



STRATFORD GIRLS'
GRAMMAR SCHOOL
STRATFORD-UPON-AVON

Shaping Futures

Appointment of Headteacher

INFORMATION FOR CANDIDATES

WELCOME

from the Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Stratford Girls' Grammar School.

As Chair of Governors, I am proud to welcome you to a school with a strong identity, deep foundations and a clear sense of purpose. Stratford Girls' Grammar School is an academically ambitious and highly successful selective school, but its strength lies in far more than examination outcomes alone. It is a community defined by intellectual curiosity, kindness, integrity and confidence of voice, where our young people are known as individuals and encouraged to take their place in the world with courage and conviction.

SGGS is a school that understands its identity. High expectations are embedded and shared, but they are balanced with care, belonging and wellbeing. Students are challenged to think deeply, to speak confidently and to approach learning – and life – with independence of thought and strong values. Our staff are dedicated, reflective professionals who care deeply about their subjects, their students and one another. Governors work in close and constructive partnership with senior leaders, offering both support and robust challenge in equal measure. SGGS is principled, outward-looking and never complacent.

While the Governing Board is committed to maintaining our outstanding outcomes, values and ethos, we recognise that educational excellence requires continual evolution. We are seeking an exceptional leader who will build on our strong foundations for 'Shaping Futures', lead our community in its ability to adapt to change and

prepare our students for life beyond SGGS. We are keen to maintain and enhance community and external partnerships which strengthen our provision, enrich our students' experience and support outreach and accessibility. The role of Headteacher is therefore one of vision, stewardship and leadership: safeguarding what is distinctive and successful, while guiding the school thoughtfully and confidently into its next phase.

As a Single Academy Trust, the Headteacher is also the most senior executive leader of the organisation, entrusted with responsibility for educational excellence, financial stewardship, governance and statutory accountability. We are therefore seeking a strong leader of substance, judgement and integrity – someone who recognises that leading Stratford Girls' Grammar School is both an exceptional, professional responsibility and a genuine privilege.

If the values, ambition and ethos of our school resonate with you, we warmly encourage you to learn more about Stratford Girls' Grammar School and the leadership opportunity it presents.

Clare Nicklin
Chair of Governors

Shaping Futures

Stratford Girls' Grammar School exists to shape futures





Dear Applicant,

Welcome to Stratford Girls' Grammar School.

SGGS is, above all, a joyful place to work and learn. We are a small state girls' grammar school with bright, ambitious students who thrive on challenge, community and opportunity. There is strong purpose here, but also warmth, humour and humanity. We work hard, have fun together, and are proudly outward-facing, with enrichment, partnerships and wider opportunities that encourage students to look beyond themselves. Our core values of community, aspiration and independence shape how we learn, lead and live together.

The school has modernised over time, but remains true to its founding motto: "Aequam memento rebus in arduis servare". It still shapes our culture: we value calm, perspective and kindness, especially when life is busy or things do not go to plan.

It has been a privilege to lead a community that combines academic excellence with exceptional care. Our students are ambitious, curious and kind; diversity is recognised and valued; and every student is known as an individual.

Everything we do is rooted in shaping futures. We support, grow and guide students so they leave with excellent outcomes, confidence in who they are and a strong sense of what they can contribute. Leadership and personal development are central to the SGGS experience, and students are encouraged to find their voice, take responsibility and step forward.

Wellbeing underpins our work. High expectations sit alongside strong pastoral care, and students know they belong. There is a genuine family feel: students look out for one another, staff work collaboratively, and relationships are built on trust and respect.

Our staff are a particular strength: committed, reflective and deeply knowledgeable, supported by governors who know the school well. We are also strengthened by the Three Rivers Alliance, of which SGGS is a founding school. Through it, we share expertise, professional learning and wider opportunities while protecting each school's unique character. This gives SGGS the best of both worlds: a close-knit identity alongside broader collaboration and development opportunities for students and staff.

SGGS is a school with a clear identity and a strong moral compass. Grounded in our values, we continue to evolve carefully, always asking how we can do even better for the students we serve.

I hope this pack gives you a genuine sense of what makes SGGS distinctive. For the right person, this is a community that will support and stretch you, and one where you can make a lasting difference.

Jacqui Cornell
Headteacher





Dear Applicant,

Stratford Girls' Grammar School is a vibrant and diverse community full of hardworking, diligent students. We celebrate each other's successes, both in the classroom and outside, and support each other to become the best versions of ourselves.

