



# COOMBE WOOD SCHOOL

## TEACHING STAFF CANDIDATE INFORMATION PACK FOR SEPTEMBER 2018

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Coombe Wood School is yet to be built, but the determination and enthusiasm of Folio to make this happen are driving the progress. This pack is designed to introduce the ethos, values and high expectations of this new free school. If you are inspired by the vision then, we welcome your application.



**COOMBE WOOD  
SCHOOL, OPENING  
SEPTEMBER 2018**

# WELCOME



Dear Candidate,

Thank you for your interest in this exciting project to build a brand new school in South Croydon. This offers a unique opportunity for the founding staff to shape and influence the future aspirations of many young people in Croydon. The success of our Free School bid was underpinned by the distinctive ethos that contributed to the 'outstanding' Ofsted judgement given in January 2017 to another Folio Education Trust school, Wallington County Grammar School. Consequently the team at Folio want to see this approach shared and developed at Coombe Wood School.

All Folio schools share in the understanding that 'we believe in ourselves and we believe in each other'. This drive and determination to discover and reach our personal best is demonstrated through Coombe Wood's core values (teamwork, respect, enjoyment, discipline, sportsmanship) which embody all aspects of school life. All staff recruited to work for Folio, including those in the new school, will need to embrace these underlying values and use their strength of character to adapt to the growing needs of colleagues and pupils within in the School.

We are excited to have received over 500 applications for the 180 places we have within our first cohort, demonstrating the huge appetite and support for what we have to offer. We hope that this brochure and the recruitment events that we will hold will encourage you to join our dynamic team. If you are up for the challenge then please consider joining us on a journey of career development and aspirational teaching.

**JONATHAN WILDEN**  
**EXECUTIVE HEADTEACHER**  
**FOLIO EDUCATION TRUST**



# HEADTEACHER WELCOME

Welcome to Coombe Wood School and the opportunity to be part of a hugely demanding but rewarding new project. If you relish a challenge, thrive on responsibility and have high levels of resilience and adaptability to take on new roles then please read on!

If you genuinely believe that core characteristics of successful sports men and women - Teamwork, Respect, Enjoyment, Discipline, Sportsmanship - are characteristics that, when displayed by young learners, will equally lead to success in the classroom, then please keep reading. The ethos of Coombe Wood School is built on these core values.

Coombe Wood School pupils will walk into lessons alive, engaged, resilient, respectful, empathetic and confident young learners as a result of positive and personalised Health Related Fitness experiences throughout the school day. They will be a pleasure to teach.

I am looking for passionate teachers who strive to help pupils understand what their very best looks like, and then work extremely hard to help pupils reach their best every day, because teaching matters every day.

In return I want to make your teaching experience at CWS one where you can do what you came in to the profession to do - plan, teach and assess your lessons.

Starting a school from scratch, we have the unique opportunity to be able to only put into place the things that make a positive difference to pupils and nothing else - including excessive and ineffective marking! If it doesn't make a positive difference to the whole child let's not do it.

You will also never be alone. My job and that of my leadership group is to serve the pupils and serve you, the staff, and to help protect the most precious thing in our school - the learning environments.

Every lesson will be visited every day to support you in your teaching. You will have access to an extensive CPD programme within the Folio Education Trust and within two years you will also be working in state of the art new classrooms and have access to wonderful sporting facilities. Coombe Wood School will also be expanding year on year and career progression opportunities will be many and varied for ambitious staff who produce outstanding results.

If your work ethic and educational values are aligned with mine and if you are passionate about the role that Health Related Fitness and sport can play in developing resilient and determined young learners, then I would love to hear from you.

**BARRY LAKER**  
**HEADTEACHER**  
**COOMBE WOOD SCHOOL**





# CULTURE & ETHOS



There are five core values at the heart of Coombe Wood School: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. Through these values the School will seek to provide a consistent direction for pupils, staff and parents alike, by permeating and shaping every aspect of school life. The importance of these core values will give structure to the learning in every classroom and throughout the school environment.

**Teamwork** – the school community will act like a team around the child and all staff who work within it. Through a motivational team spirit all challenges will be overcome. Together we can aspire, together we will achieve.

