



*Achievement for all*

# Sherburn High School

Headteacher: Mrs M Williams BA (Hons) NPQH

Sherburn High School, Garden Lane, Sherburn in Elmet, Leeds, LS25 6AS  
Tel: 01977 682442

Email: [admin@sherburnhigh.co.uk](mailto:admin@sherburnhigh.co.uk) Website: [www.sherburnhigh.co.uk](http://www.sherburnhigh.co.uk)



# Guide For Applicants:

## Teacher of Modern Foreign Languages



---

## ***A PERSONAL MESSAGE FROM THE HEADTEACHER***

February 2018

Dear Applicant,



Thank you for your interest in the post of: Teacher of Modern Foreign Languages

I am incredibly proud to be head teacher of this wonderful school!

With around 760 students (the largest ever numbers), I believe that Sherburn High is an 11-18 school which is big enough to deliver, but small enough to care. Outstanding teaching and learning is at the heart of everything we do and we are passionate about providing our staff with the right training so that we all have a clear understanding of what makes consistently excellent teaching across the school. We deliver a broad and rich curriculum, and we also pride ourselves on excellent pastoral support. The school is divided into four houses, each with nine mixed age tutor groups of around twenty students. We aim to develop a 'family' feel in the school where students look out for each other and where individuals are well known by their House Achievement teams.

When I first arrived at Sherburn High School there were a number of things that immediately impressed me. The first was the very open and welcoming nature of the school from both the staff and students. The second was the sheer variety of activities which are offered both within the curriculum and after school hours. Finally, it was apparent that Sherburn was a school with a strong reputation for looking after its students and where high standards of conduct are non-negotiable. Behaviour for Learning is recognised by a wide range of external agencies as being outstanding – you will certainly be able to teach good lessons at our school. We aim to become one of the country's great comprehensive schools!

My ambitions for the school focus on achievement for every student whatever their background or ability. This relies on providing teaching and learning of the highest possible quality to engage, enthuse and motivate. We are fortunate to have an established and cohesive team of outstanding practitioners within a successful and vibrant school. At Sherburn we do not limit our definition of achievement simply to academic pursuits. We believe in developing well rounded individuals and, as such, we make a significant investment in the areas of sport, drama and music.

Over the last three years, the school has taken huge steps forward. The platform we have for continual improvement is secure. The students here are fantastic to work with and they come to school eager to learn. The staff is professional, supportive, collaborative; there is a positive, aspirational atmosphere and an impressive level of commitment from everyone to continue moving the school forward. We are very ambitious for our students! We have excellent relationships with a wide number of schools and academies through our Yorkshire Teaching School and STAR Alliance. It is an exciting time to join Sherburn High School and we invest heavily in professional development to enable our staff to flourish, continually learn and develop and access in-house career opportunities. We have high aspirations for students and staff and we want everyone to be successful.

If you would like to know more about the school and its activities please look at our website at [www.sherburnhigh.co.uk](http://www.sherburnhigh.co.uk). Alternatively, if you would like to speak with me directly or arrange to visit during a school day (cover costs can be provided if appropriate), please do not hesitate to contact me on 01977 682442.

Thank you for your interest in this post.

Maria Williams  
Headteacher

---

---

## **Top fifteen reasons to work at Sherburn High School:**

1. We have great students! Excellent student behaviour for learning means that you will be able to deliver outstanding lessons
  2. Outstanding exam results at GCSE and A level with value added in the top 25% of all schools nationally
  3. A negotiable start date to include payment over the summer holiday period to enable the successful candidate to settle in the school and area
  4. A laptop and access to the best practice in technology to support a good work / life balance
  5. Investment in your professional development. One day off timetable per year to observe outstanding practice
  6. A career development coach to enable you to become ready for middle / senior leadership in three years with the opportunity to gain the National Professional Qualification for Middle Leadership (NPQML) or equivalent
  7. Access to professional development through the Yorkshire Teaching School Alliance
  8. North Yorkshire County Council's "Everybody Benefits" package, including salary sacrifice for childcare vouchers or cycle to work
  9. A weekly CPD induction plan to establish you in school
  10. Leaders who walk the talk
  11. Senior leaders who teach and understand the demands of the role
  12. Leadership with moral purpose
  13. Passionate staff who always want the best for our students
  14. An exciting and fast paced school that is going from strength to strength
  15. The Headteacher has an open door policy
-