Our ideal Headteacher is someone who continues to foster both our outstanding academics and our unique community. As the Head Girl Team, we are passionate about amplifying the voice of the Student Body, and so we hope that our new Headteacher continues to prioritise this vital communication channel and respects the students' opinions.

We are very proud of our extensive list of opportunities, whole school events and extracurriculars: your involvement and enthusiasm in these areas is vital to the Student Body.

We are really excited to see what you can bring to SGGS!

The Head Girl Team

(Zoë Wood, Isabel Bates, and Lottie Johnson)

'Shaping Futures' runs through the heart of Stratford Girls' Grammar School. This shared ethos is seen in everything students and staff do. Students achieve exceptionally well...All students, including those in the sixth form, are extremely well prepared for life beyond school.'

Ofsted Report

ABOUT THE SCHOOL

Stratford Girls' Grammar School is a highly successful selective 11–18 academy with 853 students currently on roll. The standard year group size for Years 7 to 11 is 120, with a thriving Sixth Form of 254 students across Years 12 and 13.

The school has an excellent reputation locally and nationally for academic excellence, exceptional pastoral care and strong student outcomes. In November 2022, Ofsted judged SGGGS to be Outstanding in all areas, recognising not only exceptional achievement, but also the strength of leadership, curriculum design and personal development.



Outstanding Results, Trusted Reputation

Students consistently achieve outstanding results. In 2025, **86% of GCSE grades were at 9–7** and **82% of A-level grades were at A*–B**. The school adds strong value to students with already high starting points, and post-16 and post-18 destinations are a significant strength, including increasing numbers of Oxbridge offers, degree-level apprenticeships and competitive professional pathways.

Pastoral care is a defining feature of SGGGS and is frequently cited by parents and students as a reason for choosing the school. The school is outward-looking, values breadth, and offers a wide range of enrichment opportunities.



The Site

Situated in the village of Shottery, close to Stratford-upon-Avon, the school occupies a compact and attractive site centred around a central green, with the historic Shottery Manor housing the Sixth Form. Significant recent investment has enhanced facilities across the school, and work is underway to develop a five-year Digital Strategy that supports both teaching and administration.

Transport & Commuting Overview

Our school is located in Stratford-upon-Avon (CV37), which benefits from a range of regional transport links, making it accessible for candidates commuting from across Warwickshire and the wider Midlands.

Stratford-upon-Avon is well-positioned for road commuting:

- A46 – provides fast links to:
 - Coventry
 - Warwick / Leamington Spa
 - M40 (for London and Oxford)
- A3400 – direct route to Birmingham
- Easy access to surrounding villages and rural Warwickshire

The Manor

Our historic Manor is one of the school's most distinctive features and a unique setting for both leadership and learning. Home to our Sixth Form and Head's Offices, it provides an inspiring environment where tradition and ambition sit side by side.

With origins dating back to 1354, the Manor is deeply connected to the heritage of Stratford-upon-Avon and even to William Shakespeare himself. It is believed that the betrothal of Shakespeare and Anne Hathaway took place within its walls, in what is now known as the Shakespeare Room - a space still used today for Sixth Form study and guided learning.

Since becoming part of the school in 1958, the Manor has remained at the heart of school life: a symbol of our rich history, strong sense of community, and commitment to providing an exceptional educational experience.



"From my first week, I felt genuinely supported. The teachers take time to understand how we learn best, which makes every lesson feel purposeful."

Darcy

Current Year 7 student

SUPPORT GROW GUIDE SUCCEED

As a selective school drawing students from a wide geographical area, we recognise that each arrives with different experiences, needs and strengths. We work in close partnership with families to remove barriers to learning. High expectations remain consistent, while support is thoughtfully adapted so that every student can thrive.

When a student joins Stratford Girls' Grammar School, she becomes part of a strong and supportive House community. Our vertical tutoring system sits at the heart of school life, fostering belonging, continuity of care and shared responsibility across year groups. Older students act as role models and leaders, while younger students benefit from guidance, reassurance and aspiration. This structure builds confidence, mutual respect and a strong sense of community, while providing a clear framework for pastoral support. Our aim is that every girl feels safe, confident and proud to belong at SGGS from her very first day.

Growth at Stratford Girls' Grammar School is purposeful and sustained. Students are encouraged to embrace challenge, take intellectual risks and understand that mistakes are a meaningful part of learning. We support students to set ambitious goals and to move beyond what feels familiar. Through ample classroom experiences, enrichment and leadership opportunities, students develop resilience, independence and adaptability. Learning at SGGS is understood as a journey. We aim to develop self-aware, motivated young people who recognise that success is built through effort, curiosity and courage.