**Respect** – learning from the habits and actions of others, the school community will model high expectations at all times. Through respect for one another and our school we develop trust and a positive attitude.

**Enjoyment** – schools are full of opportunity for pupils, staff and parents. Through memorable experiences we can encourage all to participate. Even when things are difficult we ask people not to give up but know that when you win you will be happy and when you have lost but done your best you will be satisfied.

**Discipline** – pupils will learn to self-regulate their behaviour and be thoughtful of others. Living a disciplined life inside and outside of school, making the right life choices and meeting triumph and disaster with the same positive attitude will lead to a well-rounded and well-grounded existence.

**Sportsmanship** – there is nothing more satisfying than giving something your all and being able to say to others – 'I admire your courage'. Sportsmanship is an empathetic attitude which celebrates others achievements and raises the performance of others who require support.



# ABOUT US

### Introduction

To meet the local rising demand, Coombe Wood School (CWS) will be a new secondary, fully inclusive co-educational comprehensive school serving the communities in South and Central Croydon for children aged 11-18. At full capacity the School will have a maximum of 1680 places. South Croydon is a combination of mixed housing with leafy suburbs. Out of the three neighbouring authorities, Croydon faces the most significant challenge for providing adequate secondary school places in the next decade. Current local educational provision comprises a blend of successful fee-paying schools, faith schools and mixed comprehensives, with sought-after selective opportunities across the border in Sutton and Bromley.

Following a successful bid application and Education and Skills Funding Agency (ESFA) approval, the School will open in temporary accommodation in September 2018, subject to final planning permission from Croydon Council. Applications closed on October 31st 2017 with over 500 written applications received for the 180 places. Applicants are offered places based on feeder school and distance criteria. 10% of the intake will be offered to those applicants who have demonstrated an aptitude for sport, having undertaken aptitude assessments.

Following an extensive procurement process run by the ESFA, a full planning application is now being prepared to be submitted to Croydon Council. When planning permission is granted in late May 2018 construction of the permanent build can then begin.

### Location:

The proposed location of the new school is the existing site of Coombe Road Playing Fields, a site designated by London Borough of Croydon in the Croydon Local Plan as being a possible location for a new secondary school. Local Plan Ref: 662 - Coombe Road Playing Fields, CRO 5RB.

### Curricular Features

This is a rare opportunity for involvement in the creative input in the design and delivery of the curriculum. CWS will focus upon three main academic strands which, for some pupils, may overlap and will provide all with a well-rounded education full of opportunity and memorable experiences.

Strand 1: Sport and Health Related Fitness

Strand 2: Creative and the Performing Arts

Strand 3: Academic Studies (including non-vocational subjects leading to Further Education)

It is our intention to deliver a vastly different approach to sport education and Health Related Fitness. CWS will offer extensive teaching, led by our specialist sporting partners -not P.E. teachers, - across a narrow range of sports, promoting depth rather than breadth. Sports will include; Athletics, Basketball, Football, Futsal, Gymnastics and Netball.

### Community:

CWS has a strong desire to build a lasting relationship with the community as this will be a local school for local families. It is intended that the community will benefit fully from the specialist sports and performing arts facilities and services offered from our partners in the evenings and weekends. This will also include opportunities for local residents to involve themselves in our creative and performing arts programme.



# PUPIL EXPERIENCE

## Learning and Performance

Our aim is that this will offer an innovative slant on a traditional education to meet the needs of the 21st century pupil, tailored to the local demographic and maximizing what our facilities will offer. Drawing from the three strands, pupils will focus on their academic studies whilst electing options from other strands to enrich their education and progression towards Higher Education.

Our research shows that parents responded positively to a traditional, balanced curriculum and that by participating in Health Related Fitness all pupils will benefit from increased energy and a positive mindset to realise anything is possible.