---

## ***A VISION FOR SHERBURN HIGH SCHOOL***

### **To develop a genuine learning community where:**

- Achievement is at the heart of school culture. It is not just for some students it is for them *all*.
  - Where students learn better because staff are learning all the time and improving what they do.
  - *All adults* are valued and feel that they can make a difference to the achievement of students.
  - We involve more people in playing a part in developing the school strategically, particularly middle leaders.
  - We are outward looking and collaborate effectively with others to improve our provision and outcomes.
  - Students and parents are listened to and involved in decision making
  - We are creative, take risks, have good ideas and do not worry if things do not work first time.
  - We work together to solve problems, not simply identify them and we aim to develop a 'no blame culture'.
-

---

## **Sherburn High School MFL Department**

The Modern Foreign Languages Department currently comprises one full time teacher, Stef Sismondi (Curriculum Leader), three part time teachers: Sarah Mitchell, Janine Davies and Maria Williams (Head Teacher). The department follows the AQA exam specification for French and German at GCSE level. AQA specifications are delivered at AS/A2 level for French and German; with collaborative Sixth Form teaching at Tadcaster Grammar School.

Students are taught in mixed ability groups from Year 7 onwards. The department has 3 well-resourced MFL rooms, with overhead projectors and whiteboards (interactive in 2 rooms). The department has access to numerous ICT suites and printer facilities throughout school.

The department has many resources, both proprietary and self-produced, which are shared on a central database. Active Learn Software and textbooks such as Echo, Expo Studio and Stimmt are also used extensively. Teacher assessment is used on a regular basis to inform a whole school tracking system, which provides a detailed analysis of student performance in order to raise achievement. Students keep an exercise book, a vocabulary booklet and revision books at GCSE / A Level, to enable them to record their progress.

As part of extra-curricular activities we have for many years run residential visits abroad in Y8, in France & Belgium and at KS5 and KS4 to both France and Germany. We also organise events with Selby schools and our local primary schools.

The MFL department plays a crucial role in the development of Teaching and Learning across the school. We also make a valuable contribution to Literacy development and students are encouraged to use Success Criteria across all four skills. Group talk and group work are fully embedded in our teaching philosophy.

We are very well connected within the community working closely with a cluster of secondary schools in our area, as well as strengthening ties with our local feeder primary schools through several initiatives to help inspire future linguists before their arrival.

We are looking for applicants who can inspire, motivate and challenge to help our students reach their full potential. The successful applicant will be able to join the team at a very exciting time, in order to build upon the higher profile of languages at a national level and within the school. All students are taking languages at GCSE at KS4 and recent developments at a whole school curriculum level will have a striking impact on language uptake in the school.

We are a friendly group of practitioners, who believe passionately in the role of languages in the education and personal lives of our students. We work well as a team, are always willing to share resources and are very flexible in our approach.

For further information contact Steph Sismondi (Curriculum Leader MFL) on:  
[steph.sismondi@sherburnhigh.co.uk](mailto:steph.sismondi@sherburnhigh.co.uk)

---

---

## **Teaching and Learning**

Here at Sherburn High School we aim to ensure that our classrooms are places where thinking, questioning, predicting, contradicting and doubting is actively encouraged. We believe in providing high quality opportunities for our students to become active creators of their own knowledge. We aim to reinforce literacy in every lesson and we are passionate about providing regular feedback that will help students understand how to improve their work. We have Teaching and Learning Communities where we learn from each other and share best practice and we also come together with other schools at our annual Teaching and Learning conference, "Collaborating 4 Success" where we share ideas and network with other like-minded specialists across North Yorkshire. We pride ourselves on having a strong identity when it comes to teaching and learning and we know what works in the classroom. We are a thriving group of teachers who are passionate about remaining at the cutting edge of new ideas and we recognise that regular training is key to success.

