



QUEEN'S
COLLEGE

Inspiring creativity

Welcome to Queen's College

'What makes Queen's College special?' is the question we are asked most frequently by visiting parents.

Our answer is that the children are happy and feel safe and secure. Queen's is a child-centred, friendly school with excellent pastoral care which develops confidence and awareness of others.

Pupils feel comfortable talking to staff and specialist assistance is readily available when required. We really do encourage you to visit us and feel the special atmosphere that prevails.

We cater for the needs and talents of individual pupils and help them to fulfil their potential and exceed their expectations. We work closely in partnership with parents and keep regular contact.

Queen's provides an education for life; our school motto 'non scholae sed vitae discimus' – 'we educate not just for school but for life' is as relevant today as it was when the school was founded in 1843.

Academic results are clearly important but are only part of the all-round education we provide. High-quality learning and teaching are central to our aims. We encourage teachers to be innovative, creative and to inspire intellectual curiosity.

The needs of each individual can be catered for in small classes and we endeavour to make every pupil feel special.

As you walk around the school and look into classrooms we are sure you will quickly be aware of how passionate we are about learning.

We aspire to develop a super-curriculum, which promotes independent learning and enables boys and girls to study beyond the constraints of exam specifications. The physical education of pupils is also important; a wide range of opportunities is available including the major team games.

We are competitive in our regular fixtures against other schools; pupils learn to win graciously and to cope with the disappointment of losing. They also have the opportunity to participate in a wide range of individual sports, outdoor pursuits and the Duke of Edinburgh Award.

The school has a strong reputation for the visual and performing arts including drama, dance and music. Pupils have the opportunity to develop their inter-personal skills including team work and leadership - so important in the competitive outside world.

We believe it is important to develop our young people emotionally and spiritually and are proud of our Christian Methodist foundation. During their time at Queen's, pupils will have the opportunity to get to know and understand themselves and we hope, when they leave, they will want to go out into the world to make a difference.



Dr Lorraine Earps – Head Teacher



Do you share our dream?

Head Teacher, Dr Lorraine Earps, outlines her vision for Queen's



I once heard an interview with an international football manager, who told reporters that 'not being afraid to fail' was key to his country's greatest night of football, adding: 'Don't be afraid to have dreams'.

Allow me to tell you about my dream for Queen's College:

■ I dream of a centre of excellence for thinking and creativity (across all areas of school life), which provides a bespoke, individualised education, designed to meet the needs of every member of the community, irrespective of pastoral or learning need.

■ I dream of a college at the forefront of educational research, leading it and sharing best practice with the local and the wider community.

■ I dream of developing thoughtful, confident, resilient young people who are able to take their place as leaders of society in the future, with the spiritual and moral fibre needed to do the right thing and the flexibility of mind and problem solving skills to be adaptable.

■ I dream of a college where our education can be offered to anyone who would benefit from it locally, irrespective of their ability to pay - a college more affordable than you might imagine.

■ I dream of a college which embraces people of different background and cultures, where international students from more suppressed political regimes can understand the true value of freedom of thought, expression and action.

I am not the first person to have dreamed these things. In the middle of the 18th Century, a certain John Wesley was fuelled by a similar educational vision.

One hundred years later, this school was built on those principles.



Achieving our vision

So how do we turn Queen's College from good to great?

We should develop Queen's as a centre of excellence for Thinking and Creativity.

We are proud to have launched 'Let's Think', putting metacognition at the heart of our whole curriculum. We are the only school worldwide to embrace this. All pupils will learn how to think, not just what to think, ensuring they have been challenged so that they understand the nature of failure and how to succeed in the future.

We should all aim to be the best we can in all areas, developing everyone's unique potential.

We need to ensure personalised learning through excellent teaching, strong LD and EAL support and our individualised value-added reporting system. An emphasis on Assessment for Learning will enable us to ensure we support students when they find things difficult and enrich them when they find things easy. In this way, we will all strive to be the best we can be.

We must adhere to our unique Methodist ethos to further support our pastoral care.

The ethos of the school is vital and we need to ensure we are firmly established as a school based on Methodist principles. All members of the community need to be excellent role models for the pupils. We have a duty to lead through example, to demonstrate that hard work and values of decency are essential to living a good and useful life and to develop self-discipline in our young people.

