



Rossall

INSPIRING EXCELLENCE

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APPOINTMENT BRIEF

July 2024



ABOUT ROSSALL SCHOOL

Founded in 1844, Rossall is a co-educational boarding and day school with an illustrious history and a clear strategic vision for the future. Situated on the Fylde Coast, the majestic backdrop of the Cumbrian Peaks and the Irish Sea provide a spectacular environment within which a community of some 800 boys and girls are inspired to fulfil their potential. The School provides a unique educational experience underpinned by a strong commitment to academic excellence and co-curricular participation. Successive generations of Rossallians have made a profound impact in fields as diverse as medicine, literature, music, politics and technology.



Academic results are superbly strong. The School has an IBDP average of 35 and on average 50% of A level grades have resulted in an A* or A over the last 3 years. Almost two thirds of our Upper Sixth progress to Top 20/Russell Group universities. Additionally, this year, three students won full sports scholarships to the US whilst others are proceeding to top universities in Paris, Milan and Hong Kong - to name but a few. Rossall is an inclusive school with an intellectually dynamic culture that encourages young people to embrace the highest of aspirations.

Regionally, Rossall has now reclaimed its place as one of the top performing independent schools in the North West. Perhaps, most importantly, it is a school community with a huge heart and this manifests itself in happy and confident children and a staff body committed to providing the very best context within which young people may live, learn and play.

The School is ranked number one in the UK for golf and our growing football academy is one of the standout provisions in the country. Both our boys and girls First XI hockey teams progressed to the final eight of national competitions in 2020. Our recently launched Girls' Elite Football Programme in partnership with England and Chelsea footballer Millie Bright, and Fleetwood Town Football Club has led to huge success of our girls' football teams on a national level.

We strive to develop in our pupils a lifelong love of learning, a sense of moral purpose, and a belief in their own power to do good in the world. We prepare them to lead successful personal lives and productive professional lives. Our students are confident and compassionate. Increasingly they assume responsibility for their own learning and they are encouraged to be both critically reflective and resilient. We have the highest aspirations for our boys and girls and, as an IB World School, we endeavour to ensure that our pupils are intellectual risk-takers, open-minded and persuasive communicators. We desire for them to develop an



intrinsic interest in the subjects that they are studying and to view the formal curriculum as constituting a starting point as opposed to an end in itself. Opportunities for academic enrichment abound and pupils are able to benefit from involvement in activities such as the Model United Nations and subject specific societies.

The School is a liberal and progressive community and we are committed to ensuring that our provision is outstanding in every regard. Student voice and our mental health provision are key focuses within our development plan and it is our ambition to be sector leaders in this. We are an inclusive and diverse School community with a roughly even split between day pupils and those who board. The internationally-minded nature of the School is as defining an aspect as its architectural beauty and fascinating history. In 2021, we had a full ISI compliance inspection. **We were judged to be compliant in every regard. In 2019, an educational quality inspection deemed the quality of pupil's personal development to be excellent.**

The student roll has grown very significantly in recent years and this is reflective of the School's outstanding reputation both regionally and nationally. Student numbers are very healthy and the School has emerged from the recent pandemic in a strong position financially. Such extensive expansion has resulted in a number of

opportunities arising across a number of curricular areas and our ongoing development of signature programmes such the Broadway Performing Arts academy has opened up opportunities for exceptional educators to join us.

In 2019, the School embarked upon an ambitious development plan which placed a strong emphasis upon the provision of outstanding teaching and learning. The School is committed to ensuring that Rossall is recognised regionally and nationally as a progressive and aspirational School community committed to the professional development of all staff. The establishment of a thriving Leadership Academy is reflective of the growing number of aspirant educational practitioners who have decided to develop their careers here at Rossall.

We never stand still. In 2020, we became an All-Steinway School and launched an International Piano Academy. The newly refurbished PrePrep School was opened at the end of the Summer Term and work commenced on our Science Building. In 2021 we recruited the first cohort for our Elite Girls' Football programme and September 2022 saw the launch of the Broadway Academy of Performing Arts which harnesses the creative energy of an outstanding faculty committed to ensuring exciting opportunities, an outstanding quality of productions and a credible pathway into the industry for aspirant young performers.

We recognise that parents expect the best for their children; therefore we continue to invest significantly in our expansive campus to provide a modern, comfortable environment where boys and girls from 3 months to 19 years of age can feel safe and thrive.