For further information contact Andy Stanton (Assistant head teacher) on:

[andy.stanton@sherburnhigh.co.uk](mailto:andy.stanton@sherburnhigh.co.uk)

### **Assessment, recording and reporting**

Whilst at Sherburn High School, students receive regular data rich reports to show how they are progressing in all their subject areas. This is communicated to parents and students each term at Key Stage 3 and in year 10, whilst students in year groups 11, 12 and 13 receive a regular update on their progress approximately every seven weeks. This allows staff and parents to use effective intervention and support and ensures students remain focussed and on course to achieve their potential. Students discuss their reports with their tutor at each data collection point and specific improvement targets are agreed. This has resulted in Sherburn High School significantly increasing its value added scores from Key Stage 2 to Key Stage 4 and from Key Stage 4 to 5.

For further information contact James Brookes (Assistant Head teacher) on:

[james.brookes@sherburnhigh.co.uk](mailto:james.brookes@sherburnhigh.co.uk)

### **Care, Support and Guidance**

In order to care, guide and support students we promote good behaviour for learning and have constructive sanctions that are consistently implemented. We actively seek to reward students in ways that they value and have introduced a new electronic reward system; 'Vivomiles'. We ensure that all students have a range of adults / peers within and beyond school to support them. Our vertical tutoring system; where students are in small, mixed age groups of years 7 – 13, provides opportunities for high quality coaching and mentoring by staff and students within the tutorial programme.

Parents are ensured continuity of care, with children from the same family remaining in the one house for the duration of their time with us. The vertical system also promotes student leadership with increased roles and responsibilities for students and will develop relationships with the community via a structured system of links, competition and rewards to promote a sense of identity for all students within and outside of school. The work of the student council is also fundamental, with a strategic plan for consultation on key issues and subsequent feedback.

For further information contact Ruth Marsh (Assistant Head teacher) on:

[ruth.marsh@sherburnhigh.co.uk](mailto:ruth.marsh@sherburnhigh.co.uk)

---

---

## **Curriculum**

Our curriculum provides planned and structured progression for students from joining us in Year 7 through to when they move onto higher or further education, or the world of apprenticeships and employment at 16 or 18.

We have balanced subject content at Key Stage 3, providing a broad base of skills and knowledge that meets the requirements of the National Curriculum. Groupings enable students to work at a pace best suited to their individual rate of progress and provide appropriate challenge as they progress through school, with 'inclusive nurture' and 'extension' groups in core subjects. There is a strong emphasis and time allocation towards English and Maths ensuring students have the skills to complement other areas of the curriculum and build the foundations for life long learning.

In Year 9 students begin their GCSE studies, following a 3 year route, which provides challenge and depth of study. All students follow Mathematics, English Language and Literature, Science (separate Sciences of Biology, Chemistry and Physics, or Core and Additional Science), a Humanity (Geography or History) and a Language (French or German). Students can opt for 2 further subjects from a pool of subjects, including the Creative subjects. A guided pathway appropriate to ability is provided in the core subjects and a nurture route is available for those who require extra support.

At both KS3 and KS4 we ensure that there are progressive programmes of study for personal, religious, enterprise and health education along with citizenship and career planning. All students follow a comprehensive PE programme combining both the traditional sports with the opportunity to experience some of the less familiar sports.

For further information contact John Ralphs (Deputy Head teacher) on:

[john.ralphs@sherburnhigh.co.uk](mailto:john.ralphs@sherburnhigh.co.uk)

### **Provision for students with Special Educational Needs**

All students are taught in mainstream classes and support is given by teaching assistants in class: one to one, class support or small groups. We have expertise in providing personalized programmes to meet the needs of vulnerable children, particularly those with Dyslexia and those on the Autism spectrum, as well all in many other areas. Because of the relatively small size of the school, we know our students very well.

We have two discrete areas that are for learning support and behaviour support where specialist intervention programmes are delivered or, if needed, provide a quiet space to work.