## Key Stages 3 & 4

Coombe Wood 'Lower School' will provide the necessary support mechanisms to ensure that all pupils will transition from Key Stage 2 to Key Stage 3 with minimal disruption. This will be a particular challenge whilst learning in temporary accommodation. The progress during our two-year Key Stage 3 will be monitored carefully to ensure all pupils acquire and develop the core skills necessary to make informed choices regarding which strand they are best suited to for Year 9. By the time pupils arrive at Easter in Year 8 they should feel confident in their own ability, be able to choose the right GCSEs or Level 2 BTECs that will be on offer and ready for the next stage in school life.

## Sixth Form

Not all pupils will choose to progress through to Key Stage 5 at CWS. The Sixth Form pastoral team will ensure that pupils are able to make informed choices which will include researching other Sixth Form colleges in the area. Our intention is that pupils stay at CWS for the right reasons, (aspirations and career progression) and not for reasons of familiarity or because friends are staying on. For those pupils who choose to stay, their academic performance at GCSE will need to meet our Sixth Form criteria, which is akin to local selective schools.

We will encourage the expectation that former pupils will continue to engage with Coombe Wood School to share pathway experiences with younger pupils. We expect the majority of Coombe Wood Sixth Form pupils to move onto University or to access the US College system with the support of the Trust.

The Coombe Wood School Sixth Form offer will include:

A Levels  
Level 3 BTEC Extended Diploma in Sport Science  
Level 3 BTEC Extended Diploma in Performing Arts

Although the sport elements are integral to our pupils' development, CWS will draw and share expertise from its fellow trust member, Wallington County Grammar School (judged outstanding in January 2017) where they have achieved exceptional progress scores. WCGS will also provide support with UCAS applications, progress to US colleges and other 'destination' support mechanisms.



# PUPIL DEMOGRAPHICS

Here is an indication of our potential pupil characteristics, (from DfE performance tables 2012-13 of 4 local schools: Park Hill Junior, St Peter's Primary, Forestdale Primary and Ridgeway Primary)

- ❖ The proportion of pupils eligible for FSM at any time in the past 6 years varies from 16.5% up to 52.2% compared to a Croydon Secondary School average of 38%.
- ❖ The percentage of pupils whose first language is 'other than English' also varies widely, from less than 6% to 30%, compared to Croydon's average of 22%. All four of these local schools have fewer pupils with EAL than the existing grammar school in Folio Education Trust.
- ❖ There is also a large variation in the proportion of pupils with SEN, varying from less than 5% to more than 25%, compared with Croydon at 10%.

The proposed location of CWS within Greater London, an area of a few square miles, contains communities with large variations in pupil characteristics, as seen in these figures. Changes in the final location will determine the final balance of these characteristics, but using the south half of the borough (and benchmarking figures shared between local schools for LAC) the expected pupil characteristics are shown below.

CHARACTERISTIC	CWS (APPROXIMATE)
Ever6 pupils	30%
EAL Pupils	15%
SEN Pupils (includes EHCPs & IEPs)	12%
Number of LAC	6

The vision for all pupils at CWS is academic excellence, whatever their starting points. By holding high expectations and by raising aspirations for everyone, we will ensure that outstanding teaching and excellent pastoral care combine to create one of the best schools in the country. In making progress well above national averages, and adding value to all pupils, we will achieve excellent outcomes.





# SPORT & HEALTH RELATED FITNESS

Sport & Health Related Fitness is integral to our curriculum

Interested candidates will need to subscribe to the fundamentals of our curriculum foci. The proposed curriculum model is designed to ensure pupils receive a deep understanding of the fundamental core skills linked to each sport, the psychology behind it and the dynamics required to ensure longevity of participation. In addition to sessions linked to a precise range of sporting disciplines, the school curriculum will also focus on Health Related Fitness (HRF). This will be designed by a leading organisation who specialise in the fundamentals of sport and healthy living. It will include simple assessments of fitness linked to data and will monitor the progress of all pupils through relevant strength and conditioning assessments. The School believes that advanced technologies which analyse dynamics, nutrition strength and conditioning should not just be reserved for elite athletes and therefore should be used to inspire and motivate all young people to realise and then reach their potential in their chosen sport. By focusing on the core fundamentals of sport and by ensuring these permeate the entire school through the core values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship, the School will help all our pupils to participate in sport, enjoy the challenge of staying fit and healthy and developing these habits for life. We hope that all staff will buy into this ethos through deliberate practice and leading by example.

