Birchwood High School

your dreams, your future, our challenge

Dear Applicant,

Thank you for your interest in this key vacancy. Birchwood is a great place to work. We are a large and thriving 11-18 mixed Academy with 1400 students on roll. Throughout their time with us, students gain strong academic qualifications as becoming well rounded individuals with a sense of responsibility. We are proud of our all-ability ethos and inclusive philosophy which enables us to balance support of academically gifted students who go on to achieve top grades at A-Level and GCSE with students who need more help and guidance in a caring and supportive learning environment. As a result, all students who leave us go on to further education, record numbers to Russell Group Universities, to apprenticeships or a chosen career, our students do not appear in the government's 'not in education or employment' statistics.

We have excellent facilities and are financially secure. The school underwent a £15m expansion between 2005 and 2010, as we grew from 6FE to 8FE. Today, the school presents as a mixture of modern, recently built accommodation and renovated older buildings within a pleasant and well-cared for estate. As an employer, we have over 200 staff and a relatively low turnover. We pay great attention to staff well-being and teacher-workload (see the Birchwood Plus brochure) and personalised CPD, ensuring the school is run efficiently and effectively. Consequently Birchwood is a thriving and happy place to work. Teachers, therefore, tend to stay at Birchwood and develop their career rather than move on.

Taking children of all ability from the local area, our intake reflects the national average so achieving above the national average at GCSE is something we are pleased with. In 2017, 74% of students achieved 5 or more good passes at GCSE including English and Maths (national average 63%) and our Progress 8 score was +0.07. We are currently expecting our 2018 cohort to achieve 80% 5 or more good passes.

Beyond GCSEs, the majority of our Year 11 students stay on into our Sixth Form where they study predominantly A-Level subjects with the intention to apply for a place at university. We have a large Sixth Form and we offer over 35 different subjects at Advanced Level. In 2016, all our students passed their A-Levels, with 66% achieving A*-B grades (well above the national average of 48%). This meant that 91% our students went to their first choice University.

Our most recent Ofsted report (May 2017) picked out the following strengths:

- *The school's provision for personal development and welfare is outstanding. Pupils are safe and are exceptionally well cared for*
- *Sixth-form students make good progress and are well prepared for their next stages in education, training or employment.*
- *Pupils' behaviour is good. Pupils are polite, courteous and show respect for fellow pupils, staff and visitors.*
- *The curriculum, including the extra-curricular provision, offers a wide range of interesting subjects and opportunities which are well matched to pupils' interests.*
- *Most parents are effusive in their praise for the school and its support for their children*.

We are confident in terms of our momentum and school improvement trajectory with the main area we need to focus on now is improving the progress for the 13% of students who come from disadvantaged backgrounds – something we are very committed to do as a comprehensive school.

Speaking personally, it is a privilege to lead Birchwood High School and I am fortunate to work with many loyal and dedicated staff along with students who are a credit to themselves. We continue to work hard to improve the standard of education for all our young people so they can make a positive difference to the world. If you would like to find out more, our website is very informative and includes newsletters and parents' feedback: https://www.birchwoodonline.co.uk/newsletters.php

To apply, please complete an application form and include this with a covering letter* outlining any relevant experience to date, your values and how you would make a difference to student outcomes. Applications should be sent to Harriet Muxlow, HR Manager at recruitment@birchwoodhigh.org.uk. The closing date is Monday 10th December 2018 with interviews taking place during the week commencing 10th December 2018.

If you have any further queries or would like to have an informal visit of the school prior to applying please contact the school on 01279 655936.

Yours sincerely



Dr Chris Ingate
Principal

*the application letter should be no more than two sides of A4 Arial Font Size 11