



Candidate Information

Q3 Academy Tipton is a large, diverse, and exciting secondary school in the Black Country. We are growing in size, ambition and influence; all aspects of the school are rapidly improving. Our December 2022 Ofsted Inspection very rightly celebrated our warm, caring and inclusive community, recognised the incredible improvement journey we have been on as well as identifying appropriate next steps.

“Leaders have high expectations for pupils at Q3 Academy Tipton. They want all pupils to ‘live life to the full in pursuit of what is good, right, and true’. Pupils understand these expectations and appreciate the positive environment. Teachers treat pupils as individuals, and pupils welcome this. Pupils feel confident to ‘be themselves’ in this inclusive community. Pupils say that behaviour has ‘significantly improved’, and they feel safe in school.” Ofsted, 2022.

We are seeking new people to join our dedicated and passionate team. We are growing in size due to an improving reputation locally, and we are also enhancing our curriculum. You would be joining us at a very exciting time. Being a part of The Mercian Trust has provided support and capacity to ensure that we push on to the next stage of our improvement journey whilst continuing to care for staff wellbeing, professional development and home-school balance.

“The school has undergone a significant period of development since its opening as a new school in November 2018” and “Pupils say that behaviour has ‘significantly improved’, and they feel safe in school.” Ofsted, 2022.

What’s in it for you?

We are a caring employer of choice, and we will take care of you and your professional development. All staff are involved in the improvement journey of the school; we all have a voice. In addition to this you can expect:

- High quality internal, Trust-wide and externally sourced professional learning for all, including a commitment to NPQ pathways;
- Your own laptop;
- Centralised curriculum and lesson planning;
- Centralised detention system;
- Commitment to your work-life balance;
- Incredible colleagues and the most amazing students;
- A genuine sense that you are making a difference to children’s lives and futures.



Some history

Some of you will remember our predecessor schools of Alexandra High School and ACE Academy. Four years ago, when the Q3 Academies Trust took over the running of Q3 Academy Tipton from ECMAT, we inherited a £1.3m debt, falling rolls, twenty-two supply staff covering for vacant posts and no formalised staffing structure. The school had a legacy of successive inadequate gradings from Ofsted and had been in

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special measures for a over a decade. This negativity featured regularly in the local press. Brilliant and dedicated staff had remained committed to our fabulous students, but everyone deserved better.

After a subsequent Multi-Academy Trust merger with The Mercian Trust in May 2022, we are now at a point where: there is no debt, and the surplus-budget is well managed; student numbers continue to rise (we are now over-subscribed) and rapid school improvement needs is back on track after the disruption of COVID. We have been able to invest significantly in additional staffing and resources, including a digital transformation.

As part of this journey with us you will find it extremely rewarding personally and professionally; there can be significant barriers and challenges to overcome but our children, their families, the wider community and the school itself all deserve to have the very best people championing them whilst maintaining high standards.

A note from Keziah Featherstone, Headteacher

Q3 Academy Tipton is my second headship and I have worked in the West Midlands and South-West for



nearly thirty years. This is an amazing school: diverse, inclusive, energetic with amazing young people and brilliant staff. However, it is not without its challenges and there are no overnight fixes here. My own daughter attends the school and is currently in Year 11, hoping to remain in the school's excellent Sixth Form. I am committed to the school, the community and to every single member of staff. As part of this team you will find yourself valued, celebrated and we will invest in your professional development. We are a collaborative team that supports each other. I am extremely proud to serve the community and welcome you to the team.

Our shared vision

Equipping students to live life to the full in pursuit of what is good, right and true.

A brilliant Q3 Tipton teacher in every classroom all the time.

An Academy where all feel safe, valued, enriched and are proud to belong.

All students enthusiastically participate fully in a seven-year ambitious and aspirational learning journey that leads to them leading life to the full forever.

Students, staff, families and the community all matter and we care about one another unreservedly and with mutual positive regard.

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