Teaching Assistants are based in these areas and students with Special Educational Needs have access to computers, homework club, friendship club and Multi Skills club during break and lunch time when required. All Teaching Assistants are trained and experienced in a variety of areas.

A four week after-school transition club is run by Mrs Oakes and Mrs Atkinson. Also, Mrs Atkinson in partnership with primary schools and parents/carers identify students who would benefit from a more personalised transition plan.

As part of the transition process, Y6 students visit the school on a number of occasions across the year and take part in activities with the support of teaching assistants to familiarise them with the support staff.

For further information please contact Carroll Atkinson (Inclusion Leader) on:

[carroll.atkinson@sherburnhigh.co.uk](mailto:carroll.atkinson@sherburnhigh.co.uk)

---

---

## **Sixth Form**

In the Sixth Form we have over 30 subjects available for students to follow. Our collaborative Sixth Form with Tadcaster Grammar School facilitates student's option choices allowing access to the curriculum at both centres, for both sets of students.

Sherburn High School is fortunate to have a Sixth Form, which enables students who wish to stay on (approximately 60% of each year group) and provides valuable continuity in their learning.

Post 16 Education at Sherburn High School offers a varied range of courses. Our curriculum leads to nationally recognised Advanced level (Level 3) and 'Improvers' (Level 2) qualifications. Where possible, we aim to tailor our timetable to the demands of individual students. The range and combination of courses on offer to students is extended through our post 16 collaboration with Tadcaster Grammar School (Law, Economics, Drama and Theatre Studies, Sociology and Philosophy and Ethics).

All Sixth Form students have their own personal tutor, who provides them with guidance and support to University, apprenticeships, or employment. Tutors will strategically monitor student progress and deliver a comprehensive tutorial programme. Additionally, students are integrated into the house structure at Sherburn High School, providing guidance and support to our younger students, whilst enhancing their personal portfolio for University or workplace.

To supplement this, a fully structured enrichment programme enables all students to develop wider skills and competences beyond the curriculum. The Athelstan challenge, where students compete against staff at a wide range of activities, is of particular enjoyment and reflects the excellent staff and student relationships at Sherburn High School.

We aim to develop independent, responsive and creative students who have transferable skills beyond the school environment. Our success is built on a three way partnership, with the individual student at the centre supported in their studies by home and school. Time is invested in tutor support and personal guidance.

For further information contact John Ralphs (Deputy Head teacher) on:

[john.ralphs@sherburnhigh.co.uk](mailto:john.ralphs@sherburnhigh.co.uk)

## **Facilities**

The school is fortunate to have 8 fully equipped ICT rooms which are extensively used by all curriculum areas. All teaching rooms are equipped with LCD projectors or interactive white boards.

In addition there is an Information Centre (which includes the library and Internet access), student social areas, a main hall with stage, drama studio, a multi-media lecture theatre and rural studies facilities. A Post-16 Centre incorporating teaching rooms, social spaces and offices is also available.

Extensive playing fields with grassed and all weather surfaces allow a wide range of sports, including football, hockey, netball, rugby and tennis to be played. The school is fortunate to have its own indoor swimming pool as well as a Gymnasium and Sports Hall.

We have operated a cashless catering service in our dining hall, allowing parents to top up an online account, thereby removing the necessity for students to bring lunch money into school. This system also allows parents to access information about what their children are eating.

For further information contact Jill Pounder (Business Manager) on:

[jill.pounder@sherburnhigh.co.uk](mailto:jill.pounder@sherburnhigh.co.uk)

---



---

## **Extra Curricular Activities**

Extra curricular activities are many and varied; they include numerous performing arts productions, sport and art. The school encourages residential and field trips. Foreign visits and student exchanges occur annually including a visit to Lille, a "Language Immersion" trip near Paris, watersports in the Ardeche, Skiing and visits to the Christmas Markets in France and Germany as well as cultural trips to Barcelona.