As part of the main school curriculum, time will be dedicated to Health Related Fitness (HRF) during the morning for one hour a week. Groups will reflect pupil's resilience and emotional maturity in physical activity. This is done to improve the quality of targeted intervention and to ensure each pupil is able to make expected progress with regard to their personal level of fitness. For those pupils who are working towards specific sporting representation for their School, Club, County or Country they will have Individual Education Plans (IEPs) which may include specific strength and conditioning and nutritional guidance. They will also be provided with specific training plans that will target the core skills required to improve within their chosen sport.

TIME	TIMETABLE
7:30 – 8:30	Breakfast clubs, largely targeted at specific pupil groups but open to all
8:30 – 11:00	Biometric registration and notices, 2 x 1 hour lessons, short break time
11:00 – 13:00	2 x 1 hour lessons
13:00 – 14:10	Lunch, slots for academic mentoring of groups and individuals, assembly N.B. Each Year Group will have an allocated Afternoon Games session which will run from 13:40 to 15:10
14:10 – 15:10	1 x 1 hour lesson
15:10 – 17:00	End of core day, co-curricular activities and academic support timetabled for many pupils (some older groups have more flexibility)

\* This timetable may differ slightly whilst pupils are situated in the temporary buildings.

Candidates looking for employment opportunities at CWS will be expected to contribute to the wider life of the School. This might be in our early 'rise and shine' sessions, at lunch or after school. Staff may choose to offer support in any of our major sports; Athletics, Basketball, Futsal, Football, Gymnastics or in clubs and societies linked to creative and performing arts.



# PASTORAL CARE & ENRICHMENT



During the initial growth phase this will be overseen by the senior staff, six vertical houses comprising of 30 pupils in September 2018. Establishing houses encourages extra-curricular activities linked to subject based and sports competitions. Eventually, there will be eight houses arranged vertically through the School; this arrangement is purely linked to the House Groups; there will not be vertical tutor groups. All pupils and staff will be expected to represent their house with pride.

An important part of learning at Key Stage 3 is to ensure all pupils are happy and feel confident in being able to articulate how they are feeling. There is increasing pressure on young people growing up in a modern world; so we want all learners to realise that it is acceptable not to feel "OK" and that there is always someone to talk to. The mental well-being of staff and pupils in CWS is paramount.

All pupils will wear ties: the design is grey with the school crest. However, differently designed ties will be awarded in recognition of academic achievements, house responsibilities and to school prefects as pupils get older and contribute in different ways to school life.

After local research and consideration, the house names have been chosen as a tribute to local places and people who have had an impact in their chosen fields: Amy JOHNSON, FAIRFIELD, Charles HENMAN, GRANT, Tracey EMIN, COLERIDGE-TAYLOR.

Although after school enrichment is not compulsory, the school day can be lengthened to accommodate extra-curricular activities, clubs and societies and targeted homework support sessions for pupils. Staff will be asked and encouraged to be on hand to support pupils during this non-directed time.

To assist with academic and career choices, the School's extra-curricular provision will ensure the range of clubs and societies are linked to the study areas or career paths. Older pupils and adults will all feed into the decision making process ensuring that all pupils can make informed decisions.

An example of academic clubs and societies would be 'Med Prep' where young people are supported by adults and older pupils in understanding what it takes to be an outstanding Medical Student at University. Alternatively, clubs and societies may also focus upon studying law or gaining sports scholarships in the US College system.



# PLANNED GROWTH OF CWS

For those successful in joining the inaugural staff at CWS, the organic growth of the School will offer career progression, increased responsibilities and acceleration to leadership combined with quality INSET and the benefits of partnership n working within Folio Education Trust.

The staged growth is to meet the rising local demographic need for places. By 2027 when the School is full it will accommodate 1680 pupils of which 480 will be Sixth Form Students.

