



# BARKING ABBEY SCHOOL

Sandringham Road, Barking, Essex IG11 9AG

[www.barkingabbeyschool.co.uk](http://www.barkingabbeyschool.co.uk)

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## HEADTEACHER INFORMATION PACK



A place where everyone can say *"I belong"*



Thank you for expressing an interest in applying for the position of Headteacher at Barking Abbey School. It is an exciting time to be joining us as we start the process of expanding from a 9 form entry to a 12 form entry school, involving a significant capital development.

After 16 years, our previous permanent Headteacher stepped down in January 2017 to focus on project managing the expansion and after a period of significant successes with our interim SLT structure, we are now seeking to appoint an exceptional individual to lead the school forward and become head of the Barking Abbey family, taking us from Good to Outstanding.

Barking Abbey School is a large and heavily oversubscribed, multi-site school, with one campus on Longbridge Road and another in Sandringham Road (separated by half a mile). The Sandringham Road site is shared with Manor Junior School and Manor Infant School and we are currently working with the former to secure a closer partnership between the schools. The Sandringham site is also home to a large 6th form and our thriving sports academies. The school is enriched by its hugely diverse student population and a stable staff group who give their all to ensure our continued success.

We place an extremely high value on the importance of pastoral care and welfare for all, as we firmly believe that this impacts positively on all pupils. We are proud of the supportive culture we have created which enables every child to flourish and we aim to provide an education that will prepare our students for the rigours and demands of the 21st century.

We are looking for an existing Headteacher or an ambitious Deputy Headteacher with experience of leading a multi-site school who is an outstanding leader and is able to meet all the DfE Headteacher Standards. We are looking for the right person to build on the existing strengths of the school and forge deeper links with the community, ensuring families are at the centre of everything we do. You will demonstrate vision, enthusiasm, commitment and embrace change in order to drive us forward on our journey to achieving Outstanding at our next Ofsted inspection.

If you have a passion to inspire pupils, staff, and the school community and can demonstrate excellent leadership skills, we strongly encourage you to visit us if you can, in order to meet some of the children and staff; you will be most warmly welcomed.

We look forward to hearing from you.

Yours faithfully,

**Robert Brooks and Rita Fisher**  
**Co-Chairs of Governors**



## About Us

Barking Abbey was founded in 1922 as one of the first co-educational grammar schools in England. At the time, it was situated in a largely rural area, with fields and farmland close by. Gradually, as Barking began to expand as a residential centre, the school became the focal point for the community with an educational provision of national standing.

In 1970, Barking Abbey Grammar School was merged with Park Modern School to form what has now become 'Barking Abbey School: A Specialist Sports and Humanities College'.

Many traditions of the old schools remain, but with important developments to enable the school and its pupils to be fully prepared to meet the challenges and opportunities of life in the twenty-first century. One thing remains central, however: we are an outstanding success.

Barking Abbey is a mixed school of approximately 2,000 pupils. It is traditionally heavily oversubscribed and each year takes 270 new pupils.



The school draws its pupils from a large number of primary and junior schools particularly from the London Boroughs of Barking and Dagenham and Redbridge.

Barking Abbey has a very large Sixth Form of over 600 students. A large range of AS, A2 and BTEC courses is available to our 16-19 year olds.

The school operates on two sites which are just under a mile apart. Years 7 and 8 are housed at Longbridge Road and Years 9 – 13 at Sandringham Road.

