



SECKFORD FOUNDATION
FREE SCHOOLS TRUST

Information Pack

for

Teachers & Subject Leaders

Saxmundham Free School, Seaman Avenue, Saxmundham, Suffolk, IP17 1DZ
Telephone: 01728 633910

A chance to develop your career in a supportive and enriching environment where you can really make a difference to the outcomes for students in Suffolk...



Beccles, Ixworth and Saxmundham Free Schools

c/o the Seckford Foundation Free Schools Trust,
1 Seckford Street, Woodbridge, Suffolk, IP12 4LY Tel:
01394 386768

Further information available at <http://www.sffst.org.uk>



Requires a Teacher of Music (0.6 FTE, 3 days per week)

To start September 2016



Competitive Salary: up to £37,915 per annum. Please see Trust Pay Scale on website for more details.

Closing date: 9 am on Thursday 18 February 2016

Interviews: Thursday 25 February 2016

Join us to make a difference in Suffolk

We encourage visits to our school. To arrange a visit during the day please call 01728 633910 and go to <http://www.saxmundhamfreeschool.org.uk>

"Outstanding leadership has resulted in the creation of a highly cohesive school community. They communicate a sense of ambition that is reinforced, and shared, by all." Ofsted, 2014

Opened in September 2012, we are a small Suffolk school and ambitious for our students, seeing each individual as unique, with their own strengths and needs. We want our students to enjoy their school life, whilst providing each one of them with an academic challenge that enables them to realise their potential.

We are seeking an enthusiastic and motivational Teacher of Music and we would welcome applications from NQTs or experienced teachers looking for a new challenge. You will join our friendly team of hardworking, talented staff, teaching children of all abilities. You will play an active part in the School's development as we continue to grow, year on year. If you are passionate about your subject, and want to work in an environment where you will really make a difference, Saxmundham Free School could be the place for you.

We can offer you:

- an atmosphere of mutual support and co-operation, where you will have access to promotion opportunities and superb professional development across all three Free Schools;
- A happy and supportive work environment, with high expectations of staff and students and a competitive salary based on skills and experience.

If you are interested in this post and would like to apply, please download and complete an Application Form and send it to HR@seckford-foundation.org.uk with your covering letter.

The Seckford Foundation Free Schools Trust is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an enhanced check from the Disclosure and Barring Service (DBS).

Background information for teaching and leadership posts at Saxmundham Free School

I hope the following will give you an overview of the three Schools, their part in the charity (the Seckford Foundation) and the community.

Rob Cawley: Principal and CEO of the Trust

Be part of the family...



In 1861 Seckford Foundation was formed. Its activity is now centred on the excellence in the care and education of the young and elderly, primarily through the Almshouses and Woodbridge School, but with a grant making facility which has recently supported other initiatives such as a family centre and a youth drop-in centre for the disadvantaged of the town.

Both Woodbridge School and the Seckford Almshouses enjoy exceptional reputations for the quality of their education and care respectively, and the 21st Century Seckford Foundation now supports over a thousand beneficiaries. The Free Schools at Saxmundham, Beccles and Ixworth have added to those.



The Schools are overseen by the Seckford Foundation Free Schools Trust and they work closely together for economies of scale, sharing good practice, staffing expertise and resources. It also means that scope for professional development, faster promotion and career opportunities are also more obtainable.

Our curriculum is focused on developing a wider love of learning for life around traditional subject areas. The curriculum is academic and broad and balanced.

Special emphasis is given in the curriculum to developing the skills of literacy and numeracy in two ways.

Firstly through enhanced curriculum time for English and Maths. Secondly, through the approach that literacy and numeracy are delivered through every curriculum subject. All the teachers at our free schools are teachers of literacy and numeracy.

The school day runs from 8.30am until 3.55pm, with an enrichment session to enable tutor periods to take place, year group assemblies, extra ICT, additional languages, separate sciences and minority subjects such as Latin.

Between 4 – 5pm on some nights per week, extra-curricular activities take place. Breakfast club is provided between 8am and 8.30am.



A personal view from the Principal...

As the Principal and CEO of the Seckford Foundation Free Schools Trust, it is my pleasure to provide you with an overview of the Schools, and the part they play in the community. There will be plenty of opportunity for those invited to interview to discuss any of the below in more detail with me and senior staff.