Year	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Total
2018	180							180
2019	180	180						360
2020	180	180	180			150		690
2021	240	180	180	180		150	150	1080
2022	240	240	180	180	180	180	150	1350
2023	240	240	240	180	180	180	180	1440
2024	240	240	240	240	180	180	180	1500
2025	240	240	240	240	240	180	180	1560
2026	240	240	240	240	240	240	180	1620
2027	240	240	240	240	240	240	240	1680
2028	240	240	240	240	240	240	240	1680

The Sixth Form will open to Year 12 in September 2020, making it possible to deliver a wider curriculum across all Key Stages. Operating a 2-Year KS3 before a 3-year KS4 means that Year 9 sees the start of GCSE studies.

In the first year there is a need for flexible teaching staff who can deliver academic content to Y7 pupils across a range of subject areas. We plan to have subject specialists for each of our curriculum areas, but clearly flexibility and adaptability across more than one subject area will be greatly beneficial, whilst this school is in its infancy. TLRs will not be offered during the first year of CWS, but promotion and responsibility will become readily available to the right candidates in subsequent years as the School grows.

The School is moving away from a traditional model of having multi-skilled PE Teachers and instead will use our specialist coaches from our partner organisations. These same coaches will deliver master-class sessions after school in the evening and at weekends, providing consistency in the delivery of content.



# FUTURE OPPORTUNITIES



The shift towards offering option blocks in preparation for September 2020 will see a greater need for specialist teachers with additional experience of the examinations system; bringing in KS5 with a similar set of requirements concurrently with commencement of KS4 will allow many more experienced teachers in diverse disciplines to be introduced for Year 9 and Year 12. In addition, having four year groups in the School in its third year means the capacity for a larger SLT with an earlier move to the specialist roles in whole school evaluation and improvement.

Although it will be possible to use Sixth Formers within the Trust to support younger pupils, introducing the Sixth Form in the third year will rapidly expand House and co-curricular systems, therefore opening up roles with greater pastoral responsibilities.

In future years, with the growth of the School, all members of the Senior Leadership Team (SLT), including the Headteacher, will act as Senior Line Managers for the Subject Leaders, with the aim of ensuring exceptional consistent line management. Subject areas will not necessarily be grouped into faculties for this purpose. It is intended that all SLT take on a whole-school area of evaluation and improvement such as Teaching & Learning or Outcomes for Pupils. The Head of Sixth Form, the Head of Sport and the SENCo will play significant parts in the strategic decision-making within the School and will sit on the SLT. Pastoral care in both Key Stage 3 and Key Stage 4 is likely to be monitored by the Deputy Headteachers.





# FACILITIES



Coombe Wood School is being designed by an experienced team of architects with the assistance of the Chief Executive of The Folio Trust and the Assistant Headteacher of Coombe Wood School. Therefore the design has focused on being fit for purpose for learning. Coombe Wood School will definitely have a feeling of being more than the standard school, but without the additional cost to the taxpayer.

The main building will have a cluster of classrooms for each faculty as well as staff work areas. Each classroom will be well lit with many having excellent views across the parkland on both sides of the school. The ventilation of each room is managed without the need for opening windows, although this will still be an option. In the winter, fresh air will be warmed before entering the room and in the summer air will be extracted to help keep the space cool.

Corridors are short and easy to access and supervision of classroom areas is improved through the distribution of glazing panels. Toilets are distributed throughout the building and the communal spaces like the dining area are central and easily accessed. Each space is acoustically treated so that an activity in one room will not disrupt a more formal assessment in another.

The sports specialism of the school is reflected in the larger five-court sports hall, the two activity studios, a full size all weather pitch as well as the vast playing fields to the south of the building.



# PARTNERSHIPS

It is essential to Folio that we develop meaningful strategic partnerships with organisations who believe in and share our core purpose. By working with the best we hope to develop pathways for young people to 'Discover Opportunities' and reach their personal best. In relation to sport, this may be that pupils, start to participate, move more and appreciate the benefits of living a healthy lifestyle. For others it will be following an elite pathway to a greater level of participation and competition, which will allow them to be the best. Whichever pathway, Folio's core purpose is to achieve the following:

- To implement a child centred focus to ensure all decisions lead to the development of confident young people who have character.
- To change people's lives through exceptional and memorable experiences that ensure people discover then reach their personal best and unlock improved life chances.
- To explore beyond education to help remove barriers which prevent social inclusion.