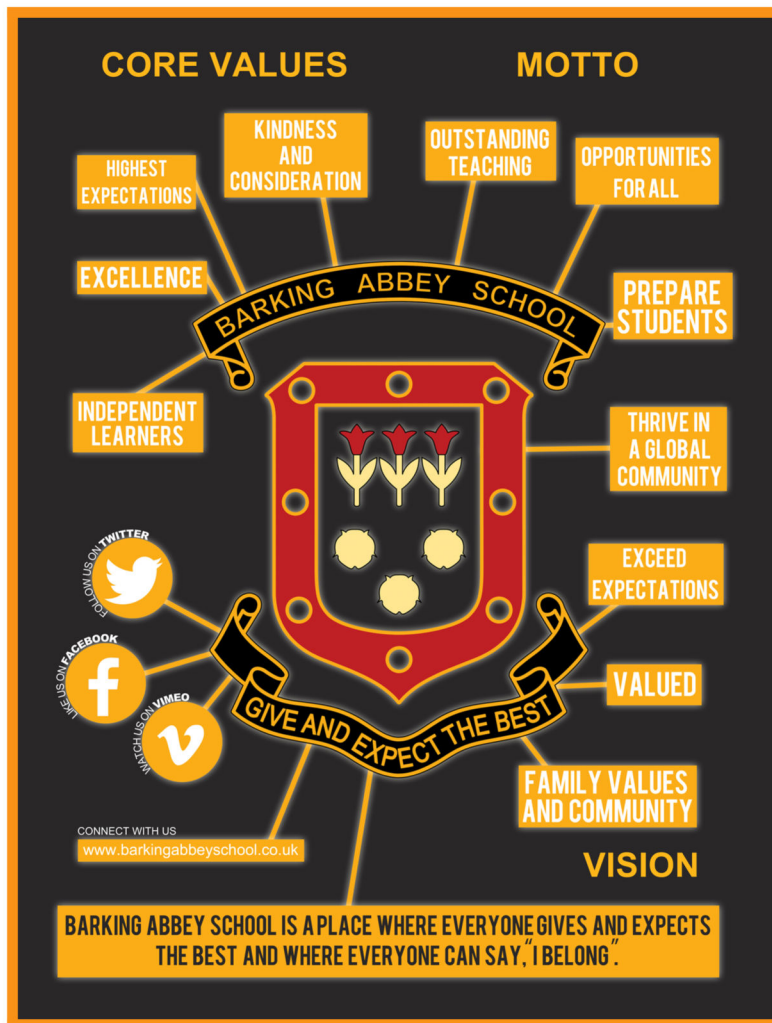
The school is a consultant school for the Schools Network and the Youth Sport Trust, and has a large number of awards. Recently it has been given the e Safety Charter Mark; Sportsmark Gold and Artsmark Gold; and International School status. Barking Abbey was named State School of the Year in 2010 by School Sports Magazine and National Sports College of the Year in 2011 by the Daily Telegraph.





## Values and Ethos

Our vision is to provide a happy, caring and stimulating environment where all students will recognise and be given opportunities to maximise their potential – academically, spiritually and socially - and ensure that they are well equipped to meet the challenges of education, work and life.



Barking Abbey aspires to:

- Develop confident, articulate, assertive young people.
- Foster well-rounded, empowered, resilient, independent young people.
- Nurture young people who will go out and change the world for the better.
- Enhance opportunities through creating an inspirational learning environment where all students aspire to achieve their potential - ensuring that no student is left behind.
- Raise aspirations – giving students the necessary tools to explore and be who they want to be.
- Encourage individuals to be adaptable, aspirational and unafraid to question and evaluate.
- Engender a sense of belonging, and of pride in the school, themselves and their wider community.





# Success at Barking Abbey

## EXAMINATION RESULTS 2016

A\*-C PASS RATE (including English and Maths):

BARKING ABBEY: 63% (BOROUGH AVERAGE: 60%)

Percentage of students achieving EBACC: 19%  
(15% increase since 2013)

ATTAINMENT 8 SCORE: 53.2 (BOROUGH AVERAGE 49.9)

ESTIMATED PROGRESS 8 SCORE: +0.41 (highest ever)

ESTIMATED DISADVANTAGED PROGRESS 8 SCORE: +0.19  
(highest ever)

EXPECTED PROGRESS IN ENGLISH: 78%

EXCEEDING EXPECTED PROGRESS IN ENGLISH: 39%

EXPECTED PROGRESS IN MATHS: 69%

EXCEEDING EXPECTED PROGRESS IN MATHS: 39%

OVERALL VALUE ADDED SCORE: 1034.3 (highest ever)

ART: 100% A\*-C (Top 1% in the country)

GRAPHIC DESIGN: 100% A\*-C (Top 1% in the country)