Popular with overseas and British pupils alike, our school has a unique identity and a strong sense of community spirit. Here, boarders from around 50 countries mix with British pupils to create an environment within which children are able develop a truly international perspective and forge lifelong friendships with others from around the world.

Ours is a community based on trust, mutual respect and compassion, and we expect every member of our School to uphold these values, on and off the campus.

Rossall is an inspiring place to live, learn and work; we are fortunate to attract fantastic students and staff to join us on our beautiful campus by the sea!



MEET THE ROSSALL TEAM ROSSALL'S LEADERSHIP EXECUTIVES

Leading the school is Headmaster, Mr Jeremy Quartermain, and seven fellow Leadership Executives. They are joined by the extended Senior Management Team.



Mr Jeremy Quartermain
Headmaster



Ms Clare Coley-Maud
Chief Financial Officer



Ms Dina Porovic
Senior Deputy Head



Mr Ben Powell
*Deputy Head
(Pastoral)*



Mrs Emma Williams
*Deputy Head
(Safeguarding & Boarding)*



Mr Matt Turner
*Headmaster of
Preparatory School
& Nursery*



Mr Adam Cawkwell
*Director of
Admissions
& Development*



Mrs Victoria Low
*Director of
Operations*

JOB DESCRIPTION

We are now recruiting for a qualified, experienced and inspiring SENCo to join our forward-thinking Learning Development department from January 2025.

Under the Head of Learning Development, the SENCo will have responsibility for the strategic development of the school's Special Educational Needs (SEN) policy, including oversight of the day-to-day operation of that policy with the aim of raising all students' attainment and achievement.

The Learning Development department is housed in a bespoke, roomy and well-resourced area. Members of the department work collaboratively to develop resources, share good practice and ensure excellent student progress through careful tracking and monitoring.

Main Responsibilities

- Deliver a well-rounded, inclusive environment that our students thrive in, both academically and socially
- Take the lead in assessments of pupils with SEN including their strengths and weaknesses, including baseline assessments and bi-annual re-testing
- Develop curriculum resources to ensure that pupils identified on the SEN Register have the required levels of support.
- Within the context of the school's aims and policies, to develop and implement learning support policies, plans, targets and practices.
- To sustain effective SEN teaching, evaluating the quality of teaching and standards of pupils' achievement, and setting targets for improvement.
- Manage and evaluate intervention programmes.
- Provide all those with involvement in special needs the support, challenge, information and development necessary to sustain motivation and secure improvement in teaching.
- Teach classes and groups where necessary as allocated.
- Keep appropriate records which are regularly reviewed and monitored
- Ensure appropriate Individual Education Programmes (IEPs) are in place and regularly monitored and reviewed
- Liaise with relevant outside agencies to ensure that individual pupil special additional educational needs are met effectively and that the requirements of Education Health Care Plans (EHCP) are met fully.
- Ensure that accurate and detailed records are kept of meetings and discussions with parents/carers and outside agencies.
- Ensure that the SEN Register is kept accurate and up to date and that staff are kept informed of pupils' special educational needs.
- Ensure appropriate Access Arrangements are in place for examination purposes and collate supporting evidence to facilitate these.
- Provide assessment and therapy for pupils who need speech and language support and embed strategies into the IEP process.
- Read information provided on new pupils and summarise the information for the rest of the staff; track any missing information/reports.
- Conduct PEP meetings and complete the necessary paperwork for pupils who are in local authority care.
- Lead school input into EHCP/statement transfers and subsequent updates, completing all paperwork within the agreed timeframe
- Promote a professional, caring and supportive learning atmosphere within the school.

Teaching Responsibilities

- To be an outstanding classroom teacher who shares good practice
- To plan and prepare interesting and engaging lessons
- To ensure that the needs of all learners in their classes are met
- To maintain an orderly, positive and purposeful classroom atmosphere
- Ensure a classroom environment conducive to creative learning.
- Set regular and challenging class work and homework according to School and Departmental policy.
- Mark written work, both class work and homework, in good time. Written work should contain constructive annotation (both diagnostic and remedial).
- Assess any other work pupils may have done e.g. notes and give positive guidance, including advice on the necessary Study Skills.
- Write reports, grades and other assessments as required.
- Prepare pupils for public examinations: including specific revision lessons and rehearsals.
- To assess, record and report on the development, progress and attainment of pupils effectively, accurately and positively within the framework of department and school policy
- To help foster pupils' critical thinking and independent learning skills
- To attend fortnightly Departmental Meetings and contribute to the development of the curriculum, resources, etc.
- To attend parent meetings and other relevant School occasions
- To participate in ongoing appraisal and be committed to continuous professional self-reflection and ongoing professional development
- Cover for absent colleagues when requested
- Carry out duties and responsibilities as determined by the Headmaster

