Theale Green School

CANDIDATE BRIEFING PACK



ACTIVATE LEARNING
EDUCATION TRUST

September 2018

WELCOME FROM THE CEO OF ACTIVATE LEARNING EDUCATION TRUST

Thank you for your interest in a post at Theale Green School. We are very pleased to welcome Theale Green School as the newest member of Activate Learning Education Trust (ALET), part of the Activate Learning group.

Theale Green School is a vibrant secondary school in West Berkshire which joined the Activate Learning Education Trust on 1 April 2018, taking it to the next exciting stage on its path to excellence. With a revised curriculum and our new head teacher Jo Halliday, who started - in September 2018, this is an excellent time to join an up-and-coming school within a well-respected and rapidly expanding MAT. We are seeking to appoint new members to our talented and inspirational team of teachers and middle leaders; those with the drive and passion to take the school forward in the next phase of development. These are rare opportunities for talented learning professionals with the aspiration to grow their career within a successful MAT.

You will join the school and ALET team, fellow educational leaders, teachers and support staff united by the shared mission to deliver excellent education which changes lives. In being part of ALET you will benefit from:

- Membership of a group of like-minded institutions for collaboration, sharing of expertise and experience, along with peer-to-peer support
- The ALET track record of school improvement and establishing new schools on stable foundations with talented staff in place
- Access to expertise in teaching and learning through the Activate Learning group's dedicated Applied Learning Foundation which provides a rich resource of professional development
- Potential progression opportunities building on the current ALET track record of moving teachers, middle and senior leaders to higher level roles, which retains talent and knowledge within the group.
- Our expectation is that you will work with us to move the school to a good OFSTED rating very rapidly and then have the ambition, vision and expertise to make Theale Green an outstanding school.

If you a dedicated professional committed to transforming young lives; an aspiring leader of the future; ready to be a part of a school with firm foundations in place and able to propel it forward with the right support behind you - then this opportunity will be a career-defining move for you.

If you would relish this challenge and appreciate the invitation to become a key member of a successful, forward-thinking MAT, and are ready to make a contribution to the re-birth of Theale Green School, then we would very much welcome your application.

Lee Nicholls
CEO Activate Learning Education Trust



Please find included in this pack:

- About the Sponsor and Trust
- Overview of Theale Green School
- How to apply and selection dates
- Role descriptions, job descriptions and person specifications

If there are questions that the pack does not answer for you, we will happily answer them - please contact hradvisors@activatelearning.ac.uk

Or Anita McIntyre the school HR Manager directly on 0118 930 8510 or amcintyre@thealegreen.w-berks.sch.uk

ABOUT THE SPONSOR AND TRUST

Activate Learning

Activate Learning is a pioneering education group with a distinctive approach to learning.

The group includes secondary, further and higher education, apprenticeship and workforce training, consultancy, commercial business and social enterprise provision.

All parts of the Activate Learning group are united by a common purpose – to transform lives through our learning philosophy and guarantee a positive destination to further study, an apprenticeship or employment.

Activate Learning comprises:

Activate Learning colleges

- Banbury and Bicester College
- City of Oxford College
- Reading College
- Bracknell and Wokingham College (late 2018)

Activate Learning schools

- The Bicester School
- Bicester Technology Studio
- UTC Oxfordshire
- UTC Reading
- UTC Swindon
- Theale Green School
- UTC Heathrow
- UTC South Wiltshire (Associate Member)

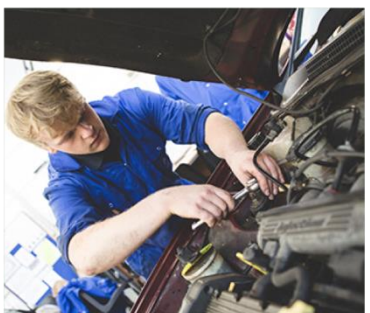
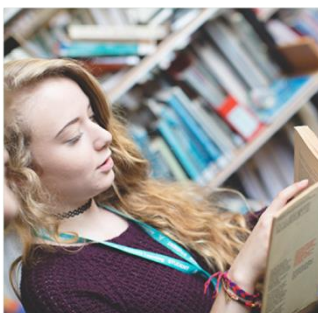
Apprenticeship training and consultancy

