making.
- Contributes effectively to whole-school improvement.

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Key Responsibilities

The specific responsibilities of this role will be determined following appointment. However, all Assistant Headteachers will be expected to:

Leadership and Strategy

- Contribute to the strategic leadership and management of the school.
- Support the development, implementation and evaluation of the School Improvement Plan.
- Lead and manage agreed areas of whole-school responsibility.
- Promote the school's vision, values and ethos.

Teaching and Learning

- Promote excellence in teaching and learning.
- Monitor standards and support school improvement.
- Lead professional development activities.
- Support colleagues to secure the best possible outcomes for students.

Staff Development

- Coach and mentor colleagues.
- Support leadership development across the school.
- Foster a culture of professional growth and continuous improvement.
- Hold colleagues to account while providing support and encouragement.

Student Experience

- Champion student voice and student wellbeing.
- Ensure that students receive a high-quality educational experience.
- Promote high standards of behaviour, attendance and personal development.
- Work to remove barriers to achievement.

Safeguarding

- Support the school's safeguarding culture and responsibilities.
- Ensure that safeguarding remains everyone's responsibility.
- Promote a safe, inclusive and supportive environment.

Why Bradford Girls' Grammar School?

Bradford Girls' Grammar Secondary School is a well-regarded school of around 690 students, located in the outskirts of Bradford city centre.

Established in 1875, the school is rich in history and has a strong record of providing an outstanding education. Previously a girls' independent school, Bradford Girls' Grammar School became an Academy Free School in 2013. In January 2023, the school joined the Bradford Diocesan Academies Trust (BDAT).

From establishment until 2024 the school has been an all-through school admitting students from ages 5-16. In September 2024, Bradford Girls' Grammar School officially de-amalgamated from Lady Royd Primary School becoming an 11-16 Academy educating 690 wonderful young ladies.

There are many strengths of the school; teaching quality is good across the school leading to outcomes that are above national; we are an inclusive school; and our students have an excellent work ethos.

Our school motto: *Aspire, Succeed, Lead*, defines our mission and we expect students to leave as future leaders; confident to take on challenges and to make a difference on a world platform.

Our values of Accountability, Self-Confidence, Perseverance, Integrity, Respect and Empathy define how we operate and what we expect from students and ourselves. We are ambitious, have high expectations of ourselves and others and work together supportively, as a cohesive team.

We offer fantastic support and professional development to staff which ensures that they are equipped with all the necessary skills to deliver excellent lessons to the students daily. We are part of Bradford Diocesan Academies Trust (BDAT), which provides extensive CPD and career opportunities for staff, whilst also retaining the values, special character and history of Bradford Girls' Grammar School.

At Bradford Girls' Grammar School you will find:

- Talented, hardworking and engaging students.
- Dedicated and supportive colleagues.
- A strong culture of professional development.
- A values-driven school community.

- A genuine opportunity to shape strategic direction.
- A leadership team committed to continuous improvement and excellence.
- A school with ambition, momentum and a clear vision for the future.



Bradford Diocesan Academies Trust (BDAT)

Bradford Girls' Grammar School is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

General Information and Background

Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting 21 schools in Bradford. We are a Trust which prides our self in delivering great education outcomes and life opportunities for all our children. We are an inclusive Trust working with children from a rich range of backgrounds who reflect our communities and the city we serve. We are proud to be all about Bradford and developing the future generation of lifelong learners who will go on to achieve incredible things.

BDAT is a Trust which recognises each of our schools is unique. We actively encourage and celebrate difference as we know each of our schools serves very different communities. However, we also know that a key strength of being part of a Trust means together our schools can support each other, learn from each other and share great practice.

We are a Trust which is value-led and we know it is important that we consistently live these values. The Trust's mission is "to provide education of the highest quality within the context of Christian belief and practice." We strongly believe every child only has one chance at a good education.

Our core Trust values are inclusion, compassion, aspiration, resilience, excellence (I.C.A.R.E.). We seek to model these values in all we do, including how we recruit and develop our staff, how we teach our students and how we liaise with our families, friends and partners. We are a proudly Christian organisation committed to providing high-quality education for all within our ethos. Whilst robust Christian principles underpin the work of the Trust, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. We describe ourselves as having inclusive values, believing these are as appropriate and important to staff and students of all faiths (and to those without faith), as they are to those who practice within the Church of England. It is for this reason we choose to support and sponsor Non-Church of England Academies, as well as those within the faith. Therefore, we welcome applications for this role from employees of all faiths as long as they understand and can promote the values which we share.

BDAT is a large Trust, however we pride ourselves in knowing and understanding our schools. We are all part of the BDAT family, and we all have the same motivation – to see our children succeed. For more information about us follow us on twitter @wearebdot or visit www.bdat-academies.org

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Application Process

Thank you for your interest in joining Bradford Girls' Grammar School.

To apply for this position, please submit a completed application form via MyNewTerm. Applications must be made electronically through the MyNewTerm recruitment portal.

Key Dates

- Closing Date for Applications: Monday 6th July 2026, 8.00am
- Shortlisting of Applications: Monday 6th July
- Interviews: 13th and 14th of July

We reserve the right to close this vacancy early should we receive a high volume of suitable applications. Early applications are therefore encouraged.

Safeguarding and Recruitment

Any offer of employment will be subject to satisfactory pre-employment checks, including an Enhanced Disclosure and Barring Service (DBS) check, online searches, references and other checks in line with Keeping Children Safe in Education guidance.

Bradford Girls' Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers and visitors to share this commitment and to uphold the highest standards of safeguarding practice.

We are committed to creating an inclusive workplace and welcome applications from all suitably qualified candidates, regardless of background.

