



Pittville School

Ambition Respect Honesty Kindness



HEADTEACHER APPLICATION PACK

"A school where we have unashamedly
high expectations of our students"

AMBITION, RESPECT, HONESTY, KINDNESS

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Welcome from the Chair of Governors

Dear Applicant

Thank you for your interest in the post of Headteacher at Pittville School where I have been a governor for 12 years. During this time I have witnessed enormous change and substantial improvements. We have been defined by caring, dedicated staff who never give up and who always work as a team to provide the very best experience for every student. As a result, our admissions have increased and in recent years our outcomes have greatly improved. This year we have finally commenced the building of a new sports hall after years of hard work to raise funds and achieve planning permission.

We think this is an extraordinary comprehensive school that has improved immeasurably over the last 15 years. This progress has been driven by a Headteacher who believes in the potential of every student, while at the same time enforcing consistent standards and behaviours to ensure that our values are upheld at all times. Our values of **ambition, respect, honesty and kindness** represent the golden thread that runs through the school and the SLT models these values in their everyday interaction with staff and students. We have unashamedly high expectations for all our students. We not only strive to improve their life chances through improved academic outcomes, but we also develop good, caring citizens who wish to make a difference.

The school vision and practice are rooted in these values which in turn create a supportive, nurturing and cohesive school environment.

We are now seeking an inspirational and dedicated leader who cares about the wellbeing of staff and students and who will strive tirelessly to develop them so that they all achieve and progress in life and in their chosen careers. Our new leader will be driven by a clear vision and a consistent commitment to our values, will lead with integrity, fairly and collaboratively, will value equality and diversity and will listen to staff and students.

Pittville School is now entering a new and dynamic phase of development, and this is a very exciting time to be joining the school. If you feel you could meet our high expectations and you share our values and dedication, we would very much like to hear from you. This is a wonderful opportunity for an ambitious, caring leader to move our great school to the next stage of its journey.

We look forward to welcoming you to our school and receiving your application.

Deborah Summers,
Chair of Governors



The Pittville Way: Vision & Values

At Pittville School, our values; **ambition, respect, honesty and kindness** are lived in everything we do. These core values form the basis of all relationships between students, staff, parents and visitors, and inform all the strategic decisions we take to develop our school.

We are very proud when visitors to Pittville School tell us that our values and ethos are palpable the moment they enter the buildings.

We recognise that we are welcoming learners who will become young adults during their time at our school. Consequently, we believe in the importance of character education and our values are critical to the character development of all our students.

“The personal development curriculum is carefully designed. The school's vision is for pupils to become safe, happy and successful citizens.

Ofsted, 2025

”



We are honest in our conversations with young people, parents and carers and we model and expect kindness from our students whether they are interacting with their friends, visitors or staff. We believe that relationships matter, and we will work restoratively with young people in order to support them in times of conflict.

Our values extend to the ways in which adults in the school work together. At Pittville School, we care for one another and this ethos of kindness is at the heart of the school's culture.



“Leaders are considerate of staff well-being. They are mindful of the workload of staff when making any changes. As a result, staff enjoy working at the school.

Ofsted, 2025

”

Consequently, all students and staff are encouraged to be involved in the work that we continually undertake to ensure that Pittville School is a respectful, supportive and welcoming environment for all, and we will be seeking a Headteacher who will model and champion these values at all times.

About Our School

“The school has high expectations of pupils. It is aspirational for what all pupils have the potential to achieve and pupils meet these expectations.”

Ofsted, 2025

Pittville School is a true comprehensive school catering for the whole spectrum of ability and we are proud of that. It is our belief that every young person has gifts, talents and abilities and we aim to recognise and unlock each child's potential, therefore maximising their life chances.

We are a small school and we know our students well. Because of our size we are able to personalise the learning of students in a way that other, larger schools cannot.

In line with our core values of **Respect** and **Kindness**, we believe that good relationships are at the heart of a well organised, happy, calm and respectful school environment. We believe that all students, regardless of their ability or background, should be challenged and given opportunities to achieve the best they can. We are committed to the highest possible standards and expect our students to be aspirational in everything they do.

