

Sir Henry Floyd Grammar School

A member of Insignis Academy Trust



Recruitment Pack

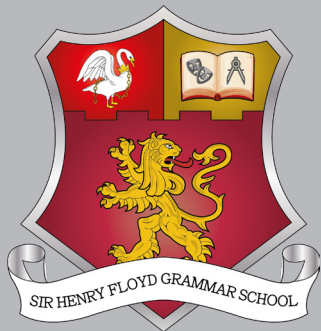
The Grammar School of Today

Welcome from the Head of School

Sir Henry Floyd is a co-educational grammar school that does not stand still. We deliver a contemporary, forward-looking and challenging curriculum, which continues to reimagine, refresh and reinvent.

We innovate and invest, to ensure we deliver a grammar school education of today. Our staff and students belong to a diverse community of courageous, empathetic and creative learners, with a shared mission of achieving exceptional outcomes. Our school has an undeniable sense of community and we are immensely proud of our staff and students' desire to excel. Our results are excellent, but our motivation also stems from providing an educational experience that fosters belonging. We nurture a culture of psychological safety, so that our inclusive community is not afraid of challenge; we believe that taking risks and pushing boundaries to explore new things takes courage. It's about togetherness – building an environment that spurs each other on to achieve. Developing 'dare to try' attitudes will ensure that our staff remain at the forefront of education and our students leave Sir Henry Floyd Grammar School as enterprising young adults.

A contemporary grammar school education should be transforming. We take time getting to know student's strengths, weaknesses and learning preferences, to ensure our teaching maximises their potential. Our mission is to achieve exceptional outcomes. Our broad curriculum and eye-opening extra-curricular programme encourages all students to find their interests and pursue them ambitiously. We nurture a culture where knowledge is shared between students and where camaraderie and encouragement is experienced. We champion imaginative thinking and innovative use of technology, sparking students to think outside of the box and setting their imagination free. All genders, ethnicities and religions are represented on our diverse campus, ensuring a healthy breadth of worldview. You will feel part of a community; a place where you will belong. Above all, we want everyone to thrive at school. We place paramount importance on wellbeing, supporting students and staff at every step.



Mr Sam Holdsworth

Floydian Scholar Values

At Sir Henry Floyd Grammar School we don't stand still:
We continue to reimagine, refresh and reinvent



Our school was built in 1963, meaning that it is 'younger' than some schools. However, what we lack in age we make up for in innovation and investment to ensure that we deliver a contemporary grammar school education that equips students with the knowledge and skills they need to thrive in today's fast-paced world.

Our Floydian Scholar Values

Underpin everything we do at SHFGS:

R

We build resilience

Bouncing back takes courage. We develop resolute mindsets and foster a willingness to take calculated risks, without fear of failure.

R

We encourage reciprocity

There is strength in the pack. We champion the exchange of wisdom and guidance between all community members, to ensure that we grow both individually and as a collective.

R

We grow resourcefulness

Deeper roots; greater fruits. We motivate ourselves to investigate every resource and inspiration available to us in our pursuit of fresh knowledge.

R

We nurture reflection

Thinking back is moving forwards. We invite all Floydians to be mindful and self-aware, and to continually adapt our practice, balancing the pursuit of excellence and wellbeing.

R

We treasure respect

The little things that go a long way. We expect everyone to be courteous and kind at all times, and to appreciate and celebrate the differences that make us unique.

Academic Curriculum

The curriculum at SHFGS is academic, ambitious and founded on the school vision. The curriculum is challenging and is not narrowed at any Key Stage; the school teaches a very broad range of subjects throughout, encompassing and going beyond National Curriculum subjects. We offer 19 subjects at KS3, 20 at KS4 and 25 at KS5, complemented by a strong co-curricular offer. The EBacc lies at the heart of the KS3 curriculum, in line with the DfE's ambition. The EBacc subjects form a strong academic foundation for both the KS4 curriculum and A levels in KS5.

Co-Curricular & Activities

Being a Floydian Scholar is so much more than just the grades. At SHFGS we take you beyond the classroom and support the development of your social and leadership skills, enrich your cultural understanding of the wider world and help to become the well rounded visionaries of tomorrow. With this in mind, we offer a wide range of exciting and inclusive activities as part of our Floydian Co-curricular Programme.

House System

We encourage our students to be both competitive, yet selfless; to strive to succeed but to also celebrate one another's efforts. Our House system allows a sense of camaraderie amongst our students where they can compete to their best ability, cheered on by the support of their peers.



All students and staff members are assigned to a House. House colours are worn with pride by students every day as they are interwoven in the school tie and house colour socks are worn for all sporting activities. Staff wear ribbons on their lanyards representing their house colours.

SHFGS APPROACH

Staff Well-Being

At Sir Henry Floyd Grammar School we believe that staff who are happy, motivated and challenged will be best placed to provide a world class education for our students. We are committed to sustaining a culture built around well-being, where every member of staff is, and knows that they are valued. At SHFGS we have a three strand strategy focused on: recruitment and retention, workload and well-being. All staff have access to an Employee Assistance Programme, access to counselling, legal, financial, health and family support.

