

## FAQ's

Q: Has the new HT led a brand new school before?

A: No. This is a first time experience, so we are all in it together! The HT has prior experience as a Head at an outstanding school. Under his leadership the school consistently ranked in the top 15% schools nationally and twice in 3 years was the highest achieving school in Hampshire. In his final year the school achieved record results with 98% 5+ A\*-C and 73% 5+ A\*-C inc English and Maths. A feature of the Trust is that we also have another new school in Bohunt School Worthing which is a year ahead of Wokingham and so we have been able to work closely with them to use their experiences to our advantage.

Q: Will teaching only year 7, 8 and 9 be detrimental to my career development?

A: Teaching only year 7, 8 and 9 offers both opportunities and limitations that are unique to the role. The school will grow year on year up to Y13 and so teachers over time will be experience teaching of all abilities and age ranges. If however you saw yourself moving schools again in 2 years time, then I would advise you think carefully about whether this is the school for you. Being part of an 11-18 wider trust means that staff wishing to experience teaching of other year groups at other schools in the Trust, will be supported by the Trust to have those opportunities as desired, so staff will be kept in close contact with A Level and GCSE teaching. Cluster groups between schools in the Trust meet regularly for collaborative curriculum development, INSET and an infrastructure for resources and materials across the trust is being developed.

Q: Will I be expected to teach outside my specialism?

A: It is unlikely, unless by expressed choice, because we will be appointing specialists across the curriculum and will have full curriculum coverage in our staffing. The scope this gives us allows time for lots of collaborative working between staff and for staff to have more freedom to work with Primary schools, the local community and access more professional development than would ever normally be the case. Where staff have other specialisms and interests they will of course be able to develop those further.

Q: How many pupils will start in September?

A: We are expecting another 240 new year 7's in September 2018, with 150 in the year 9 starting their GCSE courses in September 2018. It is likely to be an 8 form entry basis but classes are not taught in forms, to allow slightly smaller class sizes than is often the case in schools. The school admission number for 2018 is 240 per year, so the school will quickly grow in size.

Q: What sort of support will I receive?

A: All new staff will benefit from a lower timetable than is typical and with a number of very experienced senior leaders in the team, there will be extensive opportunities for support, as well as a 1:1 mentor for NQT's. With a team of 11 joiners last year including 7 NQTs there is a strong support structure already in place. Opportunities for support will also extend beyond the Trust.

Q: Will I be a form tutor?

A: All staff will be involved in some way in the pastoral care system. This year we operated a system with 2 staff to each tutor group with one of those staff becoming the longer term permanent tutor. Next year we will try and follow as similar pattern as allows, with support staff

also assigned as form tutors. New staff are likely to be assigned as year 7 tutors. Where particularly good relationships form we would want those staff to continue with those tutor groups going forwards and as the house system evolves the role of the form tutor will adapt with it.

Q: What career opportunities are there for me?

A: Being amongst the team of staff at the early stages of the school foundations being laid inevitably gives staff a head start on future opportunities within the school as it grows. Starting with a fairly small team has meant everyone being a little more hands on and involved in the shaping and direction of the school than might normally be the case and this has given all staff a far greater insight into the leadership and management of a secondary school. This would continue to be the case.

Q: How many staff are there already?

A: We have 22 teaching staff currently, with 14 support staff, and the Head teacher. We will be recruiting approximately 10 staff for 2017.

Q: How has the first year in the new building gone so far?

A: Overall it has been fantastic. There are inevitable building issues in new buildings but these have been insignificant compared to the richness of the curriculum and engagement of students, staff and parents. It has been wonderful watching the year 7's and 8's assume the responsibilities of the leading year groups and being active partners in shaping their own school and for staff to be able to direct their attention to developing their expertise and exploring opportunities to diversify the typical school experience that a blank canvas offers. We have a strong student leadership programme with this year over 120 students in leadership positions.