

Dear colleague,

Thank you for taking an interest in the work that we are doing at Graham School and considering whether to apply to join us.

“This is a great school on a journey to outstanding.”

This is our mantra and our belief. Many of our children come from homes of high social deprivation. Our aim is for them to have as many opportunities when they leave us as possible, giving them the greatest chances to succeed throughout their lives.

This is an exciting time to join the school. We are a very new senior team and as such have brought new ideas and energy to the climate and culture here. Following our recent OFSTED report we are focussing on three key areas which we call our ABC of school improvement; Attendance, Behaviour and Classroom excellence. To this end we have recently introduced new systems of monitoring student attendance and lateness, re-emphasised positive behaviours for learning and set expectations of planning, marking and feedback for staff. It is in this last area that we are looking for a committed and successful leader to continue to develop this important work. Our goal is for all staff to be making outstanding progress in each and every lesson. Your contribution would be central to us achieving this.

Our staff, and the successful candidate, will have access to the best professional development. We are actively engaged with regional and national training providers including Ambition School Leadership, to bring a range of leadership and additional training to all of our staff. These programmes include the NPQSL, NPQML and bespoke qualifications that allow staff to support students better. You would be responsible for the co-ordination of the overall package provided to staff and the monitoring of its impact on outcomes. I believe that we improve student's outcomes by investing into the people who work with them.

The children and staff are ready for the new challenges that the school will face this year. We will appoint the candidate that can show that they have what it takes to make rapid improvements. We don't have time to waste if we are to give our year 11 the best possible chance of success. The students here respond well to positive praise and mutual respect. As do the staff.

I would welcome any visits to the school to catch our vision of what we are building and where we are going. Alternatively, I am happy to have a discussion on the phone. If you wish to speak on the phone or visit, please contact Mrs Corcoran to make an appointment.

I look forward to hearing from you and receiving your application.

Kind regards



Paul Brockwell
Headteacher