May 2018

Dear colleague,

Many thanks for your interest in the position of teacher of Science. I do hope that this brief letter will give you a better understanding of our school and the context in which we work and, if you like what you read, we would welcome an application from you.

The Grange School is undergoing a transformational journey as the school moves from a position of Inadequate to Outstanding. A legacy of low aspirations and low expectations for our students is being rapidly addressed and this opportunity would suit an individual who would relish the challenge of being part of this exciting journey.

The recent Ofsted Inspection (March 2018) highlighted that outcomes for young people have been poor for far too long. However, the report acknowledges the work that Twynham Learning Trust has done to address this and, as a consequence, the school was not placed in Special Measures as it is recognised that the school and the Trust have the capacity make the necessary improvements.

The school has a very close working relationship with its sponsor, Twynham School. Some colleagues work across both sites and there are regular meetings between departments in order to benchmark and moderate student’s work. This collaborative and supportive approach demonstrates the commitment of the Twynham Learning Trust to ensure that all young people of Christchurch and the surrounding areas have access to the highest quality of education.

As part of the process, the school has appointed exceptional colleagues to lead the improvement required. For example, we have already appointed high quality leaders in the core subjects of Maths and Science who will be in post in September 2018.

In January 2018 the leadership of the school was complemented by a new deputy Headteacher, Mr Pete Nealon and the Director of Twynham Teaching School, Mrs Liz Garman. These two outstanding colleagues have had an instant impact and are currently the Acting Co-Heads of School. Their appointment has brought the necessary capacity, expertise and energy to move the school forward.

This position offers a unique opportunity to be a part of the transformation in science from the very start and therefore, the successful candidate will be integral to shaping the future direction of the department. The role would not suit everyone and this is not a job for someone looking for a ‘job for life’. We would expect the successful candidate to be ambitious, driven and energetic; someone who will work exceptionally closely with their new colleagues with a view to having an immediate impact. Certainly the successful candidate should be someone who would relish the opportunity presented here and use this to support their own career progression by demonstrating their ability to providing meaningful school improvement.

The successful candidate will be committed to a pedagogical approach that focuses on children’s conceptual understanding, making the very best use of formative assessment to ensure that teachers are acutely aware of what students know, understand and are able to do and, therefore, teach them accordingly. We believe that students should become experts in each of their subjects and our curricula are designed to ensure that students understand the key underlying concepts in each subject discipline, preferring to slow learning down in order to deepen understanding rather than push students through schemes of work at undue pace.

A key dimension which runs through The Grange School is the way in which we value people and the nature of the relationships across the school and this is something that permeates all that we do. We believe that our young people are precisely that – people. They are not statistics for league tables and everyone works hard to support and encourage each individual to be the very best that they can be and to give opportunities that they may not have known existed. Excellence runs throughout the vision for The Grange School.

We are a member of Twynham Learning, a high-performing and forward-thinking multi-academy trust committed to sharing approaches to pedagogy and collaborative working. Being part of the Trust enables us to offer opportunities to work alongside colleagues from all phases of education to broaden an understanding of student learning as well as the chance to work in different contexts. Our sponsor school is also a designated Teaching School and consequently there are numerous opportunities for high quality CPD as well as career development through SLE accreditation. This particular position does offer the right candidate the opportunity for Lead Teacher status and potential SLE accreditation. If this is something you would like to be considered for we would ask that you indicate this in your application as well as ensuring you have provided the relevant evidence to support consideration. We would also suggest that you apply as soon as possible.

I would encourage you to read the context statement accompanying the job advert and please do explore our website in order to get a better understanding of The Grange School. This is a rare opportunity to be a part of an incredibly exciting venture and one that the successful applicant will have real influence in shaping.

With best wishes



Jy Taylor

Headteacher (Twynham School)