

Information About Working at Stamford Welland Academy and CMAT

Dear Applicant,

Thank you for your interest in applying for one of our advertised posts.

Stamford Welland Academy is the only state secondary school in Stamford. We have high expectations of our students and provide a high-quality education based on the principle of excellence and opportunity for all. The academy aims to deliver students from our care as responsible, cultured and employable young people. In 2017, Ofsted rated the school “good” in every category. It has a rapidly growing intake and enjoys excellent partnership with the local community.

Stamford Welland Academy is part of the Cambridge Meridian Academies Trust, which also comprises Nene Park Academy Peterborough, North Cambridge Academy, Sawtry Village Academy, Ely College and Swavesey Village College. You may have the opportunity to work across all schools within the Trust.

SWA is an outward looking school, strongly committed to continuous development and improvement. All staff at SWA have high expectations of their students, colleagues and own practice. We are firmly committed to the development of all staff and ensure everyone is involved in the direction and success of the academy now and in the future.

I hope that when you have read the details about the post and the school you will want to submit a formal application. Please note we do not accept CVs.

Cambridge Meridian Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All new staff appointments will be subject to an enhanced check from the Disclosure and Barring Service.

Yours faithfully



Anthony Partington
Executive Principal

General Information

THE SCHOOL

In June 2014, the Department for Education asked CMAT to take over the sponsorship of Stamford Queen Eleanor School from CfBT, allowing the delivery of the Stamford Free School vision to be rolled out within Stamford Welland Academy. The campaign attracted an immense following and it was through this campaign, that we are now able to deliver the school Stamford deserves.

In January 2017, the Ofsted inspection rated our academy 'Good' in all areas with our work to promote pupils' personal development and welfare as 'Outstanding'.

EXAMINATION RESULTS

This year, despite the new GCSEs and grading system coming into effect, we achieved strong results for our GCSE students.

Our overall results for 2017 are listed below:

- 50 per cent of students achieved grade 4 or higher in English and maths (the equivalent of an old C grade and above)
- Almost a fifth of students also achieved the EBacc at the new grade 5 or above, which is also known as a 'strong pass'.
- The top performing subjects included triple science, in which 86 per cent of students achieved a C grade or above, and history, in which 77 per cent of students achieved a C grade or above.

These results were particularly pleasing when considering the highly publicised unpredictability in grades this year, as a result of further changes to the examination system. We were expecting a slightly lower score this year, similar to our 2015 results, due to a large number of students – around 12% of the year group – joining the academy at the beginning of Year 11 from other schools.

Not only do we measure our success by these standards, but we are equally proud of the fact that all our students undertake a wide range of appropriate and challenging courses and qualifications and we welcome the significant achievement of learners who are not recognised in Government league tables.

Our strong tutoring system ensured that every child achieves, and those at risk of underachievement are quickly identified and further supported.

RECOGNITION AND AWARDS

The school is working towards the Artsmark award, and we have achieved Healthy Schools status. We are also a Duke of Edinburgh registered centre.

THE LOCAL ENVIRONMENT

Stamford Welland Academy is situated close to the A1 in the picturesque market town of Stamford. The school receives children from ten local village Primary schools. Most children arrive on foot from the local areas although there are good transport links for those further afield.

STUDENTS

The school's planned admission number is 120 per year group. The school is emerging to be held in high regard in the local community and our attendance is high. Students are friendly, well behaved and proud of their school. Many visitors compliment us on the quality of relationships in the school. Ofsted said 'pupils' behaviour in lessons and around the school is good. Pupils are polite, courteous and respectful'

CURRICULUM

We run a rigorous academic curriculum combined with a strong vocational option as students progress through the school. We offer two Languages (French and Mandarin), and many students study the three sciences separately. Students are guided with considerable support from form tutors and subject teachers onto the right course for each student, maximising the potential for success and onward progression to Further Education. About half of our Year 11s go on to Sixth Form Colleges to study A Levels, and the remainder follow apprenticeships or vocational courses at New College Stamford.

SENIOR LEADERSHIP TEAM

The senior leadership team (SLT) consists of an Executive Principal, one Vice Principals, three Assistant Principals and four Associate Assistant Principals.

STAFFING

There are 33 teachers, 27 support staff and 9 teaching assistants. Teachers are well qualified and teach their subject specialism. There is a good balance of age and experience within teams and staff enjoy working at the school. We recruit excellent staff and retention is high. We are proud of the culture of collaborative working in the school amongst staff, and a lot of key drivers in the school come from working parties made up of teachers who volunteer to join a teaching and learning working group. Accountability operates within an atmosphere of openness and trust throughout so that all feel they can contribute and support each other.

STAFF DEVELOPMENT AND PROGRESSION

We are committed to a staff led approach to professional development focused on sharing and embedding best practice across the school. There is a wide range of experience, and exceptional practice at Stamford. We have structured a programme that enables staff to share and develop their practice collaboratively. On Tuesdays after school, teaching staff-run T&L sessions 4 times throughout the year and are focused on practice development.

Outstanding T&L will only be maintained by continually striving to seek out new ideas and methodologies. Feedback from the staff-led sessions last year was overwhelmingly positive and shows the importance of teachers reflecting on what works and what doesn't and sharing these ideas.

THE HOUSE SYSTEM

Our commitment is that every member of our community is known, valued and supported to achieve in all areas at the highest level to become successful, confident and responsible for the pursuit of lifelong learning.