Other

- To promote the general progress and academic and pastoral well-being of individual pupils and of any assigned group of students, including tutor groups.
- To safeguard the general health and safety of pupils.
- To communicate and consult with parents over pastoral issues and academic concerns.
- To participate in all relevant meetings and undertake supervision and cover duties as required.
- To contribute to other aspects of education outside the classroom e.g. games, clubs and visits.
- To contribute to the boarding life of the School by undertaking duties (on a rota) in the evenings and at weekends.

Wider school life

All teachers play a role in supporting the School's house system and all full time members of staff are tutors attached to one of the houses. Each Tutor has an evening duty once per week. Teachers are also expected to commit some of their time and energy to the extensive co-curricular programme with activities and fixtures taking place after school and on weekends. Many staff offer activities relating to their subject area, but there is scope to be involved with sport, music, drama and the Combined Cadet Force and a great range of clubs from cookery to chess and debating to dance!

Approximately once per half term staff should also expect to be in school on a Saturday for duties, open days etc. Resident staff who live on site are expected to contribute to, and support, the life of the boarding community.

PERSON SPECIFICATION

- The successful candidate will possess a SENCo qualification and at least 1 year's experience of being a SENCo in a senior or prep school environment
- They will also have a qualification as an Access Arrangements Assessor
- They will possess an appropriate degree and hold a PGCE or equivalent qualification. Whilst by no means essential, knowledge and experience of the IBDP would be desirable. A specialism in English would be preferable but not essential
- They will possess a passion for education and a commitment to making a difference in the lives of young people.
- They will be an outstanding practitioner with a proven ability to deliver excellent teaching.
- The successful applicant will be an accomplished communicator with the ability to build strong relationships with students, staff, and parents.
- The successful applicant will have an excellent understanding of current educational thinking and adopt a proactive and innovative approach towards future developments in learning development.

Applicants should be committed to the safeguarding and promotion of the welfare of young people. They should demonstrate this commitment in every aspect of this post. All staff are required to adhere to and ensure compliance with the School's Safeguarding Policy at all times. You are required to report any safeguarding or child protection concerns to your line manager or the School's Designated Safeguarding Lead (DSL).

To find out more about this role please contact:

Mrs Fiona Quartermain at f.quartermain@rossall.org.uk



BENEFITS OF SERVICE

In addition to providing a great place to work, we offer a generous remuneration package to colleagues which includes:

Location: A truly unique setting within the grounds of the prestigious Rossall campus

Pension: The successful candidate will be eligible to join the Teachers' Pension Scheme or a Defined Contributions Scheme.

Accommodation: Depending on personal circumstances, staff accommodation may be available on site

Salary: Rossall School offers a competitive package of benefits and a salary commensurate with the teaching experience of the successful candidate

School Fees: Rossall School offers fee remission of 50% to the children of employees (except the Nursery)

APPLICATION PROCESS

To apply, please complete the application form available on the School website, ensuring that your referees include your current or most recent employer.

Your letter of application should be no more than two sides and clearly outline your suitability for the role with reference to the Job Description and Person Specification. You should also explain clearly why you want to work at Rossall.

Send your completed application to:

POST:

Mrs Stephanie Capstick
Head of HR and Compliance
Rossall School
Broadway
Fleetwood
Lancashire FY7 8JW

EMAIL:

hr@rossall.org.uk

KEY DATES:

Deadline for submission of applications 12.00 noon on Thursday 25th July 2024

Early applicants may be offered an interview before the closing date

Rossall School is committed to safeguarding and promoting the welfare of children. An enhanced DBS clearance will be undertaken by the School. The position is regulated activity and therefore exempt from the Rehabilitation of Offenders Act 1974. An online check will also be conducted.

The School's Child Protection and Safeguarding Policy can be viewed here: <https://rossall.org.uk/policies/>