We must develop emotional resilience and risk taking.

Placing our pupils in challenging situations, both in the classroom and out, will provide opportunities for the pupils to 'feel' failure in a controlled environment, so that they can learn to deal with it and that life does go on!



Information about the role

Deputy Head (Teaching and Learning)

We are looking to further develop the educational offering at Queen's College with the appointment of an ambitious and highly motivated Deputy Head (Teaching and Learning).

Queen's College is one of the leading independent day and boarding schools in the South West of the country, educating 700 boys and girls from three months to 18 years.

Our dedicated staff provide a wide range of learning opportunities through high-quality teaching and a creative curriculum.

We have exciting plans to move the college forward and the successful candidate will play a pivotal role in ensuring these are both implemented and successfully achieved.

The Deputy Head (Teaching and Learning) will assist the Head in translating the vision for the school into agreed objectives, operational and business plans.

They will also take lead responsibility for the development of the curriculum, teaching and learning and oversee the Director of Studies in implementing the day-to-day curriculum.

The role involves ensuring that learning is at the centre of strategic planning and resource management as well as conducting regular reviews of departments to ensure that high standards of teaching and learning are maintained.

The successful candidate will also take the lead role in the College's performance management programme and professional training to ensure the teaching staff have the skills necessary for the development of the school and are able to carry out their roles to the best of their ability.



The job description

JOB PURPOSE:

The Deputy Head is responsible to the Head and plays a key role in the leadership and management of the school with particular responsibility for the development and delivery of the teaching and learning.

MAIN DUTIES:

Policy/Strategic Direction

- To assist the Head in translating the vision for the school into agreed objectives, operational and business plans.
- To take lead responsibility for the strategic development of the curriculum, teaching and learning and oversee the Director of Studies in implementing the day to day curriculum.
- To ensure the Head is advised of significant curriculum developments and their implications for the work of the school. To identify and evaluate innovative teaching and learning practices to inform changes that may need to be made to the curriculum.
- To review all departmental plans to ensure they are linked to the school's strategic plan, that they are forward thinking, contain exciting learning initiatives.
- To oversee the work of the IB Co-ordinator.
- To take the lead role in the performance management programme and professional training to ensure the teaching staff have the skills necessary for the development of the school and are able to carry out their roles to the best of their ability.

Teaching and Learning

- To ensure that learning is at the centre of strategic planning and resource management.
- To conduct regular reviews of departments, monitoring and scrutinising the outcome of the pupils through classroom observations and interviews to ensure that high standards of teaching and learning are maintained.
- To ensure the curriculum planning provides continuity and progression between Junior and Senior School.
- To provide a professional model for others, clearly demonstrating effective teaching, classroom organisation and display high standards of achievement, behaviour and discipline.
- To ensure that professional development contributes to school priorities and enhances learning.

Whole School Assessment

- To ensure consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to

monitor progress in every student's learning.

- To oversee the Director of Studies in School Data Management, giving direction and sustained emphasis to all aspects of data.
- To oversee the Director of Studies on developing and embedding appropriate assessment systems and the running of an accurate assessment policy to ensure that assessments are rigorous and robust.

Leadership and Management of Others

- To take responsibility for management of the school effectively in the absence of the Head and Deputy Head (Welfare and Safeguarding).
- To support the Head in developing positive working relationships with and between all staff.

Communications, Marketing and External Links

- To support the Head with the Director of Studies in ensuring that parents are kept well informed about the School's ethos and curriculum through the School's Curriculum Conversations, presentations at Parent Information Evenings.
- To participate as required in consultation processes with staff, pupils, parents and the local community.
- To support by attending school events and help to contribute to the programme of co-curricular activities.

MANDATORY DUTIES:

- Responsibility for safeguarding and promoting the welfare of children.
- Commitment to Equal Opportunities.

ADDITIONAL DUTIES:

To undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the College.

The post-holder will undertake assigned duties and responsibilities, ensuring that all actions are discharged within the regulatory and legislative requirements to which the College is subject.

DATE: JUNE 2018:

This job description is current at the above date. In consultation with the post holder it is liable to variation by the College to reflect actual, contemplated or proposed changes in or to the job.

