



THE RIDGEWAY SCHOOL & SIXTH FORM COLLEGE

Information pack for the vacancy of...



Vice Principal

SEPTEMBER 1, 2016
THE RIDGEWAY SCHOOL & SIXTH FORM COLLEGE
Inverary Road, Wroughton, Swindon, Wiltshire, SN4 9DJ

www.ridgewayschool.com

Principal: James Povoas



22nd April 2016

Thank you for interest in the post of Vice Principal (Curriculum/Teaching and Learning) of The Ridgeway School and Sixth Form College for September 2016. The school is part of the White Horse Federation MAT and as a WHF employee there is potential for further opportunities in the future for the successful applicant.

I hope this information pack provides you with a good understanding of The Ridgeway School (TRS) but I would encourage you to come and visit the school in the week beginning 2nd May to see us 'in the flesh'.

Please send your application via email to vacancies@ridgewayschool.com. All applications must be received by 12 noon on Friday 6th May. The interviews will take place on Monday 16th and Tuesday 17th May with candidates being informed at the end of day one if they will be going through to day two of the process.

The Ridgeway School and Sixth Form College is all about inspiring learners for their future. We are committed to developing confident, mature and engaging young people who believe in themselves and become delightful, personable and capable young men and women. We seek to create a vibrant, innovative and supportive learning culture with an extensive range of leadership and extra-curricular opportunities.

This is a really exciting appointment which will support us in taking the school forward. Thank you for taking the time to research and apply for this position. I look forward to meeting you and giving you a tour of the school and providing the opportunity for you to consider whether you wish to join us in providing even better outcomes and life chances for our young people.

If you require any further information or would like to arrange a visit please contact Zoe Vallender, my PA and HR Manager, on 01793 846137 or via email on vallenderz@ridgewayschool.com.

Best wishes and I look forward to receiving your application.

James Povoas
Principal



Introduction

I joined TRS as the sole Deputy Headteacher in September 2007 and then became Associate Headteacher when we became an Academy in September 2011. Upon joining the White Horse Federation I took up the role as Headteacher with Steve Colledge becoming Executive Headteacher and Secondary Director WHF. Steve Colledge retired at Easter this year. I am therefore looking to appoint an experienced and highly effective senior leader to join me and the rest of the Senior Leadership Team in the next phase of the school's development.

The Role

The primary focus of the role is to provide strategic leadership to further develop high quality learning & teaching and improved outcomes for students in Years 7-11. The job description outlines the specific responsibilities of the post. However, given the experience and flexibility of other members of the Senior Leadership Team (SLT), the precise nature of the role and responsibilities is open to some negotiation depending on the strengths of the successful candidate.

The Person

The role is an ideal position for a senior leader aspiring to become a Principal. The relatively small SLT is built on trust with each member of the team taking responsibility for key areas of the school to lead further improvement. The Ofsted Short Inspection (March 2016) recognised the many strengths of the school and identified the following next steps:

- Leaders and governors should build on the good and outstanding practice that there is in the school to ensure that teachers:
 - have the highest expectations of what pupils can achieve
 - establish precisely what sixth-form learners can do, know and understand, and what they cannot do so well, and use this to plan and teach so that more learners make better progress from their starting points.
- Leaders and governors should ensure that the curriculum and teaching in Years 7 to 9 builds well on what pupils achieve in primary school.
- Leaders and governors must take steps to rapidly improve the attendance of some disadvantaged pupils, some of those with special educational needs and learners in the sixth form.

The ideal candidate will therefore have a proven track record of impact of school leadership, excellent interpersonal skills and the drive and determination to further improve student outcomes.

The School

The Ridgeway School is committed to 'Inspiring learners for their future' and is an expanding school with an intake of 272 in September 2016. This and the two previous cohorts of 240 reflect the strong academic performance of the school. We are an ambitious 11-18 school with 1250 students (1340 in September), 230 of which are Sixth Form. The Ridgeway School & Sixth Form College lies just south of the M4 between junctions 15 & 16, and within easy travelling distance of Bath, Bristol and Reading. The Ridgeway School and Sixth Form College is part of The White Horse Federation Multi-Academy Trust.

All teaching staff members are given their own laptop. We provide all new staff with a coherent programme of support through induction and we have a strong commitment to CPD and career progression.



The Curriculum and academic success

Consistently one of the highest performing schools in the area, The Ridgeway School and Sixth Form College attracts students from 33 different primary schools. We value the development of every student and believe in a broad and balanced curriculum that focuses on creativity, innovation and developing skills that are transferable across subject areas. In 2015 65% achieved 5 or more A*-C grades including English and Mathematics, with 38% achieving the English Baccalaureate. Our 2015 value added was 1019 and our Progress 8 score 0.15. Students also achieve a high proportion of A*/A grades compared to national averages.

The Sixth Form offers a broad range of Level 3 courses to 200 students. 2015 saw Ridgeway's best ever A level results with an A*-B pass rate of 51%. The number of A*/A grades increased to 23%. At A2, 72.2% of grades were on target (ALPS 4). All Sixth Form students are encouraged to participate in extra-curricular activities, including EPQ, Silver and Gold Duke of Edinburgh Award, Sports Leaders, Ridgeway Stage Academy or to demonstrate leadership by assisting in the classroom with younger students. 70% of our Sixth Formers regularly go on to university, 30% to Russell Group universities.