Workload issues are when staff feel they are doing unnecessary things which have no impact on students. Leaders understand the limitations of assessment and do not use it in a way that creates unnecessary burdens for staff or learners. Teachers create an environment that allows the learner to focus on learning. The resources and materials teachers select - in a way that does not create unnecessary workload for staff. Leaders engage with their staff and are aware and take account of the main pressures on them. They are realistic and constructive in the way that they manage staff, including their workload.



Employee Benefits

● Pension Scheme

● Cycle Scheme

● Nuffield Health

● Extra's Discounts

● Free Tea & Coffee

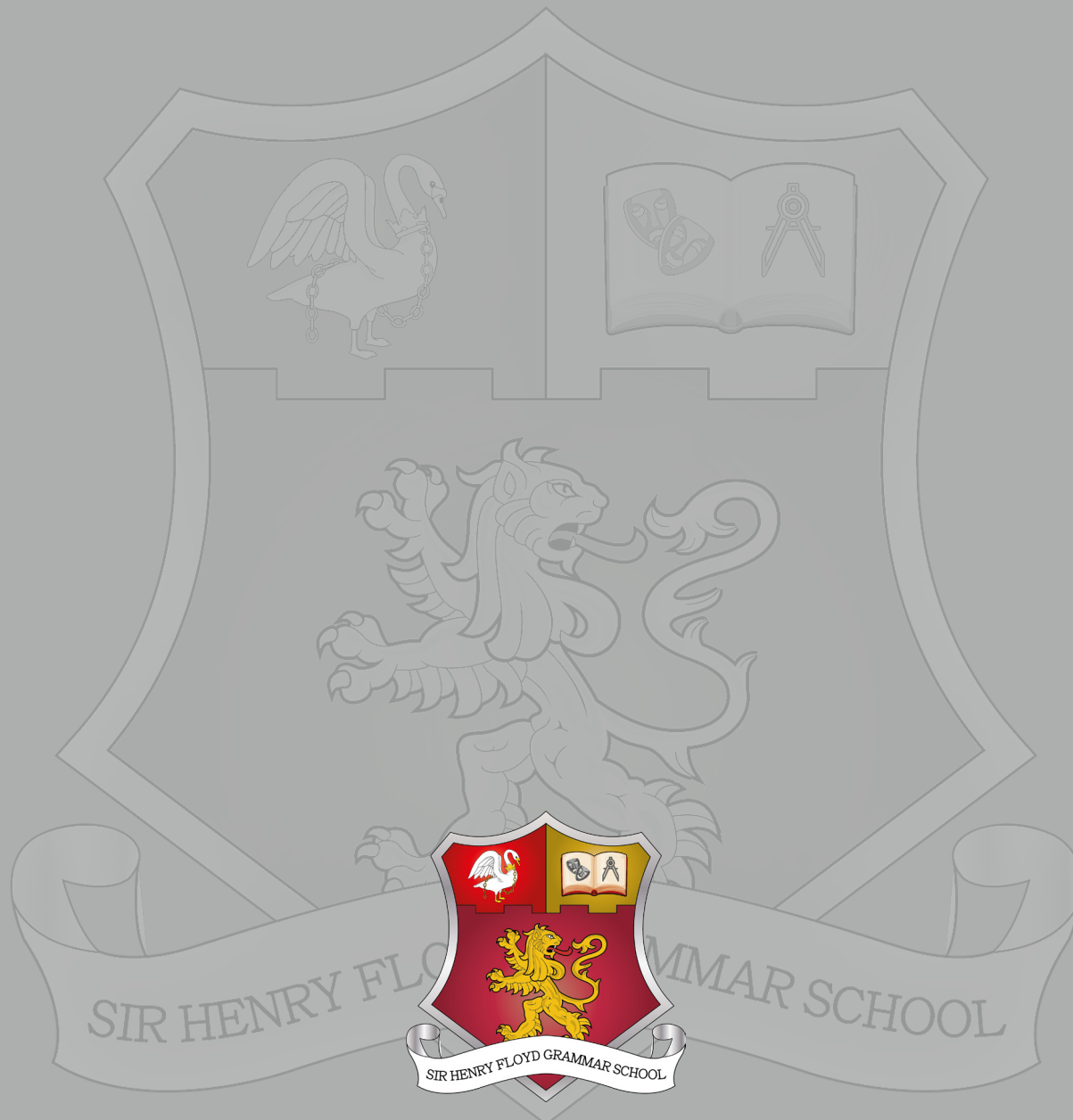
For a full comprehensive list and to learn more about our range of benefits and perks please contact hr@insignis.org.uk

Professional Development

We offer staff a comprehensive and bespoke programme for professional development across three pathways: whole school, personalised and above and beyond.



CPD is not an add on to complete in your own time at SHFGS; time is carved out carefully in the school calendar to ensure that staff can pursue their development needs enthusiastically, without compromising time or energy elsewhere. We also have a Trust-wide programme of networking and development opportunities, offering time, events and contacts beyond SHFGS for supportive expertise and collaboration. SHFGS provides personalised programmes that suit each staff members' professional needs, fosters collaboration and builds a strong professional environment in which staff feel they have the freedom, space and motivation to thrive in their day to day and career journeys.



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