The Trust has begun to engage with the following strategic partners in developing facilities and securing elite coaching.

**Athletics** – Croydon Harriers, Right Track Consultants\*, England Athletics

**Basketball** – The Luol Deng Basketball Foundation, Croydon Elite, England Basketball

**Cycling** – WATT Bike, British Cycling, Tri Surrey (Triathlon Club), Addiscombe Cycling Club

**Dance & Gymnastics** – British Gymnastics, Future Gymnastics

**Football** – Volenti Football Academy and Charlie McCarthy Women's Football Academy

**Netball** – Roundwood Netball Club, Surrey Netball, England Netball

\***RightTrack** is a consultancy team dedicated to assisting and guiding student-athletes through the American University and College application process.



# APPLICATION PROCEDURE

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**FOR A CONFIDENTIAL DISCUSSION  
ON CURRENT VACANCIES PLEASE  
CONTACT OUR RETAINED  
RECRUITMENT CONSULTANT  
JACQUELINE BAKER ON 020 3011  
2763 OR 07891 671226 OR EMAIL  
CAREERS@CWS-CROYDON.CO.UK**

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## **APPLICATION FORM**

Is available for download at [www.cws-croydon.co.uk/career-opportunities](http://www.cws-croydon.co.uk/career-opportunities).  
please return completed forms  
to [careers@cws-croydon.co.uk](mailto:careers@cws-croydon.co.uk) along  
with any supporting documentation  
as requested.

In compliance with Safer Recruitment  
Guidelines CVs will not be accepted.

## **APPLICATION DEADLINE**

**CLOSING DATE** 9am, 19 February 2018

**INTERVIEWS** Week Commencing 26  
February 2018

Coombe Wood School is committed  
to safeguarding and promoting the  
welfare of children and young  
people and expects all staff and  
volunteers to share this  
commitment.



# IMPORTANT DATES

DATE	EVENT
22 <sup>nd</sup> June	Induction day for all new Coombe Wood School teachers, covering ethos, values and team building, followed by social event
25 <sup>th</sup> June – optional	Taster day for Y7 pupils – to be held at Park Hill Juniors
6 <sup>th</sup> July - optional	Induction day for Y7 pupils – to be held at Wallington County Grammar School
30 <sup>th</sup> & 31 <sup>st</sup> August	Staff Induction at Coombe Wood School temporary buildings (attendance will be paid at your daily salaried rate)
3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> September	INSET – all staff
6 <sup>th</sup> September	Y7 pupils start school





# FOLIO EDUCATION TRUST



Coombe Wood School is part of the Folio Education Trust. Folio is a collaboration of schools who implement a self-improving system with a child centred focus. We support young people to develop their character, reach their personal best and unlock improved life chances through memorable experiences.

## Folio Vision

'We believe that we are outstanding. Not because we say it, but because we work at it. We are dedicated, committed and focused. We believe that every person will reach their personal best and overcome any challenge through a shared culture and ethos. We are dedicated to developing as successful individuals, creating a positive environment where all of us will learn. We never fail because we never give up. We believe in ourselves we believe in each other. '

This powerful mantra underpins all the schools within Folio Education Trust and is a sign of the dedication and commitment that we expect from all students, staff, parents and partners who work with our schools.

Folio is a growing Trust that currently consists of two secondary schools and two primary schools. Each school is supported with our expertise in leadership and management, school improvement, legal, financial, administrative, marketing and premises expertise.



OUR FAMILY OF SCHOOLS

COOMBE WOOD SCHOOL

PARK HILL JUNIOR  
SCHOOL

ST. PETER'S PRIMARY  
SCHOOL

WALLINGTON COUNTY  
GRAMMAR SCHOOL

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**GOT ANY QUESTIONS?**

**CONTACT US AT  
CAREERS@CWS-CROYDON.CO.UK**



**COOMBE WOOD  
SCHOOL**