



Charters School

Candidate Information 2021



CHARTERS SCHOOL

UNITY | RESPECT | EXCELLENCE

Thank you for taking the time to look at this job opportunity at Charters School.

We are a community school that understands that the staff in our organisation are central to the student's well-being, happiness and success. We have a strong reputation in a local community and beyond and are consistently oversubscribed. Parents understand that our ethos allied with the hard working and dedicated staff we have enables their children to have a broad education that sets them on the next stage of their life.

Relationships across the school between parents, students and staff are warm and positive which makes Charters an environment that is a pleasure to work in and develop your career at.

Charters' motto, 'Unity Respect Excellence' underpins all we do, from our interactions with students leading to strong academic outcomes, excellent extra-curricular opportunities and the development of the individual. 'Unity Respect Excellence' also underpins how we develop our staff with our extensive professional development and well-being programmes.

In joining our community, you will be part of an organisation that will support you in your career goals and help you to develop as an individual.

I look forward to receiving your application.

Best wishes

John Fletcher
Headteacher





CHARTERS SCHOOL

INTRODUCTION

Charters School, a single academy, is an 11-18 mixed comprehensive school of 1700 students with over 380 students in the Sixth Form. The school provides a complete range of opportunities for students to achieve academically and for successful personal development within a caring and supportive environment.

Educational success is valued at the appropriate level for all individuals and is based on a determination to provide the best possible teaching, learning environment, curriculum and resources. Appropriate attention is given to the individual needs of all students from those with learning difficulties to those with Oxbridge potential - eight successful entrants in 2017, five in 2018 and three in 2019 and six in 2020. It is recognised that the quality of teaching is critical to all aspects of the school's work. A group of strong, experienced Heads of Department lead teams of well qualified colleagues.

The results that our students gained in 2020 were strong and, we feel, fully represented their efforts over the two years they had been studying their examination courses. At Year 13, 72% of the A Level entries were grades as A* - B. At Year 11, 81% of our students gained the 'Basics' measure of English and maths GCSE at grades 9-4.

Particular highlights from our results in 2019 were that 60% of our Year 13 entries were graded A*-B at A level and our L3VA score placed us in the top 20% of Post-16 providers nationally. The picture at Key Stage 4 was strong with 75% of our students gaining the 'Basics' measure—grades 9-4 (A*-C) for both GCSE English and Mathematics. Our KS4 value added score has consistently placed us amongst the top performing similar schools nationally over the last few years. In 2018 our P8 was 0.70 and in 2019, our P8 was 75% 0.30.





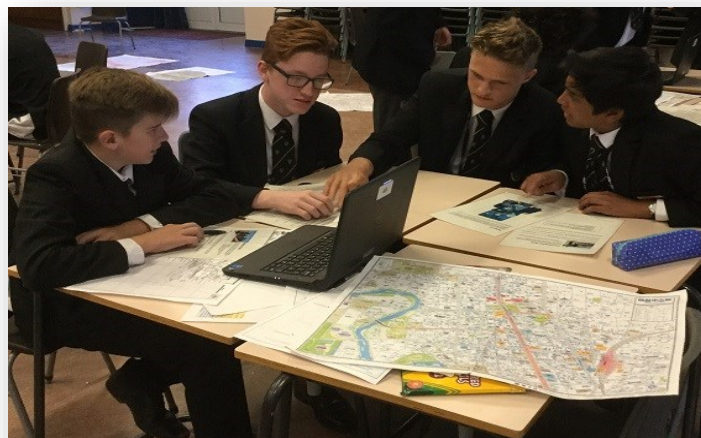
THE CURRICULUM - YEARS 7 - 11

The curriculum is delivered through eleven Curriculum Areas: English; Mathematics; Science; Modern Foreign Languages; Humanities; Computing; Social Sciences; Creative Arts; Technology; Business and Physical Education. We also deliver a comprehensive Religious Studies, Citizenship and PSHE programme.

Extensive liaison takes place with our local Primary schools and considerable care is given to placing students in the mixed-ability Tutor Groups which initially form some teaching groups in the common curriculum of the first three years.

Students in need of special assistance with basic learning skills receive in-class support and/or are withdrawn from some groups for individual help. Some setting is introduced in Year 7 and increases in Year 8 and 9.

GCSE courses are primarily taught in Years 10 and 11 although some begin to be introduced for the core subjects in Year 9. There are various curriculum routes that students are able to follow according to their ability and interests. Traditional option subjects are available including French, Spanish, Design and Technology, History, Geography, ICT and Computing, Art and Design, Photography, Drama and Music. Students can 'mix and match' these with more vocational subjects such as BTECs in Business, Sports Studies, Performing Arts and GCSEs in Sociology or Leisure and Tourism. Charters is committed to a broad and balanced curriculum offer.





SIXTH FORM

Charters has a history of success at Sixth Form level, of which we are justly proud. There are over 350 students in the Sixth Form, housed in a purpose built block, with their own Common Room, classrooms and silent study area, The Durning Room.

In terms of value added, our Sixth Form is in the top 4% nationally across all post-16 providers. Throughout students' two years in the Sixth Form those who are keen to take on an active leadership role can find opportunities in both the House system and as Senior Student leaders and Prefects. There are a host of other activities in which students can play a major part in shaping the life of the Charters community.

Students also benefit from one week of work experience in Year 12. As a school we firmly believe work experience helps to inform career choices and develop the relevant skills, attitudes and behaviour expected in the world of work. Students have been extremely successful in completing their Silver and Gold Duke of Edinburgh Awards.

We also run a World Challenge Expedition every other year. This year our students travelled to Malawi, Africa where they developed important life skills.