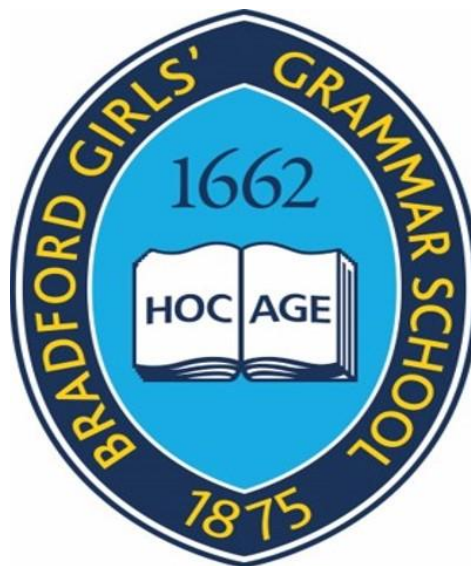


Person Specification

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS)	•	
National Professional Qualification		•
Experience and Knowledge	Essential	Desirable
Significant, measurable impact as an effective middle or senior leader	•	
Ability to articulate and share a vision	•	
A clear understanding of what constitutes an outstanding school and what needs to be done to achieve and maintain that standard.		•
Experience and evidence of impact when developing and leading on a strategic area of focus.	•	
Knowledge and understanding of education legislation, new innovation and developments.		•
Skills	Essential	Desirable
Experience of implementing the principles and practice of quality assurance, including school review, self-evaluation and performance management.	•	
An innovative leader, with an understanding of education opportunities and how it can be translated into practical reality working in consultation line manager	•	
A collaborative leader with the ability to forge positive relationships in order to promote success.	•	
Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all students	•	
The ability to build a sustainable workforce of high-quality staff and leaders in consultation with the Headteacher.		•
The ability to provide clear direction and shared purpose for all children, staff and stakeholders.	•	
Ability to inspire and motivate staff, students, parents and governors to achieve the aims of the school.		•
Strong communication skills with all children, staff and stakeholders including the Headteacher.	•	

Strong level of ICT skills in relation to effective use in both curricular and administration contexts.	•	
Experience that demonstrates the ability to successfully tackle and resolve problems, effectively innovate and manage change competently.	•	
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management.		•
Other	Essential	Desirable
Commitment, to and strategies for, ensuring inclusion, diversity and access for all.	•	
A proven ability to successfully manage resources effectively within your previous roles.		•
The ability to motivate staff to ensure high performance working in consultation with the Headteacher.	•	
Experience of line management for performance / appraisal, and supporting the continuing professional development of colleagues	•	
The ability to translate a visionary/innovative concept into a practical implementation plan and ensure that the plan is delivered effectively and efficiently with impact reported appropriately.		•
An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation.	•	
Resilience and determination, including the ability to also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner.	•	
A personal commitment to inclusion and diversity to ensure maximum benefits for children and equality in employment and service delivery matters.	•	
A strong commitment to the personal and professional development of all staff through performance management and access to high quality CPD in consultation with the Headteacher.	•	
An ability to undertake training to ascertain knowledge and clear understanding of health and safety legislation and how schools need to comply with this as appropriate.		•

An understanding of the Church of England distinctiveness agenda and how this can be interpreted and demonstrated on a day-to-day basis within a school.		•
A proven track record as a senior or middle leader, demonstrating improvements in raising the quality of teaching and learning, education standards and Ofsted categories.	•	
Effective financial planning and use of financial resources within the areas of previous responsibility.		•
Ability to support the leading of the school in line with the Trust and school policies in conjunction with the support of the Headteacher.	•	
Level 3 safeguarding qualified or prepared to undertake training as appropriate to role.		•
A commitment to networking and collaboration between schools within and outside the MAT.	•	



Enhanced Disclosure

Thank you for your interest in this post at Bradford Girls' Grammar School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warnings which would otherwise be regarded as "spent" under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Criminal Records Bureau and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records.

All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Criminal Records Bureau Code of Practice of Disclosure Information.

Bradford Girls' Grammar School is committed to safeguarding and promoting the welfare of children. Successful candidates will be required to complete a satisfactory enhanced Disclosure and Barring Service (DBS) clearance.

We are committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment.

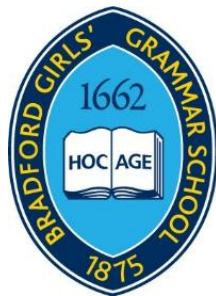
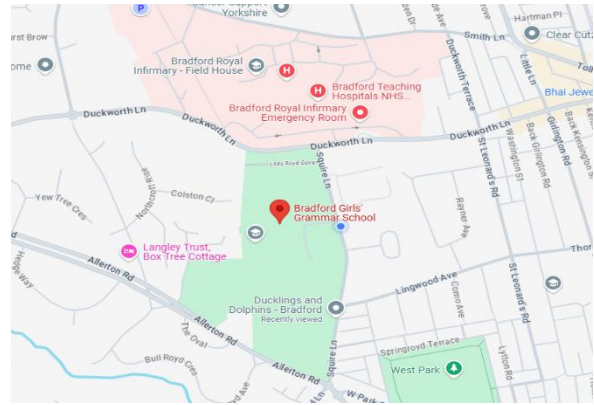


School Location and Travel Information

Bradford Girls' Grammar School
Squire Lane
BRADFORD
BD9 6RB

Tel: 01274 545395

www.bggs.com



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Our Commitment

Bradford Girls' Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to enhanced DBS and pre-employment checks.

We are looking for a leader who will inspire excellence, develop others, and relentlessly champion the success of every girl.