RELIGIOUS STUDIES: 93% A\*-C (Top 1% in the country in  
terms of Progress)

FURTHER ADDITIONAL SCIENCE: 92% A\*-C

ENGLISH LITERATURE: 89% A\*-C

## EXAMINATION RESULTS 2017 (Outstanding subjects awaiting validation)

74% ACHIEVED 9-4 IN ENGLISH AND MATHS

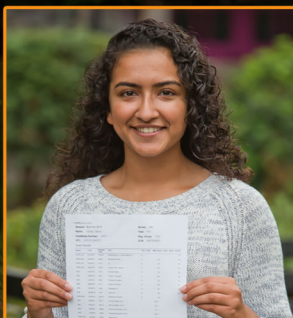
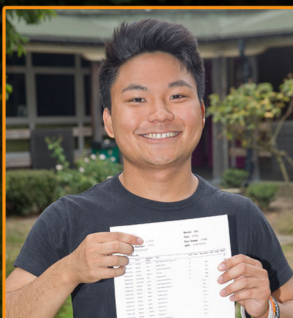
86% ACHIEVED 9-4 IN ENGLISH

76% ACHIEVED 9-4 IN MATHS

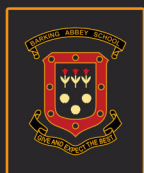
26% GRADE 9/5 ACROSS ENGLISH AND MATHS

24% GRADES 9-7 ACROSS ENGLISH AND MATHS

22% GRADES A/A\* ACROSS ALL OTHER SUBJECTS







# A Commitment to Training and Professional Development

We are fully committed to recruiting, developing and supporting excellent teaching staff at all levels within our school.

## NQTs

- ✓ NQTs receive a highly supportive, tailored Newly Qualified Teacher (NQT) programme that runs alongside the school-based teaching role, dedicating extra time to your development as a teacher.
- ✓ Every NQT receives an induction in July in which new staff are introduced and welcomed into Barking Abbey.
- ✓ Every NQT participates in a weekly coaching and co-planning session with their assigned mentor.
- ✓ Every NQT is regularly observed so they receive vital feedback about the quality of their teaching.

## MIDDLE LEADERS

### Outstanding Teaching Programme

This one-year programme combines training and individual practice to give you the tools to further improve your teaching and learning strategies.

### Lead Practitioner Team

The Lead Practitioner Team are excellent teachers who use their expertise to train others, while still spending most of their time in the classroom. If you are a consistently outstanding teacher – who helps develop teachers around you, either formally or informally – then the programme is the perfect introduction to middle leadership.

### Senior Leadership Secondments

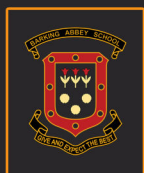
Six month SLT secondments are available for middle leaders who are aspirant senior leaders. This will involve colleagues to attend SLT meetings and lead on a whole school leadership initiative.

## SUPPORT STAFF

	Job role	Training facilitation	How often
Local & School & Managers Induction	All team members	line manager/SLT	On commencement
Fire awareness	All team members	E-Learning	Every 3 years
Moving and handling	Specific to role	E-Learning	Every 3 years
Safeguarding	All team members		On commencement
Health & safety awareness	All team members	E-Learning	Every 3 years
Control of substances hazardous to health	Specific to role	E-Learning	Every 3 years
First Aid	Specific to role	E-Learning	Every 3 years
DSE	All team members	E-Learning	On commencement
Fire warden	Specific to role	E-Learning	Every 3 years
COSHH	Specific to role	E-Learning	Every 3 years
Stress Awareness	All team members	E-Learning	On commencement
Asbestos	Specific to role	E-Learning	On commencement
Data Protection	All team members	E-Learning	On commencement
Slips, trips & falls	Specific to role	E-Learning	Every 3 years
Equality & Diversity	All team members	E-Learning	On commencement
Food Hygiene	Specific to role	External	Every 3 years
SIMS & FMS	Specific to role	External	As and when required
Prevent	All team members	E-Learning	On commencement
First Aid	External	External	Every 3 years

In addition, on the job training and coaching provided internally throughout employment lifecycle.