Student courses on offer are:

AS and A2 Advanced Level in subjects selected from Art and Design, Business Studies, Biology, Chemistry, Drama and Theatre Studies, Economics, English Language and English Literature, Film Studies, Media Studies, Food Technology, French, Geography, Graphics with Materials Technology, History, Mathematics and Further Mathematics, Music, Philosophy and Ethics, Photography, Physical Education, Physics, Psychology, Product Design with Resistant Materials, Sociology, Spanish, and Textiles.

BTEC courses are offered in Business and Sport. Work experience is an integral part of the programme.





PASTORAL ORGANISATION

Members of the Senior Leadership Team oversee Year Group Teams, led by Heads of Year, which are organised in Tutor Groups of 30 schools within a horizontal structure.

The Tutor and tutor group meet at the beginning of each day. Continuity of support is achieved as the Tutor remains with the students in his or her group as they move up the school. Similarly the Head of Year, who leads the tutorial team, continues to have overall responsibility for a Year Group throughout years 8– 11. The Head of Year 7 is a fixed position.





A Holistic Approach to Education

Students are encouraged to adopt high standards of concern for others and to take personal responsibility within the school.

Student Committees exist across the year groups as forums for students' ideas. We meet regularly with the Head Boy and Head Girl team to discuss matters raised through the School Councils.

An extensive programme of extra-curricular activities is organised including many different sporting opportunities, a theatre club, choirs and instrumental groups, electronics, technology and computer clubs, a cookery club and many others which arise from subject, staff and/or student interest. There are approximately seventy extra-curricular activities on offer to the students each week.

School journeys, abroad and in this country, are regularly arranged and the use of our own invaluable Residential Outdoor Education Centre at Tyr Abad in Wales, pictured here, is an integral part of the curriculum. All students are encouraged to benefit from these opportunities.





‘THE EDGE’

We have always used our motto ‘Unity, Respect, Excellence’ to emphasise the core values and qualities that we want Charters’ students to embody and with this in mind, we launched ‘The Edge’ in 2015.

‘The Edge’ helps our students to become ‘work ready’ by capturing, developing and accrediting activities relating to five key areas: Leadership, Organisation, Resilience, Initiative and Communication.

We have always believed that developing rounded individuals who are stand-out candidates for future employment is not just a matter of providing an impressive academic profile. The ‘soft’ skills, qualities and characteristics, are just as, and many would say more, important.

Whilst our Sports College legacy and opportunities outside the curriculum, visiting Tyr Abad, for example, give Charters’ students a head start, we believe that ‘The Edge’ incentivises and inspires all our students to undertake self-development activities within and alongside their academic curriculum, as well as outside the school setting. The Edge was conceived at Charters and is now being offered by over 700 schools nationally as part of the PiXL Network.





ACCOMMODATION

The school site comprises some thirty acres in delightful surroundings. Excellent specialist accommodation exists for all subjects, with suites of rooms for all Faculties, two floodlit astro-turf pitches and a dedicated fitness gym.

Considerable building work has taken place since the school opened in 1958, with a main phase of development dating from 1970. A Learning Support Centre caters for the needs of students with physical disabilities, who are fully integrated within the school curriculum. We opened a new Mathematics and Science teaching block in September 2018.

Charters became an academy in 2012 but we still maintain close links with the local authority who have committed funds for a new leisure centre with a 6-lane 25m swimming pool that will replace the current on-site Leisure Centre.





WELL BEING: STUDENTS

MAINE CENTRE

Several years ago, we recognised the importance of timely access to essential support services for students as part of the school's pastoral care programme. Everyone at Charters understands that, from time to time, young people need additional help, over and above what might reasonably be expected to be in place in a school like ours.

So often, the social, medical, emotional or behavioural needs of students hamper, and in some cases, prevent them realising their potential. The purpose of the Maine Centre is to provide a bespoke support programme to individuals which will allow them to access the curriculum and take full advantage of the excellent learning opportunities available to them.

WELL BEING: STAFF

Charters School is committed to protecting the health, safety and welfare of all employees. To this end, staff enjoy:

- Access to on-site fitness gym
Discounted membership
- Free tea/coffee
- Emotional buddies scheme
- Well being champions as well as several mental health first aiders
- 2 week Autumn Half-term
- Optional off-site PPA at 2 pm Friday for most subjects
- 24 hour telephone access to well being service
- SODEXO Discount and Benefit Scheme :
 - Lifestyle Support
 - Cycle to work
 - Childcare Vouchers
 - Multiple discounts on grocery shopping, home technology, DIY,
 - discounts on package holidays, eating in and many retailers





THE GOOD SCHOOLS GUIDE

We are proud of the Charters School summary entry in 'The Good Schools Guide':

"An admirable and humane school, with some of the sparkiest, brightest, most articulate and most delightful students it's been our pleasure to meet. Successfully holds its own against its glossy independent neighbours, and is preferred to same by many parents. Worth moving home for."





UNITY • RESPECT • EXCELLENCE

APPLICANT INFORMATION

Thank you for your interest in our school.

Candidates are requested to complete the Application Form (in two parts) downloadable from the Charters School Website: www.charterschool.org.uk and send it by email, with a letter of application, outlining how your skills and experience will have prepared you for this role and how you would contribute to Charters School's future success, addressed to John Fletcher, Headteacher.

c/o email: recruitment@charterschool.org.uk

**CHARTERS SCHOOL
CHARTERS ROAD
SUNNINGDALE, ASCOT
BERKSHIRE
SL5 9QY**

Telephone 01344 624826

www.charterschool.org.uk — email recruitment@charterschool.org.uk

Charters School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

All applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Charters School is an Equal Opportunities Employer.

Charters School: a company limited by guarantee, registered in England.

Company Number: 08208767