## **Professional Support and Development**

We believe that the school's greatest asset is the quality of our staff. Consequently we place particular emphasis on continuing professional development. New teachers joining the school can expect to receive considerable support from their curriculum leaders and members of the school leadership team. In addition, all teachers are part of a 'Teacher Learning Community' of colleagues who meet regularly, share good practice and engage in peer coaching. All teachers are expected to be self-evaluative practitioners and are encouraged to review their own teaching by using our IRIS classroom video software.

## **Administration Team**

The finance and admin team support all aspects of school life and are a vital service to the smooth running of the school. The school has a general office and visitor reception, student reception, finance office and personnel office. Responsibilities covered are reception duties, general admin, supply cover for teachers, student attendance monitoring, Parentpay, school finance, HR and payroll.



## **Friends of Sherburn High School**

The "Friends of Sherburn High School" is an active group and provides strong social links and financial assistance to the school.

## **Safeguarding Children**

The school is committed to safeguarding and promoting the welfare of all its students.

We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the school, a copy can be found on our website at [www.sherburnhigh.co.uk](http://www.sherburnhigh.co.uk).

In relation to this appointment process you should be aware that your referees will be asked the following question – "Are you aware of any child protection allegations or issues of a similar nature in relation to this person? If so please provide details".

At interview all candidates will be asked if there have been any allegations or issues raised against them by children and, if so, the outcome of them.

All employees must have enhanced DBS check prior to starting work.

---

---

## **Examination Results**

Details of public examination results can be viewed on [www.dcsf.gov.uk/performance](http://www.dcsf.gov.uk/performance) tables

A summary of some of Sherburn High School's key performance indicators at GCSE and A level over the last four years are as follows:

### **GCSE**

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017*</b>	<b>National Average 2017</b>
<b>PROGRESS MEASURES</b>					
Progress 8		+0.10	+0.21	-0.06	-0.03
Progress 8 - English		-0.56	+0.13	-0.07	-0.03
Progress 8 - Maths		+0.38	+0.60	+0.70	-0.02
Progress 8 - EBacc		+0.55	+0.23	-0.04	-0.03
Progress 8 - Open		-0.11	-0.02	-0.57	-0.04
<b>ATTAINMENT MEASURES</b>					
Attainment 8		50.34	52.14	48.94	46.02
A*-C in Maths & English	61%	47%	75%	76%	63%
Grade 5+ in Maths & English				52%	42%
EBacc (Grade 4+)	29%	21%	25%	46%	24%

**\*unvalidated data (likely to increase on validation)**

### **A level**

Indicator	2014	2015	2016	2017
% pass rate	96%	97%	99%	99%
% Pass at grade A or B	37%	47%	55%	62%

---

---

## **The Area**

Sherburn-in-Elmet is an ideal commuter village situated close to the A1 and A64 and therefore within easy travelling distance of Castleford (6 miles), Leeds (14 miles), Selby (8 miles) and York (15 miles). The new M1/A1 link road has made the whole West Yorkshire conurbation more accessible.

The history of the area is depicted in the school crest. The crimson discs on each of the five petals recall the Wars of the Roses, which reached a climax in the Battle of Towton nearby, in 1461. The other two discs bear the Archbishop's Mitre (the Archbishops of York once held the lands and power in Elmete) and the hound taken from the coat of arms of the Hungate family, the founders of the original grammar school in Sherburn-in-Elmet.

Sherburn-in-Elmet has a thriving industrial estate on the outskirts of the village, which is good for local employment. Children attend the school from villages in the locality extending from Saxton in the north to Kellington in the south.

In addition to a good academic record, there is also a well-developed community spirit within the school and many links have been forged with the local community.

There is a wide selection of housing in the neighbourhood.