PASTORAL CARE

As a school we believe that pastoral support underpins the whole school community. Ensuring that every child matters and is valued is a focus for the school through the House system. This is vital to ensure that every child can access a quality education. In addition to the house teams, students at Pittville School are supported by school counsellors, an Education Welfare Officer, a Deputy DSL and Restorative Practice Leads.

A form tutor looks after each student and is the first point of contact for parents/carers. Tutors meet their students twice daily to check in with students and discuss and work through any issues students have in their school life. All staff recognise the importance of effective pastoral and academic care and guidance in supporting young adults.

As well as supporting our students in school, at Pittville School we recognise the needs of extended families within our local community. As a result, we have developed close partnership working with a number of local agencies who provide extended services and support within the community, including support for bereavement, drug and alcohol abuse, LGBTQ+ support, internet safety, eating disorders and mental health.



About Our School

THE HOUSE SYSTEM

Each child who joins Pittville School is placed in a House. Children with older brothers and/or sisters already at Pittville School normally join the same House. There is a wide range of House activities and competitions including Sports Day, House assemblies and competitions in sport, music and dance.

Through well-established systems, each House demonstrates a commitment to the welfare of each student. As they progress through the school, older students are encouraged to support their younger peers. During Year 10 students in each house are encouraged to become prefects. From the ranks of School Prefects come our Senior Prefects and House Captains who form a senior body of students consulted from time to time on matters of school policy.

THE CURRICULUM

“The curriculum is broad and ambitious. Staff have strong subject knowledge and present information clearly to pupils.”

Ofsted, 2025

At Pittville School we have unashamedly high expectations for our students. We encourage and nurture students' aspirations, enabling all to achieve their potential and be successful. Our overarching aim is for every one of our students to achieve, succeed and become active, productive members of our ever-changing world.

To this aim, Pittville School offers a broad, balanced and carefully sequenced five-year curriculum underpinned by social, moral, spiritual and cultural development based strongly on our core values, with a strong emphasis on developing independent learning. The curriculum in each subject area is planned with the interest, needs, aptitudes and diversity of our students in mind, thus ensuring that all students are prepared for life in modern Britain.



About Our School

Our curriculum enables all of our students to progress onto employment, training or further education. Our full time Careers Advisor designs and oversees a five-year program of events. These events, along with individual careers meetings, and a range of employer and post 16 information events mean students are well prepared for their next steps in education, employment or training.

ENRICHMENT

Furthermore, we believe that learning takes place everywhere and that if students take part in extra activities outside the school day they will gain in confidence and enhanced self-esteem. With this in mind, we offer a wide range of opportunities for all students before, during and after school, including clubs, societies, sports practices and fixtures, music, dance and drama performances.

Travel and residential trips are an integral part of broadening student experience. All students are encouraged to join trips and visits both at home and abroad. In recent years, students have visited Disneyland Paris, Naples, Iceland and New York.

In addition, we have an active student council, 'The Pittville Parliament', which is involved in the organisational structure of the school and helps to decide how to make the school better. Our students' opinions are important to us and we listen to what they have to say. They actively participate in staff recruitment, teaching and learning training, peer mentoring, lesson observations, fund-raising and in helping around the school and the wider community. The Pittville Parliament Executive reports back to the school leadership team and the Governing Body.

“The school is committed to providing pupils with a high standard of education.”

Ofsted, 2025



Key Information

Status	Local Authority Foundation School
Last Ofsted	February 2025
Ofsted Judgement	Good
Year established	1986
Type of School	Foundation
Gender of students	Mixed
Appropriate authority	Gloucestershire Local Authority
Location	Cheltenham
Age range	11 to 16
Number of students on roll	861
Proportion of students with SEND	23%
Proportion of students with EHCP	5.92%
Proportion of students with Pupil Premium	35.08%
School Website	www.pittville.gloucs.sch.uk



What Do Our Parents Say About Us?



“I cannot recommend Pittville School highly enough, a fantastic school with teachers who care and children who want to do well.”

‘We have been very impressed with the school, both academically and personal support.’

