



St Osmund's Middle School

Headteacher Recruitment Information

St Osmund's is a school built on Christian values. We aim to inspire and empower all to be active life long learners who achieve their potential and contribute positively to the world

Inspire—Empower—Achieve

Faith—Hope—Love

Introduction

Whether you are an existing Headteacher seeking a new challenge or an experienced Senior Manager ready to take the next step in your career, here are some reasons why you should consider applying to us:

Our strengths

- Our 9-13 age range places our students at an exciting phase in their development. They have already attained a degree of maturity that, together with their natural enthusiasm, means they are very rewarding to teach. By 2019 we will have a school roll of 720 students, making us larger than most primary schools. This enables us to deploy more specialist teachers at Key Stage 2 where we offer a broader curriculum and a richer educational experience.
- As a result, student attitudes to learning are very positive and their good behaviour is widely recognised. By the time they complete Year 8, our students have made good progress, enabling them to outperform students from neighbouring schools at GCSE.
- In 2012 we were judged 'Outstanding' by Ofsted and likewise by SIAMS in 2017. This was due in large part to the work of our leadership team, our committed and experienced staff and our skilled and supportive Governing Body which is actively involved in the life of the school. Each Governor liaises with a particular subject department or area of responsibility to ensure that governors are always aware of the school's needs, strengths and successes.
- We believe strongly in staff development and a member of our SLT has the designated role of Leader for Staff Learning. We are pleased to be linked with Exeter University as an Initial Teacher Training School and are proud of our reputation for nurturing all forms of teacher development.
- The school is oversubscribed and highly-regarded locally with an excellent reputation for extra-curricular activities and inclusivity.
- We are an outward-looking school and play an active role within the nationally-acclaimed Dorchester Area Schools' Partnership (DASP).
- As the number on roll continues to grow, we have recently completed a building programme which has added more state-of-the-art classrooms and resource areas. We also share a sports centre, located on site, with the local community.
- Careful financial management has maintained the academy budget in surplus.
- We are located in the historic and rapidly developing county town of Dorchester within an attractive rural area and close to the iconic Jurassic Coast.

The challenges we face.

- Despite our many strengths, we are not complacent about the challenges we face and are looking to appoint someone with the vision and ability to help us address them.
- One of our most pressing issues is our progress data at Key Stage 2. Our students enter St Osmund's in Year 5, which means we have only two years to prepare them for the SATS. We need to minimise the impact of their transition from our feeder first schools.
- In common with many other schools, current government funding has left us with very small financial reserves. Careful budgeting will continue to be necessary if we are to remain within our income. We need to find a strategy for dealing with this while minimising any negative impact on the education we provide to our students.
- We have a large number of part-time staff. This has enabled us to retain good teachers who otherwise would have left but it creates difficulties for timetabling and our ability to provide continuity of teaching in the core subjects for some classes, as well as a tendency to increase staffing costs.
- We are an academy with all the autonomy that brings but we are not yet part of a MAT, which leaves other opportunities to be explored. We work collaboratively with our partners in DASP, particularly in terms of sharing expertise and joint professional development.
- The number of students on roll continues to grow but the size of our school is finite. In time, this may place a strain on the physical capacity of our buildings and school grounds.

Finally

If you think you are that special person we are looking for who can help us to continue to build on our strengths while finding effective and imaginative ways of dealing with our challenges – and others as they emerge – we want to hear from you.

Half-an-hour looking around the school is much more likely to persuade you to apply than anything you read here! We would love to meet you and strongly suggest that you visit us before the closing date for applications.

We look forward to receiving your application to become Headteacher of this exciting and successful school.

School Context

We feel that this is an ideal time to join the school as its Headteacher because we are ready to take the next steps in its history. In September 2012, the school received its second “Outstanding” OfSTED inspection. In October last year it also welcomed an “Outstanding” judgement in its second Statutory Inspection of Anglican and Methodist Schools. In June 2012, the school converted to academy status, as did the other two middle schools in the Dorchester pyramid. The school recently started a period of expansion raising our school roll from 600 to 720 by September 2019. An extension to our building was completed in November 2017 to accommodate this increase in pupil numbers. We have a skilled and ambitious Senior Leadership Team and an established rôle within the innovative and supportive Dorchester Area Schools Partnership. We and the staff are very committed to achieving the best outcomes for young people and the successful candidate will find this a well supported and exciting next career step.

The new Headteacher will strive to maintain our “Outstanding” school. We must develop if we are to ensure that we fulfil the school’s mission statement.



