



Information for Candidates

Thank you for your interest in our school. I am delighted that you are investigating the opportunity to join our staff and to work here. I strongly believe Fulford School is a great place to work and study.

I became Head in September 2013 following my internal promotion and throughout my career in the school, Fulford has enjoyed an excellent reputation in the community for high standards of academic achievement and for the care and opportunities we offer our students and staff. This reputation has grown both locally and nationally as we have continued our improvement journey.

Contextual Background

Fulford School is situated in the southern outskirts of the city and draws most of its students from the villages to the south and east of York, as well as the York suburbs of Fulford, Fishergate and Heslington. Our school is an oversubscribed 11-18 mixed comprehensive with a Year 7 admission number of 240. The current number on roll is over 1400 students including over 260 in the Sixth Form with school numbers being projected to grow in subsequent years. The school's growth and success can be seen in a number of ways.

There has been an extensive building programme in recent years with a new classroom block, our Sports Hall and our redeveloped kitchen and dining facilities being the latest additions. The school has achieved a variety of Awards including the International Schools Award, the Healthy Schools Award and the Advanced Inclusion Award.

The school has an Enhanced Resource Centre with a capacity of 10 places for students on the autistic spectrum. We are committed to inclusion and maximising the talents of all in our care, believing all in our community should be known and valued as individuals.

We run a vertical tutoring system led by four Heads of House. This system enables us to offer excellent support and guidance to all our students and it provides great opportunities for our students to undertake a range of leadership roles.

Fulford School was inspected in 2011 by a team who noted "What makes Fulford School an outstanding school is that it manages very successfully to promote both the academic and personal development of all its students". The report goes on to say that "There is no sense of complacency. As a result the capacity for further improvement is outstanding". This commitment to further improvement can be seen in our staff CPD, our curriculum development, our promotion of key learning attributes and Fulford values and most crucially through our promotion of a Growth mindset.

There are a higher proportion of students with above average attainment on entry at Fulford than is the case nationally, with FSM take up and deprivation both below national averages. The vast majority of students are White British with 1.5% of students with education, health and care plans and 6.9% requiring personalised additional support.

Our historic and current results are consistently high both for progress and attainment.

2017 results	
KS4	
9-4 English and Maths	81%
Attainment 8	58.5
A*/A	41.6%
KS5	
A*-B	68%
A*-E	99%

School Leadership

Our Senior Leadership Team is characterised by vision, support, commitment, professionalism and camaraderie. They are a talented group of leaders and teachers who offer ongoing support to our staff. Details of current responsibilities are given below.

Lorna Savage: Headteacher

Dan Bodey: Deputy Headteacher : Student Development and Community Partnerships

Tim Johnson: Deputy Headteacher : Curriculum and Achievement

Kasia Davies: Assistant Headteacher :Teaching and Learning (Staff Development)

Tim Morris: Assistant Headteacher : Sixth Form

Andy Rosie: Assistant Headteacher : Teaching And Learning (Progress and Assessment)

Paul Walker: Assistant Headteacher : Student Engagement and Examinations

Sam Bradford: School Business Manager

Middle leadership is rooted in Curriculum Leaders for subject departments and in the Heads of House who lead our vertical tutoring House system. Our teaching staff teach within their specialist areas and have full access to an excellent programme of CPD. We are committed to developing pedagogy and are ambitious for our further improvement, seeking to continue to be among the top schools in the country. We fully appreciate that what happens in the classroom has the biggest impact on progress and success.

Fulford is an outward looking school that prioritises partnership working. This is seen in the development of closer ties and increased collaborative working with our primary partners and our current work to establish a South York MAT with many of these schools. The first step in strengthening this partnership was taken on 1st January 2018 when Fulford School converted to academy status and established the South York MAT. Our ten identified partner schools are set to join us in the South York MAT in the next 12-18 months.

We are involved in school to school support work outside the city and we are a strategic partner in the Pathfinder Teaching School Alliance where we participate in initial teacher training and CPD provision both within and beyond York. Given the above, there are many opportunities for the career development for any staff joining our school.

Improvement Priorities

Our school improvement priorities for 2017-18 can be summarised as follows:

- To ensure outstanding progress and achievement for all our students
- To ensure all teaching and outcomes are at least good with increased proportions highly effective
- To improve support for vulnerable students
- To develop outstanding leadership at all levels within the school
- To ensure the school is equipped to meet changing student needs
- To lead the successful development of the South York MAT

Thank you for interest in the advertised post. I hope that after reading this information you can identify with our vision and values and that you feel you can help lead the continued success of our school. I look forward to receiving your application.

Please get in touch if you wish any additional information about our school or in relation to this post.

Lorna Savage
Headteacher

January 2018