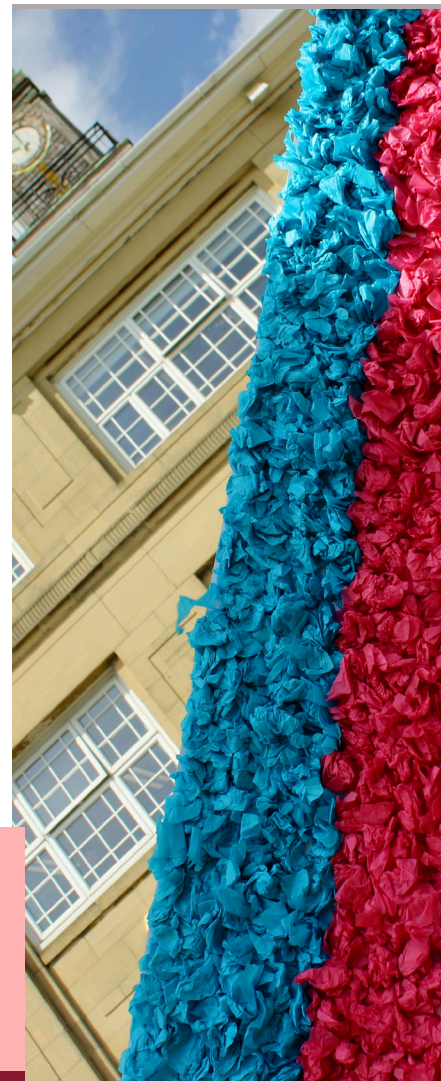
‘My child is very committed to school work and always goes to school with a smile and when he comes home. Any issues I have had with him at school have been dealt with and I think the staff at Pittville School should be very proud of the way the school is run.’

‘There is a great supportive partnership culture with parents and I'm very happy with how lots of individual teachers and the SEND team have gotten to know my son and have engaged with him to encourage and support him at school. He has flourished since being at Pittville School, thank you so much.’

‘My child is flourishing at Pittville School. Her teachers are supportive and enthusiastic. She is happy, trying her best, accessing a wide range of opportunities and growing as an individual. Thank you for all you have done in her time with you.’

‘Excellent staff and positive attitudes towards students, education and understanding the wider family wellbeing.’

“It is always apparent that teaching staff know my children well, and their tutors are excellent, with a good focus on wellbeing.”



What Do Our Staff Say About The Strengths Of Our School?

“Our sense of community. Teachers with strong subject knowledge and a passion for their subjects.”

‘The staff have a consistent approach to school systems.’

‘The school atmosphere is very supportive and inclusive.’

‘Pittville School is aspirational for students, supportive to staff wellbeing and professional development, behaviour is improving. I believe both students and staff are proud of being part of the school and the school community.’

‘Pittville School has a positive and supportive staff body.’

‘The staff really care about the students, their wellbeing and their progress.’

‘Pittville School is a small secondary school with a big heart.’



‘Sense of community, visibility of Leadership throughout the day, relationships between staff and students.’

‘Supportive atmosphere where we are all trying to get the absolute best from our students and for our students.’

“I think the dedication, hard work and teamwork of the teachers and support staff in the school is a real strength.”



Headteacher Job Description

The Governing Body recognises this as a pivotal leadership role and is committed to offering strong support, professional development and appropriate challenge to the successful candidate.

Our recruitment processes follow the guidance in the DfE document Safeguarding Children and Safer Recruitment in Education. All staff will be required to undertake a disclosure from the Disclosure & Barring Service.

The range of responsibilities listed below is not exhaustive and other actions may be directed by the Chair of Governors when deemed reasonable and necessary.

STRATEGIC LEADERSHIP

- Lead the development of the school through the production of strategic improvement plans based on robust self-evaluation of the school's performance, that will secure continuing success and sustained improvement.
- Communicate compellingly the strategic vision for the future of the school to all key stakeholders, providing consistently high quality, professional leadership for the school, through a culture and ethos based on mutual respect and high expectations.
- Model the vision and values consistently in everyday work and practice, ensuring an environment for learning that empowers both staff and students to achieve their highest potential.
- Support the Governing Body in the strategic development of the School by securing the strengths of Pittville School to be the foundation upon which future growth can be successfully and sustainably achieved.