## Other Staff Benefits

Alongside our continued focus on professional development we also offer a variety of other benefits. These have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

Benefit	Teachers	Support
Employee Assistance Programme 24/7 advise line plus free counselling	✓	✓
Annual personalised letter from Head Teacher for staff with 100% attendance	✓	✓
Continuous professional development/training	✓	✓
Tax free childcare vouchers	✓	✓
Tax free cycle scheme	✓	✓
Free onsite gym membership (Barking Abbey School Leisure Centre)	✓	✓
Generous pension scheme	✓	✓
Occupational health service to support health & wellbeing	✓	✓
Free versions of MS Office on up to 5 personal devices	✓	✓
Family friendly policies - generous paid time off	✓	✓
Generous annual leave	X	✓
Positive & collaborative union relations	✓	✓
Buddy system for managers	✓	✓
Supportive probation and school induction processes	✓	✓
Death in service benefit	✓	✓
Inner London weighting	✓	X
Performance related annual incremental progression	✓	✓
Generous contractual maternity pay	✓	✓
Free DBS	✓	✓
Additional week off over Summer due to 38 week academic year	✓	✓





The London Borough of Barking and Dagenham is a multi cultural diverse London borough in East London, England. It lies around 9 miles (14.4 km) east of Central London. It is an Outer London borough and the south is within the London Riverside section of the Thames Gateway; an area designated as a national priority for urban regeneration. At the 2011 census it had a population of 187,000, the majority of which are within the Becontree estate. The local authority is Barking and Dagenham London Borough Council. Barking and Dagenham was one of six London boroughs to host the 2012 Summer Olympics.

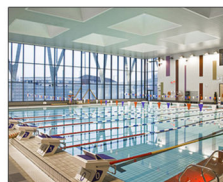
## Travel options

- 15 mins (train) from Fenchurch Street
- 40 mins (train) from Southend / Shoeburyness
- 19 mins (5 tube stops) from Stratford Westfield Shopping Centre
- Easy access to A406, M11, M25
- 6 miles from City Airport, 30 miles from Stansted Airport.



## Things to do in and around Barking & Dagenham

- Olympic Park /Stratford  
(sports, shopping, restaurants, entertainment)
- Go Karting
- Showcase Cinema
- Dagenham Bowling
- West Ham Football Club
- Golf Kingdom
- Aldborough Hall Equestrian Centre
- Eastbury Manor House
- Valence House Museum
- Abbey and Becontree Leisure Centres
- Parsloes and Mayesbrook Park
- Barking Kids Sporthouse & Kidspace Romford
- The Jolly Jungle







# Safe Recruitment Procedure

Barking Abbey is committed to safeguarding and promoting the welfare of children and young people in its school. In order to meet this responsibility, the school follows a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below. Barking Abbey requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily bar you from employment-this will depend upon the nature of the offence(s) and when they occurred.

## How to Apply

Application pack documentation is available from our website and [www.tes.com/jobs](http://www.tes.com/jobs).

## Tour of the School

A tour of the school is available to candidates on Wednesday 3rd, Thursday 4th and Friday 5th January 2018 at 11:00am. Applicants wishing to attend a school tour should contact Carol Wright on: [cwright@barkingabbeyschool.co.uk](mailto:cwright@barkingabbeyschool.co.uk) or 0208 270 4105.

## Closing Date

Midday Friday 5th January 2018

## Shortlisting

Only those candidates meeting the correct criteria as set out in the person specification of the job description will be taken forward from application.

## Reference Checking

References from the previous and current employers will be taken up for shortlisted candidates prior to the interview stage.

## Interview

1. Those shortlisted will take part in an in-depth interview process with a selection of School Governors and a chosen representative from London Borough of Barking & Dagenham Education Services.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

## Probation

All new staff to LBBDD are subject to a probation period of six months. The probation period is a trial period, to enable assessment of an employee's suitability for the job for which they have been employed. It provides the school with the opportunity to monitor and review the performance of staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with students.

*"Barking Abbey School is a place where everyone gives and expects the best"*