In this pack you will find details of how to apply, the job description and a person specification, along with some information on the Seckford Foundation and the vision for Ixworth Free School.

I joined the Free Schools in early 2012 as Principal and CEO of the Trust (and for a time the Headteacher of Saxmundham), and have thoroughly enjoyed the challenges and sense of achievement these roles bring at such an important and exciting time.

I hope that what you read inspires you to apply and join us on our journey to provide a non-selective and inclusive Free School education that serves the needs of the students and communities in which they are situated. We aim to ensure our students leave our Free Schools empowered as independent, co-operative, innovative and motivated young adults with the skills and love of learning for life.

The personality of all our teachers is crucial to the success of our schools. We need individuals who will inspire our youngsters and wish to make a difference to the lives of the students. Creativity and enthusiasm, ambition and passion are key attributes for your success in this role; as is your commitment to high academic standards and pastoral care. If you are an outstanding professional who is excited by the opportunity to commit to our vision for our young people, then please complete and return the application form.

Should you have any further questions or wish to look round one of our Free Schools to get a feel for our ethos, please

use the contact methods listed towards the back of this pack.

This is an incredibly exciting time to be joining the Trust. I look forward to receiving your application to join our team and to help us achieve our vision to 'provide a foundation for life' for every student in our Free Schools.

Exploding myths...

We know that for some, joining a Free School may seem like a leap of faith. There are many myths about Free Schools that understandably might make some teachers wonder if it is the right move.

So let me reassure you about some key points:

- Yes, we do determine our own terms and conditions but we are mindful of what other schools, especially those following STPCD are offering teachers to ensure we continue to attract and retain the best teachers! We offer fantastic support and opportunities to do something different.
- Many other aspects of your working conditions will also be very similar, and in some cases better than you are used to, so if there is anything that is especially important to you, then just ask and we are sure we can satisfy you that our policy and practice will be fair, reasonable and flexible!
- Teachers who work with us now are overwhelmingly positive about their working environment.
- To support CPD we place a high priority on professional development, with 10 PD days a year. As a rapidly growing group of new schools we can also offer excellent career and development opportunities to the best teachers.
- All our teachers are qualified!

Why choose Suffolk?

Suffolk is a beautiful county with easy access to London for the occasional night out or theatre trip. We have the coast and the countryside and excellent food and drink.

The average house price in Suffolk is £209,031, 35% lower than in London, providing more house for your money - more space, more garden, more choice, and yet can still be within easy reach of the capital. Crime rates are very low and Suffolk is a haven for wildlife with plenty of open countryside and woodland for walking, cycling and horse riding.

The locations of our schools are close to some of large towns / cities in East Anglia:

Beccles: closest city, Norwich (37 mins)

Saxmundham: closest town, Framlingham (12 mins)

Ixworth: closest town, Bury St Edmunds (17 mins)

For more information on Suffolk try these links:-

<http://www.taketetosuffolk.com/>

<http://www.discoversuffolk.org.uk/>

<http://www.rightmove.co.uk/>



Elizabeth Swan (Deputy Head at Saxmundham Free School) has this to say about relocating to Suffolk:

'Since moving to the countryside we have experienced a huge improvement in quality of life as a family. After ten years living in London with restaurants, galleries, museums, theatres and a wealth of entertainment at our fingertips, we have delighted in our new life in the country, with better restaurants, better galleries, the seaside, better independent boutiques and the disposable income available to enjoy them.'

'With child care costing almost half that of London, we are able to offer our children a better quality of life with many nurseries set in a farm setting, enabling our children to experience a healthy and happy childhood, making us a happy and healthier family.'

That just leaves me to say, I hope this has given you an overview of our Free Schools, particularly Beccles, and the exciting opportunity ahead of you and I look forward to perhaps meeting you in the near future.

A handwritten signature in black ink, appearing to read 'Rob Cawley'.

Rob Cawley,
Principal and CEO of the Trust



I am proud and privileged to lead Saxmundham Free School. My team and I are absolutely dedicated to the development of a safe, vibrant, successful and student-centred place of learning; we believe that our young people are capable of truly fantastic things and we expect them to strive to achieve their very best whilst studying with us.

Working with parents, carers and the local community we look to provide a range of opportunities for our students to enjoy their learning and excel.