ORGANISATIONAL MANAGEMENT

- Day to day management of the school including students, staff, resources and premises.
- Ensure all policies and procedures, including Safeguarding and Health and Safety, are fully adhered to.
- Produce and implement school improvement plans and policies.
- Ensure that policies and practices take account of national and local initiatives.
- Work with the Business Leader to manage the school's financial and human resources effectively and efficiently.
- Work with the Business Leader and Chair of Governors to ensure budgets are set and managed within policies agreed.
- Implement school, local authority and DfE policies and strategies (e.g. in relation to compliance, finance, HR and IT).
- Work with the Business Leader to manage and organise the school environment ensuring it meets the needs of the curriculum and health and safety regulations.
- Ensure that health and safety policies are fully implemented and managed.

- Ensure that effective safeguarding strategies, systems and support are in place work with relevant agencies.
- Work with the Data Protection Officer to oversee compliance of GDPR.
- Maintain the highest possible standards of Safeguarding.
- Develop strong and effective partnerships with students, parents and the broader community, including local organisations and schools

LEADING LEARNING AND TEACHING

- Develop a shared expectation of outstanding teaching and learning for all students.
- Lead collaborative CPD so all learn from the very best each has to offer.
- Demonstrate and develop best practice in curriculum design.
- Demonstrate and lead best practice approaches to positive Behaviour Support.
- Coordinate a planned annual cycle of assessment, monitoring, evaluation and reporting.
- Ensure a consistent and continuous school wide focus on student achievement using data and benchmarks to monitor progress.
- Coordinate the analysis and interpretation of information on student progress to inform planning for improvement.
- Develop relevant strategies for improvement.

LEADING AND MANAGING STAFF

- Support and maintain the ethos and culture of the school, promoting staff wellbeing and the highest standards of courtesy and mutual respect.
- Recruit, retain and deploy staff appropriately, managing their workload to achieve the vision and goals of the school.
- Develop and maintain effective strategies and procedures for staff induction.
- Promote and coordinate professional development for all staff in line with school improvement plans.
- Implement successful appraisal processes for all staff.
- Deal effectively with underperformance, in line with relevant policies.
- Develop the school leadership team in line with the school's vision and values.
- Encourage initiative, teamwork and the development of distributed leadership across the school.
- Regularly review own practice, set personal targets and take responsibility for own personal development.

ACCOUNTABILITY

The Headteacher is accountable to the Governing Body and will also engage with key stakeholders including parents/carers and the broader school community.

- Create and maintain an effective partnership with parents and carers to support and improve students' achievement and personal development.
- Create and implement positive strategies for promoting equality, for challenging prejudice and for dealing with harassment.
- Understand and welcome the role of effective governance, establish and sustain professional working relationships with those responsible for governance.
- Present and deliver regular monitoring reports to the Local Authority and the Governing Body as and when required to do so.
- Develop systematic procedures for school self-evaluation and use the outcomes of evaluation to further improve the school.
- Meet all statutory reporting requirements including attendance, behaviour and safeguarding.
- Coordinate the school website and ensure compliance.
- Maintain detailed understanding of the Ofsted Education Inspection Framework and maintain a range of strategies to demonstrate the school's achievements.
- Ensure individual staff accountabilities are clearly defined and understood.

NOTE:

The postholder will adopt flexible working methods to meet the changing needs of the school. The post holder may be required to carry out other duties and responsibilities in keeping with the nature of this post as directed by and agreed with the Governors. Whilst every effort has been made to outline all the duties and responsibilities of the post, this document does not specify every item in detail.

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is otherwise subject to the Conditions of Service for School Teachers in England and to locally agreed conditions of employment.



Headteacher At Pittville School

Person Specification

In the application, candidates **must address each of the essential criteria listed in the person specification which will be assessed on the basis of the application form.** Candidates are asked to take careful note of how each criterion in the Person Specification will be assessed.