In the lower school students are set from Year 7 in English, Maths, Science, MFL and Humanities and taught in mixed ability groups for PE, Technology and Creative and Performing Arts.

The school day is structured in five sixty minute lessons. There are three thirty minute mentoring sessions a week. An extensive enrichment programme is also offered to all students for one thirty minute slot per week, in addition to the extra-curricular offering (see below).



The Curriculum and academic success

There is an extensive range of extra-curricular activities on offer throughout the year in a range of subjects most notably sports, music, drama, STEM and Duke of Edinburgh Bronze, Silver and Gold Awards (one of the largest cohorts across the south west). The school now provides afterschool buses at 4.30pm to accommodate the growing number of students who stay behind. The school has always had a very strong reputation for sporting success both locally and nationally in a variety of different sports and across all age ranges most recently in Football, Athletics, and Badminton. Our performing arts productions (*Miss Saigon*, *Oliver* and *Les Misérables*) have been nothing short of spectacular as commented by many external visitors. There is a vast range of educational visits/experiences on offer throughout the year with the aim of every student being involved in at least one visit per year with the majority of students involved with at least three.

The Senior Leadership team

James Povoas (Principal)

Clair Tinney (Finance & Business Director)

Alex Hill (Assistant Principal – Student Pastoral Care and Personal Development)

Helen Dixon (Assistant Principal – Head of Sixth Form)

Lucy Dunne (Assistant Principal – PM, Self-evaluation and school systems)

Temporary posts to August 2016)

Rachel Harper (Associate Assistant Principal – Progress and intervention)

Helen Lanigan (Associate Assistant Principal – Pupil Premium)

Sharon Hodge (Associate Assistant Principal – Teaching and Learning/Faculty Leader CPA)

The White Horse Federation and collaborative working

The Ridgeway became a converter academy in September 2011 and was approved as a sponsor in April 2012. During 2013-14 Governors explored the benefits of joining the WHF Multi-Academy Trust as we were working closely with the Teaching School and this was finalised in October 2014. The Ridgeway has delivered the Improving Teaching Programme/Outstanding Teaching Programme and coaching courses for nearly 200 teachers across Swindon and beyond. The WHF became sponsor of two other secondary schools in early 2015 that were in special measures. The Ridgeway staff have been able to work with colleagues in these schools to help accelerate change and progress. It has involved exchanging schemes of work, sharing best practice, sharing policies and processes, swapping ideas on assessment and behaviour management etc. Two Ridgeway staff have been seconded to one school in order to have a more direct impact on change and leadership, which has assisted the in the school emerging from special measures.

Staff

One of the things that makes Ridgeway such a special place in which to work is the exceptional relationships between our staff and students. This is due in no small part to our highly dedicated, experienced, hardworking and friendly staff. Many staff have their own children at the school, some live locally and all staff are proud to be part of the local Ridgeway community. We value all of our staff and understand the way in which each of them can contribute to the further development of our school, irrespective of experience. Sharing of best practice is common place. Staff are encouraged to embrace opportunities to develop themselves and our excellent NQT, ETP and OTP programmes support this. The wide range of extra-curricular activities offered at Ridgeway is a further indication of the committed and loyal nature of our staff working together to provide the best possible experience for our students.

The Local Governing Body

We have an effective Local Governing Body who work closely with the SLT. Liz Palfrey is Chair of Governors and is also a Director of The WHF Board of Directors as Chair of the Chairs committees. The Committees meet termly and focus upon Students and Community, Curriculum/Teaching and Learning, Finance/Resources/Health and Safety and Oversight and Strategy. The successful candidate will have experience of working with governors and work closely with the LGB.



Students

Students do achieve well academically, but they are also polite, well- mannered and respectful as commented upon by numerous visitors to the school and OFSTED 2016. We are a comprehensive school and so attract students from a range of academic and social backgrounds throughout Swindon which entails a diverse school community.

There is a strong positive behaviour for learning culture embedded across the school where students know the expectations of them in all lessons and throughout the school community. I am really proud of the fact that students look out for one another and inform staff when issues arise. There are many opportunities for students to immerse themselves in within school life, and adopt leadership roles such as Sports Leaders, Language Leaders, School Council, House Captains, Peer Mentors, Prefects, and bus prefects Bus Prefects. The House system promotes participation and competition across the school in a variety of events.

Teaching commitment

The Vice Principal's teaching commitment will be roughly 25% of a full teaching allocation. Subject specialism is not a significant factor in the recruitment process, but the successful candidate having some flexibility in the areas in which they teach would be appreciated.

Application process and visits

Applications should be in the form of a letter of application (no more than two sides of A4) and an application form.

In your letter, please address the following;

- Why you are applying for this position?
- What relevant experiences and impact you have had that prepare you for this post?
- What values and personal qualities you will draw upon to be successful in this post and why?
- What have been your most notable successes and failures as a senior leader in delivering whole school change and improvement
- How might being part of a MAT support your professional development and the professional development of staff?

Candidates are advised to read the information provided and make use of the existing school website (a new website is currently being developed) prior to applying.

Applicants are encouraged to visit the school prior to applying and can arrange a visit on the week beginning 2nd May 2016

Interviews will take place on Monday 16th May and Tuesday 17th May 2016 with candidates being informed at the end of day one if they are successful in going through to the second day.



Science
LEARNING PARTNERSHIPS