The following estate agents can supply housing information if you request it:



Mike Dobson Estate Agents  
01977 684258



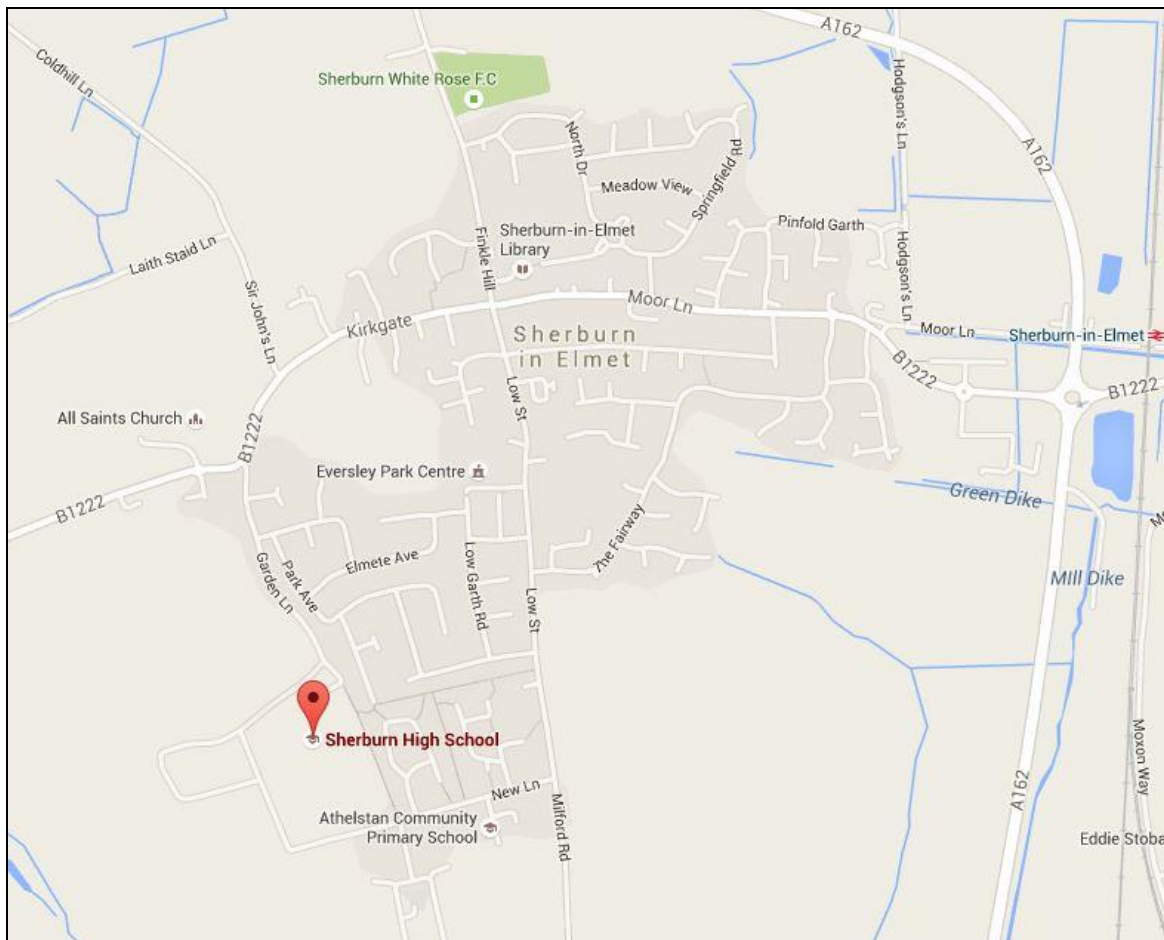
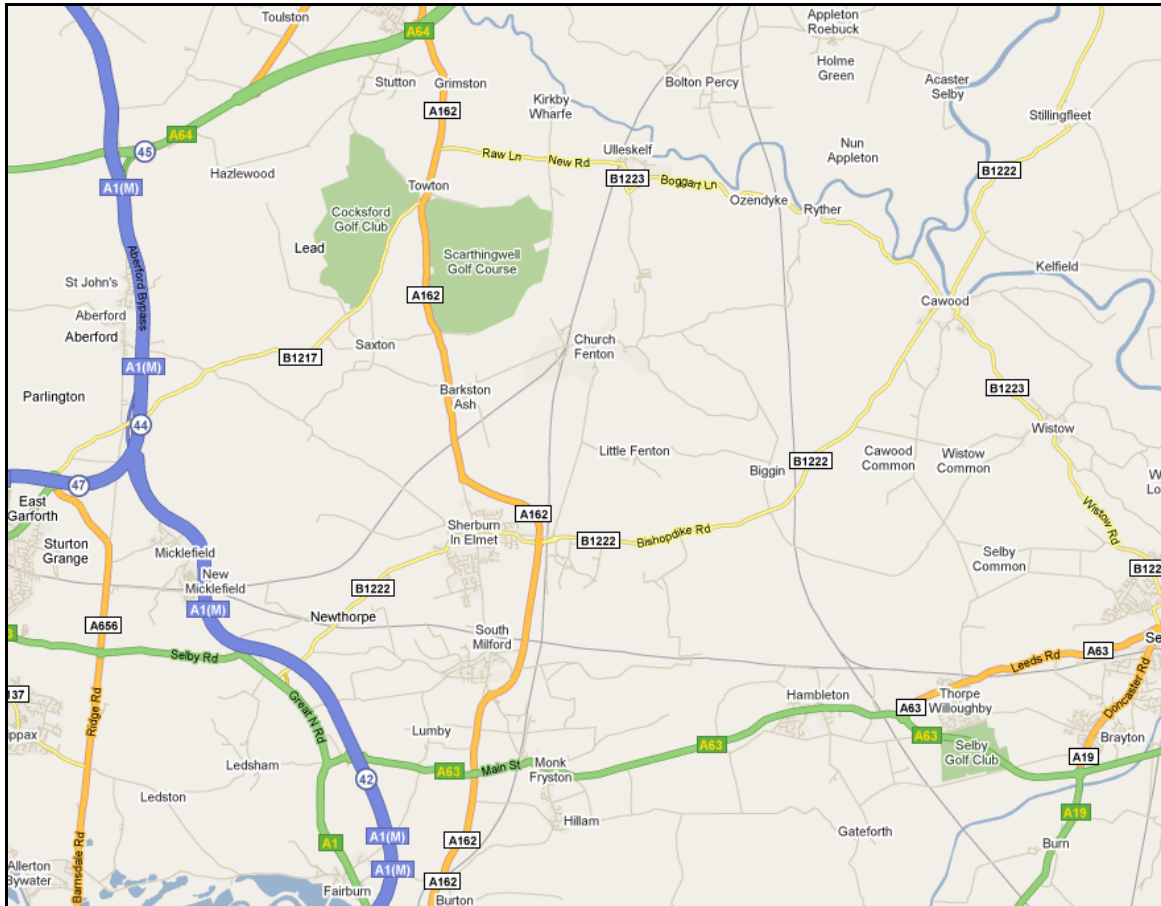
Halifax Property Services  
01757 697313