Candidates should provide details on how their knowledge and skills meet each of these essential criteria, along with examples of the experience you have gained and the impact your work has had in this area.

Please note the key for how each criterion will be assessed:

Key: A = Application I = Interview R = References E = Essential D = Desirable

	CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED A, I, R
		E	D	
A	QUALIFICATIONS			
A1	Qualified Teacher Status	E		A
A2	Good honours degree	E		A
A3	NPQH		D	A
A4	Masters degree or higher qualification		D	A
B	PROFESSIONAL KNOWLEDGE AND EXPERIENCE			
B1	Evidence of ongoing professional development relevant to senior leadership	E		A
B2	Substantial experience of teaching in secondary education	E		A
B3	Experience of senior leadership in secondary education as a member of SLT	E		A
B4	Experience of secondary senior leadership as a Deputy Headteacher		D	A
B5	Evidence of the application of strategies to review, evaluate and improve teaching and learning with impact	E		A

	CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED A, I, R
		E	D	
B6	Proven track record in leading, monitoring and managing staff including delegating effectively and implementing and managing change	E		A
B7	Knowledge of statutory requirements and experience of Child Protection, Safer Recruitment, Safeguarding	E		I
B8	Knowledge and understanding of the key legal issues relating to the leadership of a school including: equal opportunities, race relations, disability, employment, health and safety and public relations		D	I
B9	Knowledge of the strategic role of the Governing Body and how to communicate effectively with governors to carry out their responsibility as part of the strategic leadership of the school	E		I
B10	Experience of working with and advising the Governing Body to enable clear and transparent communication and to enable governors to make informed decisions	E		A
B11	Skilled in the use of a range of robust data sources to monitor and track individual and whole school performance, and their effective use in raising standards	E		A
B12	A clear rationale and commitment for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E		A
B13	Successful track record of significant organisational change for improvement, project management and premises development		D	I
B14	Experience and evidence of highly developed skills of robust appraisal and performance management of all staff, recognising high performance and tackling underperformance through to resolution	E		A
B15	Experience of leading collaborative partnerships outside of school and working closely with external partners eg. primary schools, teaching school alliances		D	I
B16	Knowledge and understanding of strategic financial planning and budgetary management in relation to the contribution to school improvement and student achievement, balanced with efficiency and value for money	E		A

	CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED A, I, R
		E	D	
B17	Work with political and financial astuteness, and a clarity of the school's vision, ably translating changes in local and national policies into viable solutions relevant to Pittville School	E		I
C	LEADERSHIP OF STUDENTS AND STAFF			
C1	Be able to relate, to parents/carers, students, staff, Governors, stakeholders and the wider community, with empathy	E		I
C2	Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes	E		A, I
C3	Successful experience of curriculum development to maximise student outcomes and provide a personalised curriculum based on an excellent understanding of how students learn and the core features of successful classroom practice		D	I
C4	Appreciate the importance of a work life balance for all staff and develop them through continuing professional development	E		A, I
C5	Experience of leadership in staff recruitment, appointment and induction; identifying emerging talent, providing coaching to facilitate clear succession planning in a climate where excellence is the standard		D	I
C6	Experience in promoting and developing extracurricular activities in order to educate the whole child		D	I
D	PERSON QUALITIES, CHARACTERISTICS AND ATTRIBUTES			
D1	Hold and articulate clear values and moral purpose in promoting and delivering those values through the culture, ethos and traditions of the school	E		I, R
D2	Display an understanding of the diverse needs of all students in our school and how these can be best met, enshrined in a pastoral ethos which puts each student's holistic development at the centre of all we do	E		I, R
D3	A positive role model with high personal integrity and the ability to inspire, challenge, motivate and empower teams of staff and all students	E		I, R

	CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED A, I, R
		E	D	
D4	An effective communicator, with excellent written and oral skills, able to build rapport within and beyond the school, provide elegant challenge where appropriate while adopting an approach of unconditional positive regard, respect and solution focus	E		I, R
D5	Approachable, inspiring trust and confidence across the school and community whilst leading by example and listening to stakeholders	E		I, R
D6	Able to think creatively to anticipate and solve problems, modelling entrepreneurial and innovative approaches to school improvement, leadership and governance	E		I, R
D7	Display good humour at all times and the ability to manage stress effectively	E		I
D8	Passionate about equality and to value and celebrate diversity	E		I

