



Dear Prospective Candidate

As the newly appointed Executive Principal of Oryx International School I am delighted that you are considering applying for a post at our school. We are a unique school in the respect that we are a wholly owned subsidiary of Qatar Airways, the world's 5-star airline, catering exclusively to the children of Qatar Airways employees, and operated by Orbital Education group from the UK. The facilities at our new campus are exceptional and provide the school with the most up to date and effective resources to enable outstanding teaching & learning opportunities across our entire age range. Teachers and admin staff also benefit from first class facilities and CPD opportunities, however, we acknowledge that the most important elements of any school are the people who make up the school community. It is only with the cooperation, aspirations and collegiate approach of our students and parents coupled with the high calibre teaching and support staff we employ, that Oryx International School will achieve the vision of becoming a 5-star school. This is the challenge ahead; if you are ready for such a challenge, I welcome your application and look forward to discussing it with you in the near future.

### **The role of the Head of Secondary**

The Head of Secondary is a Senior Leadership post with day to day organisational responsibility for the effective and efficient performance of the Secondary school. This includes, but is not restricted to:

Pastoral provision, monitoring, intervention, code of conduct, rewards and sanctions, SEN/EAL, wellbeing of staff and students, assemblies, PSHEE programmes and the house system, safeguarding and child protection, staff supervision duties, admissions process, academic progress and attainment, curriculum, timetabling, assessment, reporting and recording, parent liaison, information workshops, parent & teacher meetings, information literature, quality assurance, performance management process, CPD provision, preparation for accreditation.

The Head of Secondary reports directly to the Executive Principal and works alongside the Head of Primary, Head of Marketing & Admissions and the Head of Operations in maintaining and developing all aspects of our school provision. The AHT Secondary (Teaching and Learning) supports the Head of Secondary in the areas of academic progress and attainment and in particular with assessment reporting recording and tracking, curriculum development, timetabling of lessons and performance management of staff.

There are Lead Practitioners in most subject areas whose responsibility includes modelling good practice, preparing Schemes of Work and Programmes of Study, examination preparation and entries and ordering resources. They do not performance manage other staff.

As a new school, the Senior Leadership Team has the opportunity to develop an outstanding school from the outset, unencumbered by any pre-conceptions. The post will suit someone with creative flair, imagination, a growth mind-set and the ability to motivate others to push the boundaries of learning. Experience of CIS accreditation would be an advantage.



The Secondary school opened this year with 160 students from Y7 to Y10. Currently there are three classes in Y7, two in Y8, two in Y9 and one in Y10. Enrolment is anticipated to double next year and we will have our first iGCSE cohort. We have 2 scholarship students in Y10 with another 10 scholarships on offer in Secondary for September 2019. Most students have English as a second language and although the levels of English are generally good, there are some with lower levels at this stage. Accordingly, much of our teaching and learning is rooted in EAL strategy. All students in KS3 have five lessons of English per week, one each day. We have a dedicated SEND team who are responsible for liaising with teachers, preparing support lessons and ISPs, and intervention support when required. Already we have 80 nationalities in the school, the largest majority are from the subcontinent and the intercultural aspects of the school are very evident and a strength of the school community, reflecting the airline's workforce. Our students are hardworking, respectful and eager to learn.

The timetable for this year has been constructed around 6 lessons each day, 4 of 50 minutes and 2 of 60 minutes. This is primarily because the Ministry of Education requires all Private Schools to offer compulsory elements of the Qatari Curriculum for all Arabic and Muslim students for 6 lessons per week. This allows us to offer a creative alternative provision of complementary lessons during this time for all other students. In particular, we utilise staff expertise to offer eSTEM projects including Robotics as well as projects based around the Qatar National Vision 2030, with the key pillars of Economic Development, Social Development, Human Development and Environmental Development.

The main challenges of this post are to put in place systems and procedures to support rapidly increasing student cohorts, establish best practice & quality assurance and to start laying the foundations for a 5-star school.

It is a wonderful opportunity to develop leadership skills and lead a new team of teachers to create a highly successful secondary school utilising the latest technology, exploring latest pedagogy and creating new and exciting learning opportunities for students and staff.

I look forward to discussing your application further should you be selected for interview.

Regards

Derek Laidlaw MA NPQH DipTMus  
Executive Principal