Our students tell us that they value the way lessons are delivered at Saxmundham and the strong relationships that exist in school between students and staff. This is only possible because of our small size.

We offer a traditional curriculum that enables our students to flourish academically and lay the foundations for their successful progression into post-16 learning. Our strong pastoral support system and wide range of enrichment activities help our students to develop and contribute positively to the local community. As an inclusive school we celebrate the successes of all of our students together as a community and we have aspirations that everyone will make progress over and above the national average.

I hope this website goes some way towards answering any questions you have about Saxmundham Free School and our governing Trust. I would like to invite you to visit us and meet our students to find out more about our offering; please contact us to arrange a visit.

Thank you for your interest in our school and I would like to take this opportunity to wish you well as you make the important decision about your future employment.



Mr David Lees
Headteacher

The Curriculum

The curriculum at Saxmundham Free School is set by the Trust Board. It is a broad and balanced, academic and traditional subject-based model which leads to students taking GCSEs at Key Stage 4.

The combination of GCSE subjects students are expected to take is designed to challenge and to enable students to achieve:

- the broadest range of skills that will provide a foundation for the rest of their learning and working lives;
- a high level of literacy and numeracy that will underpin the rest of their learning;
- a rounded education which will prepare them for life.

Our combination of subjects means that our students can achieve highly within the framework of current national measures (5+A*-C with English and Maths/EBacc) and in the up-and-coming national measures (Attainment 8/Progress 8) at aged 16.

Enrichment

Enrichment is an integral part of the curriculum and is one of the 5 underpinning elements of the Trust vision for our students. We believe that enrichment can extend the range of educational experiences for our students, broadening horizons, helping them to discover hidden talents, try new things and to promote their growing love of learning.



As a compulsory part of the school day, enrichment takes three forms. The first is the enrichment which takes place as part of the school's curriculum timetable. 5 lessons a week (the equivalent of one a day) are given over to enrichment activities. One of the 5 lessons is PSHE, two lessons are tutor activities (including a focus on the students' Personal Education Plans and assembly time) and two are activities that the students can opt into. These two lessons take place on a Wednesday afternoon and consist of a whole range of sporting, art, performance, crafting and other activities. Some activities for older students to choose from are:

- Combined Cadet Force – the Trust has an army platoon of the Woodbridge School CCF contingent based at Saxmundham Free School;
- Duke of Edinburgh award;
- Work Experience – meaning this could be part of a students' weekly timetable rather than done as a one-off block;
- Qualification courses, such as GCSE Computer Science or Latin (dependent upon demand).

The second are the two enrichment days that take place on the last days of the Michaelmas and Lent Terms. At Michaelmas, fun educational school trips and activities take place off-site wherever possible. At the end of the Lent Term, the whole school comes together to take part in an activity which has an learning challenge, enterprise, work-related learning, citizenship or PSHE theme. Such examples of past Lent Term enrichment days have been 'Tournament of the Minds' and 'Battle of the Bands'. The final element of compulsory enrichment is Enrichment Week, which takes place at the end of the Trinity Term in the summer.

More information is available on the website www.saxmundhamfreeschool.org.uk/

Application information for candidates...

Applications will only be accepted from candidates completing the application form in full. CV's will not be accepted in substitution for completed application forms in the absence of good reason, although you may refer to the CV in the relevant section of the application form. Your supporting statement should be no longer than two sides of A4 and should be tailored to demonstrate your suitability for the post.

Interviews will be offered to those applicants best demonstrating how:

- ✓ skills, abilities and experience match the person specification and job description; and
- ✓ you evidence your commitment to the needs of the role in the Free School.

It is important to ensure that your middle leadership experience, if any, is addressed in the application (please see further 'Explanatory Notes' on the website).



Key dates

Closing date for applications: 9 am on Thursday 18 February 2016

Interviews: Thursday 25 February 2016

We do encourage you to make an appointment to look around the school; to arrange a visit please contact the school on 01728 633910.

Any questions?

If you would like an informal discussion about any aspect of the role, please contact Karen Virr in HR on 01394 615168 in the first instance.

Applying

If you decide to apply for this position please return your completed application form (www.sffst.org.uk) and formal letter of application by:

e-mail to: hr@seckford-foundation.org.uk

or by post to: HR Dept, Marryott House, Burkitt Road, Woodbridge, Suffolk IP12 4JJ



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