- Activate Apprenticeships
- Activate Business School
- ATG Training





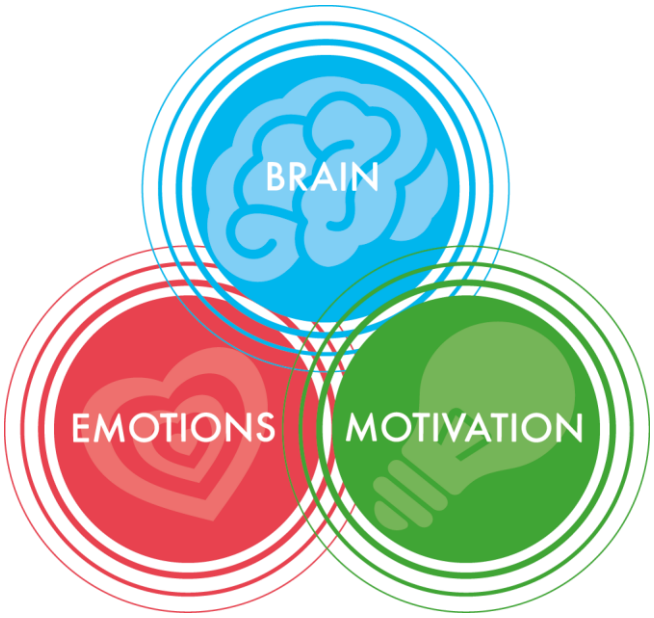


The Learning Philosophy

Our Learning Philosophy is at the heart of everything we do at Activate Learning.

Rooted in the dynamics between the brain, motivation and our emotions our Learning Philosophy recognises that:



BRAIN: Everyone has the capacity to learn effectively and to high levels. Understanding the brain and its capacity to learn allows us to open up new opportunities.

MOTIVATION: Motivation is essential to success. By giving students a clear purpose for their learning, autonomy and involvement through the co-creation of their learning programme, and by providing opportunities to practice, practice, and practice again, they become highly motivated.

EMOTIONS: The biggest block to learning is our own emotions and feelings of inadequacy. We create learning environments where students feel emotionally safe and secure, able to experiment and learn, and able to manage their feelings so they gain confidence and self-worth and become independent, emotionally secure, mature individuals. We achieve this through coaching, individual sessions and group work. We help students to become positive people who can give and receive feedback.

Activate Learning Education Trust

Activate Learning Education Trust is a MAT established by Activate Learning in 2015. Originally made up of two schools, the Trust now comprises seven schools and has a growing number who want to join the group.

We deliver excellence in education and transform lives through learning by providing exciting and innovative education for young people.

In a short space of time ALET has made some notable achievements:

- UTC Reading is the first and only UTC to gain an outstanding rating from Ofsted
- Gained recognition at UTC Reading as a National Support School with a National Leaders in Education, and has been recognized as a World Class school
- Has built and successfully opened three new schools, all on time and to budget
- Created new schools that have quickly become over- subscribed
- Gained fantastic destinations for students to higher education, apprenticeships and employment – these include Cambridge entrants and progression to some highly sought after national apprenticeship schemes with BMW, Williams F1, Fujitsu and CISCO
- Raised Year 7 recruitment at the Bicester School, within two years of re-brokerage, from 106 to 235 in September 2017
- Established all schools as PIXL schools, to facilitate shared school improvement strategies
- Created subject networks across schools to support sharing of best practice and assessment moderation
- Created capacity for school improvement, with peer to peer QA; whole MAT CPD days on teaching and learning; and a MAT-wide middle leadership development programme to support development and succession planning

Activate Learning Education Trust – our vision, values and ethos

Our mission is “to deliver excellence in education and to transform lives through our learning philosophy”, bringing to life our core values of empowerment, enterprise, connectedness and transformation..

Activate Learning Education Trust has developed a model for a high quality learner experience, which:

- Supports student progress, attainment and preparation for progression

- Focuses on secondary education, aligned to regional business needs and destinations

- Operates a delegated model of school governance and leadership, striking the right balance between autonomy and sharing the best in class

Building capacity and expertise

The Trust’s cultural approach to operating a MAT is to ensure that:

- Leadership capacity and capability is built from within

- A collegiate focus on school improvement

School Improvement

The Trust encourages its teachers and leaders in schools to work across schools and foster a culture of mutual support and development to drive school improvement and school-to-school improvement.