Key: A = Application I = Interview R = References E = Essential D = Desirable



Advert For The Post

Pittville School Headteacher

Job title:	Headteacher
Start date:	1st September 2026
Pay:	Group 6, L25 (£93,424) to L29 (£103, 030)
Responsible to:	Chairs of Governors
Status:	Full time / Permanent

Pittville School, is a thriving 11-16 comprehensive school, in the beautiful Gloucestershire town of Cheltenham. As a result of the significant improvements and achievements we have made in recent years, the school is now at full capacity with 861 students on roll and a healthy demand for places from the local community.

At Pittville School, we have unashamedly high expectations of all students. Our staff are committed to making sure all our students have the best opportunities in everything we offer. Staff are committed to their professional development and are well supported by the leadership team and the governors of the school.

The Governors are now seeking to recruit an inspirational Headteacher to build upon our recent successes, and to lead the school forward in the next exciting stages of development. This is a unique opportunity, and a great time to be joining Pittville School.

Successful candidates will:

- have a clear vision and strategy for the development of the school
- have recent and relevant senior leadership experience in a secondary school
- demonstrate a commitment to our vision and values, equality and diversity
- be committed to offering the very best opportunities for our students and their families
- have the skills to inspire and motivate students, families, staff and the broader school community.

Visits to the school are strongly encouraged prior to application. Please contact our Business Leader, Amanda Peck at: apec@pittville.gloucs.sch.uk to arrange a mutually convenient time.

Please apply by completing the school's application form and submitting a supporting statement via MyNewTerm. A link is on the school's website at www.pittville.gloucs.sch.uk

Please note the further information provided in the How to Apply section of the Headteacher Application Pack available on the school website.

Deadline for applications will be at **noon on Monday 12th January 2026.**

Interviews will take place on **Tuesday 3rd February and Wednesday 4th February 2026.**

The Governors at Pittville School acknowledge the importance of the role of the Headteacher and will actively offer long term support, encouragement, CPD and realistic challenge to the successful candidate.

The Governors are committed to equal opportunities and welcome applications from all suitably qualified candidates. Pittville School is committed to safeguarding and all appointments are subject to enhanced DBS checks, online searches and other pre-employment safeguarding checks.

How To Apply

Thank you for your interest in the Headship at Pittville School. The Governors look forward to receiving your application. Please apply by completing the school's application form via MyNewTerm, a link is on the school's website at www.pittville.gloucs.sch.uk

As part of the application, you are requested to submit a supporting statement of no more than 1000 words stating clearly how your knowledge, skills and experience meet the criteria set out in the person specification **which will be assessed in the application (identified with A)**. Applicants must complete all sections of the application form in full. Incomplete applications will not be considered for shortlisting.

Your completed application form, including your supporting statement, should be submitted via My New Term on or before **noon on Monday, 12th January 2026**.

DEADLINE FOR APPLICATIONS	Noon on Monday, 12th January 2026
SHORTLISTING	Week commencing Monday 19th January 2026
SHORTLISTED CANDIDATES	Invited to interview on Wednesday 21st January 2026
FINAL INTERVIEWS	Tuesday 3rd February / Wednesday 4th February 2026

References will be taken up shortly after shortlisting and prior to interview using the contact details supplied on your application form.

Further information about Pittville School can be found on the school's website at www.pittville.gloucs.sch.uk.

To make an appointment to visit the school before, or after, making an application, please contact the Business Leader, Amanda Peck at apecck@pittville.gloucs.sch.uk.

Rick Holroyd of ASCL's Leadership Appointment Service will be providing professional support to the Governing Body throughout the selection and appointment process.

If you would like to find out more about this exciting opportunity, please email for an informal conversation to either:

Rick Holroyd, ASCL Consultant, at Rick.Holroyd@ascl.org.uk or
Deborah Summers, Chair of Governors, at dsummers1@pittville.gloucs.sch.uk