PERSONAL DEVELOPMENT AND THE WIDER WORLD

Personal development at SGGS is intentional, structured and outward-looking. Our provision prepares students for life beyond school, whatever pathways they choose. Alongside academic learning, students develop strong values, emotional literacy and a sense of responsibility for others. Wellbeing is embedded across school life through a coherent and carefully sequenced programme that supports healthy relationships, sound judgement and confidence in both real and digital environments.



Enrichment and leadership opportunities are central to this preparation. Participation is valued not for its quantity, but for its impact. Through clubs, activities, trips and student leadership roles, students develop teamwork, creativity, initiative and confidence, and are encouraged to contribute positively to the wider community.



Careers education plays a significant role, beginning early and developing over time. Students are supported to explore possibilities, understand pathways and make informed choices through meaningful engagement with alumnae, employers and further and higher education providers.



Our work is anchored in a culture of support, growth, guidance and success, underpinned by academic excellence, aspiration, community and independence, ensuring that every student is challenged, supported and prepared for life beyond school. We do not guide students towards a single definition of success, but towards futures that reflect their strengths, values and aspirations.



SIXTH FORM LEADERSHIP AND ASPIRATION

The Sixth Form at Stratford Girls' Grammar School is an aspirational, diverse and high-performing community. Sixth Form students are central leaders within the school, shaping culture, supporting younger students, and modelling independence and responsibility. Alongside our academic programmes which challenge, students benefit from a broad enriching offer that prepares them for future study, employment and leadership. They leave SGGS as articulate, resilient and self-assured young people, ready not only to succeed, but to shape the world beyond school.

LEADING STRATFORD GIRLS' GRAMMAR SCHOOL

The Headteacher of Stratford Girls' Grammar School is the professional and strategic leader of the school, responsible for sustaining and developing its academic excellence, overseeing its educational performance, safeguarding its ethos and leading the school confidently into its next phase. This is a role that combines strategic leadership with a visible, relational presence. The successful candidate will work in close partnership with governors and senior leaders to ensure that SGGS remains an ambitious, inclusive and thriving learning community for students and staff alike.

The Headteacher is also the most senior executive leader of the organisation, serving as both Chief Executive and Accounting Officer of the Single Academy Trust. Therefore additionally, the role carries responsibility for, financial stewardship, governance effectiveness and statutory compliance.

However, leadership at SGGS is about more than accountability. It is about custodianship: protecting a strong and distinctive ethos, nurturing a professional and values-driven community, and leading with clarity, integrity and humanity. Opportunities to lead a school of this calibre, stability and moral clarity are rare. Therefore, for the right leader, this is a chance to steward an exceptional institution and to shape futures - professionally, morally and educationally.



The Role

Stratford Girls' Grammar School is a Single Academy Trust (SAT).

The Headteacher is the most senior executive leader of Stratford Girls' Grammar School and its Single Academy Trust. The postholder provides outstanding educational leadership and acts as Chief Executive and Accounting Officer, with overall responsibility for educational performance, financial stewardship, governance effectiveness, statutory compliance and risk management.

The role combines principled, values-led educational leadership with whole-organisation executive accountability. There is no executive tier above the postholder.

As Chief Executive and Accounting Officer, the Headteacher holds personal responsibility for the regularity, propriety and value for money of public funds, and for ensuring that robust systems of governance, assurance and risk management are in place. The role requires confident professional judgement within a high accountability public sector context.

The role is undertaken within the framework of the Headteachers' Standards (2020), which define the professional expectations applicable to all Headteacher roles.

Safeguarding and Professional Expectations

Stratford Girls' Grammar School is committed to safeguarding and promoting the welfare of children and young people. The Headteacher will be expected to demonstrate an unwavering commitment to safeguarding, ethical leadership and the highest standards of professional conduct.

The appointment will be subject to the appropriate safeguarding checks in line with statutory guidance.

SEND and Inclusion

The school maintains high aspirations for all students, including those with special educational needs or disadvantage who may require additional support or adapted approaches to learning. Provision is carefully planned to meet individual needs, with strong collaboration between the school, families and external professionals to ensure every student is supported to succeed.

Application and Next Steps

Candidates are encouraged to submit an application demonstrating how their experience, values and leadership approach align with the ethos and future direction of Stratford Girls' Grammar School.

Details of the application process, timelines and interview arrangements are provided separately.