To meet this commitment, in 2014 we launched a new school structure, with all students and staff in one of three House teams and with the introduction of vertical tutor groups. We have been delighted with the way in which the structure has supported achievement within the school and developed inter-House competitions and leadership roles. We know that this 'school within a school' system has meant that no child quietly falls behind, and all have a share of the tutor's attention and focus on the students' achievements. Houses are aligned with particular departmental areas, to foster stronger relationships with staff and develop a team spirit.

The Houses provide support and guidance within an environment where the needs of each child are known by his or her Tutor and Senior Tutor and their individual progress is monitored closely. Importantly, the House is the focus of the relationship between the College and parents. This new structure is instrumental in the increased number of students reaching their potential in their academic studies. All students are supported by their tutor to succeed in every subject they take in Key Stage 4.

The Houses compete in a friendly and competitive across the curriculum and on sports days.

Each House has a Senior Tutor and a Student Support Assistant who oversee the running of the House.

TUTOR

Every teacher is a form tutor who is the main contact in the school. They will meet one to one with each student regularly throughout the year to discuss progress and help the student set targets that will help them focus their efforts. They will also contact parents after these discussions by email or phone and this will happen a minimum of 3 times a year.

STUDENT SUPPORT ADVISER AND SENIOR TUTOR

The Student Support Assistant is an administrator based in the House Office and is always available for contact regarding attendance and any day to day issues with which parents may be concerned. We have recently introduced the Senior Tutor role as a developmental role. These colleagues will have responsibility for managing the tutors in their House and also tracks the students' academic progress. They also work with student leaders to develop activities and teams for competitions.

PARALLEL CURRICULAR ACTIVITIES

The school offers students a very wide range of clubs and activities, with over 40 different clubs running before or after school. We have very strong programmes in sport, drama and music. The quality of our music performances is very high and we put on at least one production per year and a number of other performances. The school has high numbers of students participating in the Duke of Edinburgh Bronze awards. Staff organise many local and foreign trips associated with the curriculum and we also host foreign students as part of our relationship with the St Neot's Learning Centre.

RECRUITMENT

Child Protection and Safeguarding Children

CMAT's Academies are committed to safeguarding and promoting the welfare of young people and expects all applicants, staff and volunteers to share this commitment. At least one member of staff involved in each recruitment activity will have passed the Safer Recruitment Training provided by the National College of School Leadership, and shortlisted candidates must be willing to discuss their full employment history and their suitability for working with children at interview. All appointed staff will be required to undertake a full induction and child protection training.

Offers of Employment

All offers of appointment are subject to:

- at least two satisfactory references (usually requested prior to interview),
- a satisfactory Enhanced Disclosure and Barring Service (DBS) Disclosure and/or a Certificate of Good Conduct (if the candidate has lived or worked abroad in the last 5 years),
- proof of the candidate's identity and their right to live and work in the UK and verification of qualifications and professional status.
- medical checks

Equal Opportunities

CMAT, as the employer of all staff in its Academies, is committed to equal opportunities and fair treatment of its staff and all applicants, on the principle that no one is discriminated against on the basis of his or her actual or perceived race, ethnic or national origin, caste, nationality, religion or belief, gender, gender reassignment, sexual orientation, disability, marital status or civil partnership, pregnancy or maternity, age, or criminal convictions. All employees and students will be treated and valued equally.

Policy Statement on the Recruitment of Ex-offenders

In accordance with the Disclosure and Barring Service's Code of Practice this policy is made available to all Disclosure applicants at the outset of the recruitment process. The full DBS Code of Practice is available at www.disclosure.gov.uk.

- As an organisation which uses the Disclosure and Barring (DBS) Disclosure service, the Governing Body of the school complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Criminal Records Bureau before the appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position.
- We are committed to the fair treatment of applicants, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- We promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- A Disclosure will only be requested from the DBS for those positions where a Disclosure is required. All application forms and recruitment information will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.
- We ask all applicants shortlisted for interview to complete a 'Disclosure of Criminal Record' form, which must be completed and returned at interview. The information will only be seen by those who need to see it as part of the recruitment process.
- At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
- We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
- We ensure that people at the school who are involved in the recruitment process have access to professional advice to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

Having a criminal record will not necessarily bar you from working at the school. This will depend on the nature of the position and the circumstances and background of your offences.

STAFF ENTITLEMENTS

Teaching Staff:

- Induction for all
- Increased non-contact time for NQTs and RQTs
- Calendared NQT/RT/New staff meetings for CPD
- Flexibility for PT contracts
- Benchmark visits promoted
- Online training modules
- Peer mentors and coaching for new staff
- Strong NQT programme
- Leadership coaching
- Partial funding for MA/Med
- Time allocated for Tutor Interviews
- Disaggregated Training days used to lengthen school holidays following Staff consultation
- Very rarely cover agreement upheld
- Cover free weeks
- Sickness absence support
- Counselling
- Occupational Health (phased return where required)

Support Staff:

- Time off in lieu for outside contracted hours work (in agreement with Vice Principal or Principal)
- Sickness absence support
- Counselling
- Occupational Health (phased return where required)

STAFF RESOURCES AND FACILITIES

- Laptop or PC with ICT Support
- Staff room with kitchenette
- Bookable staff meeting rooms
- Staff showers and toilets
- Free parking facilities

STAFF BENEFITS

- Free tea, coffee, squash in staff area
- Child care voucher scheme through payroll (tax free)
- Free eye test for constant computer users
- Staff Forum

CONTACTING US

A list of current vacancies and Stamford Welland Academy's newsletters showing recent school activities, can be found on our website. All candidates are welcome to contact us at any time for further information about the posts advertised if they wish, or if candidates want to visit us in advance of an application.

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www.stamfordwellandacademy.org