Examples include:

- Teaching and learning fairs and conferences

- English and mathematics cluster groups

- Middle leadership development and succession planning

- Data capture and assessment point validation and moderation

Our business model: providing business process support to schools through Professional Services

We help school teachers and leaders focus on teaching, learning and assessment and the learner experience. Back office services are provided by the Sponsor’s appointed Group Services teams, established by the Sponsor to support schools and colleges in the Activate Learning group.

Schools in the MAT benefit from a range of back office services. These include:

- Education leadership

- Finance

- Marketing and communications

- HR

- MIS, data and exams

- Property and estates

Activate Learning Education Trust – the Trust's priorities for Theale Green School

The school has some considerable strengths:

- A good sixth form provision with outstanding results
- The outgoing sponsor has been very successful in ensuring a flow of capital investment in the fabric of the buildings
- A loyal, committed and stable staff team
- Polite, courteous and engaged students
- A broad curriculum with a strong enrichment offer, notably in Sport, Arts and the Duke of Edinburgh programme

In joining ALET and Theale Green School you will focus on:

- Delivering excellent teaching, learning and assessment, specifically focused on improving student progress, embedding high expectations and developing good learning habits and behaviour
- Playing an active part in the professional learning community within the School and the wider MAT, contributing to and benefitting from the wide range of opportunities for sharing of expertise and professional development
- Developing your career as a potential leader within the School and MAT



OVERVIEW OF THEALE GREEN SCHOOL

Key facts

Type of school; 11-18

comprehensive Size: 600 pupils

Location: The village of Theale, just off the M4 motorway to the west of Reading.



Curriculum

Theale Green School offers a broad-based curriculum which enables students to excel in academic subjects whilst allowing full appreciation of the arts and sport.

The School is proud of its strong output of highly acclaimed dramatic and musical productions held throughout the year and recognition for its sporting achievements (having been awarded the School Games Gold Award for five consecutive years).

Theale Green School also runs one of West Berkshire's specialist resource units: the Autistic Spectrum Disorder unit (ASDu)

Ethos

Inspire, Motivate, and Challenge

Theale Green School is an inclusive school with strong community links. With a commitment to providing the best integrated, rounded education, we aim to ensure a personal experience where individuals can grow in a safe and supportive environment, be faced with realistically demanding challenges that match their current progress and potential, and take responsibility for their actions.

As a rights respecting School our ethos and values are based around the human rights of all children as written in the UN Charter on the rights of the Child in 1989. We expect our students to leave Theale Green School with a strong sense of their self and their worth.

They are conscious of their opinions and judgments, reflective of their actions and aware of their place in the social and natural worlds. Students are trained to think for themselves, recognising the importance of a defined societal framework in which they can operate freely, adding to it rather than taking from it, using their broad range of transferable skills and strong work ethic to take responsibility for their actions and for their destiny.

We are wholeheartedly committed to providing students the best opportunities possible. We are passionate about providing wider educational experiences that help to prepare students for their future with a set of values that will have real meaning for them.

Recent improvements

Theale Green is on a rapid school improvement journey. A requires Improvement school, our 2018 examination results at both GCSE and A level highlight the improvement trend.

Public examination results in 2018

	ALPS Progress score of	A-level % A*-C	National average	9-4 (A*-C) English and Maths	National or regional average
2018	2	79%	76.8%	59.3%	72% (RA)
2017	3 (top 25%)	84%	77%	69%	63%
2016	4	81%	78%	56%	60%
2015	4	75%	77%	55%	62%

There is tremendous potential at Theale Green School, and although outcomes are not yet high enough, especially at GCSE, the momentum is strong. The challenge is simple, to raise standards of achievement so that all students make outstanding progress. Of course in practice this is complex, but it is very achievable at Theale Green School.

HOW TO APPLY

Application

Apply online on the Theale Green Website

http://go.thealegreen.w-berks.sch.uk/app/os#!website/working-at-theale-green

Recruitment Timeline

9.00am Wednesday 12th December 2018	**deadline for submission of applications**
12th December 2018	**shortlisted candidates invited to interview**
Monday 17th December 2018	**Interviews take place at Theale Green School**