Park Row Properties  
01977 681122

---

## Map of the Area



---

## **Your Application**

Job descriptions, person specifications and application packs can be downloaded from our website at: [www.sherburnhigh.co.uk](http://www.sherburnhigh.co.uk)

Completed applications should be emailed to: [recruitment@sherburnhigh.co.uk](mailto:recruitment@sherburnhigh.co.uk).

All emails will automatically be acknowledged. If you do not receive an email acknowledgement please contact Phil Ball on 01977 687969

**Closing date is 9.00am on Friday 23<sup>rd</sup> February 2018 and we will be shortlisting early applications on a rolling basis with interviews being held soon after.** Please do not send CV's.

Candidates who have not been notified before 2<sup>nd</sup> March 2018 are asked to assume their application has not been successful in this instance. Unfortunately, we are unable to provide feedback to applicants who are not shortlisted.

**Where applicable please bring with you to the interview your original qualification certificates including QTS status if applying for a teaching post.**

The successful applicant will be asked to complete an enhanced DBS form and provide relevant documents proving identity and proof of address prior to starting work.

There is a no smoking policy for all staff and anyone for whom this might present a problem should consider their position seriously before making their application.

If you would like to discuss any of the above before making an application please do not hesitate to contact the Head teacher.

We welcome applications from all sectors of the community; we appoint on merit.

Thank you again for your interest in the post.

---

---

Published by Sherburn High School

---