The School

St. Osmund's became a Converter Academy in June 2012. Currently we have 681 pupils on roll, 42 colleagues on the teaching staff, 23 teaching assistants and 16 other staff. 121 pupils have Special Educational Needs and 50 are eligible for free meals.

The school draws its pupils from a defined catchment area (about half of Dorchester and some of the surrounding villages) in accordance with its Admissions Policy, which is available on the website. Most of our pupils come from three First Schools and, on leaving us, go on to Thomas Hardy School.

The school achieves high standards and has a robust self-review procedure to explore ways of maintaining and improving these standards. These efforts have been recognised by OfSTED ("Outstanding" in both 2008 and 2012), SIAMS (2012 and 2017) the school also holds an ICT Mark, a Sportsmark Gold, a Healthy Schools Award, and UNICEF Rights Respecting School Award.

We believe strongly in staff development and as such are happy to be linked with Exeter University as an Initial Teacher Training School. Through these contacts we are able to encourage all forms of teacher development, through to post-graduate level.

The school is organised around four Year Teams, each led by a Head of Year. The Senior Management Team (the Headteacher, the two Assistant Heads, two Senior Leaders and the Business Manager) meets regularly with Year Heads to monitor pupil achievement and welfare. One Assistant Head has particular responsibility for data analysis and the other for curriculum development.

The Parent Teachers Association, made up of parents, friends and staff, contributes to running fund-raising events, raising considerable sums of money for the school.

As a Governing Body we are actively involved in the school's life. Each Governor takes liaison responsibilities with a particular subject department or area of school life to ensure that the Governing Body is always aware of needs, strengths and successes. The Governors work through three sub Committees. We value the support and guidance that the Headteacher provides to them and for the support provided by our very experienced Business Manager and Clerk.

The School Building

Opening in 1979 with 250 pupils, the school has expanded tremendously in the past 37 years. The main building is a single storied building in well established grounds and boasts up-to-date specialist facilities for science, music, drama, art, design technology, ICT and, since 2002, St Osmund's Community Sports Centre. In November 2017 a new two storey building was built to hold the increase in school roll from 600 to 720.

The Site Manager is an integral member of the school staff, taking responsibilities for premises and health and safety matters.

The Dorchester Area Schools Partnership (DASP)

DASP came into being in 1992. Its mission is to provide the best education for all students in the Dorchester area, by linking our resources, expertise, enthusiasm and commitment. It provides a level of continuity in our educational provision that few, if any, can match. In the Partnership there are 13 first schools, three middle, two upper schools and one learning centre.

Its strength as a group has meant it has made particular progress in raising standards, ICT, assessment, literacy, staff development and a whole host of other initiatives.

The Partnership has an annual development plan and a steering group. The headteachers of member schools meet regularly to foster its work as a mini pyramid. There is a termly meeting of headteachers.

DASP is very important to us and the new Headteacher will need to be committed to it and its work. It is worth visiting DASP's website at www.dasp.org.uk to get a fuller picture.



Our Area

Dorchester, an ancient community, is the County Town of Dorset and home to the offices of the County and West Dorset District Councils. Along with the modern County Hospital, these are the largest employers. There is a population of over 20,000 people and we think it is a good place to live and work.

The town is expanding. In the west, in the catchment area of Dorchester Middle School, the Duchy of Cornwall's Poundbury development is a mixture of residential and commercial building. The site of the former brewery in the centre of the town, and in St. Osmund's catchment area, is nearing completion as a mixed development of dwellings, shops and leisure facilities. It will also provide a new railway station on the Waterloo to Weymouth line (London about 2 hours and 40 minutes, half-hourly). Dorchester West is on the Weymouth to Bristol line, giving links to Wales, the Midlands and the North.

Dorchester is the shopping centre for a wide area, with all the usual facilities. The weekly market thrives, attracting local people and large numbers of visitors. Dorchester attracts a lot of tourists, with several museums. It was also the home of Thomas Hardy the novelist and poet, and William Barnes the dialect poet and linguist, whose fame brings a lot of visitors.

St. Osmund's has a historic link with St. Mary's Church, visiting it for the annual Carol and Leavers services.

Visiting the School and Interviews

When you have read the papers about this vacancy and visited our website, if you would like to visit the school, we would be pleased to see you. Ring Mrs. Rebecca Golledge, School Business Manager, 01305 755073 and she will make the necessary arrangements with you. The closing date for applications is 15th April 2018 and interviews for shortlisted candidates will be on 25th and 26th April.

We look forward to your application to become Headteacher at this exciting and successful school.

