

Staff Prospectus





General Information

Rodborough is an 11 – 16 mixed school catering for 900 students of all abilities. We are a member of the Weydon Multi-Academy Trust, a local Trust based in and around South West Surrey. We aim for excellence in all aspects of school life through our vision to ‘Inspire’, ‘challenge’ and ‘lead’.

Our last Ofsted Report was graded as “Good” (January 2017). The most recent report states:

- Standards are high. The proportion of students achieving 5 or more GCSE A*-C grades including Maths and English is consistently and significantly higher than national averages.
- Students have fantastic attitudes to their learning; they are diligent and want to do well.
- Behaviour in lessons and around the school is excellent.
- Students are extremely polite and show high levels of respect for each other and the adults who work with them.

Academic Achievement

The school takes great pride in the achievements of its students. Our last four years GCSE results have been:

Academic year ending	% Pass (4+) in both English & Maths	% Pass (5+) in both English & Maths	Attainment 8
2019	78	51	5.3
2020	86	62.6	5.7
2021	85.3	70.1	6.0

Over 98% of our students go on to further education or training. About 80% of students will move from Rodborough to our Sixth Form partner, Godalming College.

Teaching and Learning

Teaching and Learning is central to all that we do at Rodborough. We devote a high proportion of our INSET time to researching, discussing and implementing effective approaches to learning. There is a teaching and learning team made up of senior leaders and coaches that have created a culture whereby staff are motivated to improve their practice. This includes regular CPD sessions, Star Weeks (where all staff are invited to take part in learning walks), Teach Meets and a coaching programme as well as the more formal observation programme. The school appraisal system puts most of its emphasis on training and development.

The school is currently aiming to increase the level of challenge in lessons by adopting a bespoke “Rodborough Model for Learning”. This includes four key elements that we consider crucial to ensure learning is successful: challenging objectives based on Bloom’s taxonomy, questioning, the modelling of excellence and scaffolding and supporting students. Staff are currently being trained on this model and are a year into the whole-school programme.



Students

Students are expected to make a significant contribution to the life of the school through their participation and commitment to the full range of activities on offer. We are a child centred school and students are encouraged to take responsibility at all levels.

The School Council plays an important part in school improvement and is led by Senior Prefects. The majority of Year 11 are prefects and take their wide range of jobs and responsibilities seriously. Year 10 and 11 students join our Junior Sports Leaders Award and are very active in the school and local community.

The school runs a very popular and successful Duke of Edinburgh Scheme. Usually, we have about 150 Year 10 students signed up for the D of E Bronze Award and about 40 Year 11 students for the Silver Award. These fantastic figures are testimony to the sense of commitment and service of our students.

Extra-Curricular Activities and Other Initiatives

We encourage staff to offer extra-curricular activities to widen the experience for students. These include several dance, drama and art groups, choirs and a jazz band. We maintain a busy schedule of theatre visits, trips abroad, work experience in the UK and Europe as well as school fixtures in many sports. The school has a very effective Friends of Rodborough Association and significant links with local industry and commerce.

Governance

We are fortunate to have a strong and supportive Governing Body who were judged “Outstanding” in both our 2013 and 2017 Ofsted inspections.

“Governance is highly effective. Governors regularly receive detailed information about students’ progress and teachers’ performance, and this allows Governors to challenge academy leaders effectively. Governors visit the academy to gather evidence about how well students are doing. Governors know what the strengths of the academy are and what needs to be improved further. They know what contribute to good teaching and they make sure that leaders manage teachers’ performance effectively. Governors hold the Headteacher strongly to account and set him demanding targets to achieve. They make sure that appropriate safeguarding procedures are in place. The budget is very well managed. Governors know how the pupil premium funding is spent and how this is helping to improve students’ achievement.” (Ofsted 2013)

Our Community

We are over-subscribed, enjoying a strong reputation locally, both for academic success and broad educational opportunities. Parents are very supportive, yet demanding of the school, wanting the best for their children. Our staff act in a professional manner, at all times, to ensure that all young people achieve their best in a collaborative way.

Rodborough is an outward looking school. As well as being a member of WMAT, it is an active member of the Waverley Federation (a partnership of local Secondary Schools, a Special School and Godalming College), whose aim is to develop wider opportunities for our young people, beyond the individual



schools. We are also heavily involved with the Godalming Confederation of schools working on transition and “life without levels”.

Rodborough is an inclusive school with a thriving SEND Department. We work intensively to ensure that all children are happy and succeed, irrespective of their difficulties. In January 2016 we officially opened the Cullum Centre, a separate unit to cater for 20 autistic children who have the potential to integrate into some mainstream lessons.

Visitors comment that Rodborough is a pleasant and friendly school. It is situated in a delightful part of Surrey two miles south west of Godalming and a 13 minute walk from Milford train station. It is within easy travelling distance of both London and the South Coast. This is a beautiful part of Southern England with large tracts of National Trust land in the vicinity.

The Cullum Centre

Rodborough was chosen as the location for one of four Cullum Centres in Surrey. There is one centre in each quadrant of the County. Rodborough is the location for the South West. Peter Cullum is a philanthropist with a personal interest in the education of autistic children. His donation has enabled the four centres to be built.

The Cullum Centre is a purpose-built centre for 20 autistic pupils (four for each year group in the school). The Centre is a partnership between the school, the National Autistic Society (NAS) and Surrey County Council (SCC). SCC provide the revenue funding for the Centre.

The Centre has specialist staff, including teachers and trained teaching assistants. Its aim is to enable students to participate, progress and achieve both in the centre and alongside their peers in mainstream lessons.

Students with needs on the autism spectrum are often capable of high academic achievement, but the severe anxiety they can experience and the difficulties they face can result in them finding the mainstream school environment a challenge. Our aim is to provide students with an emotionally secure base within the school and the personalised support, both in and out of lessons that should help them to be able to learn within a mainstream secondary environment.

SEND in the wider school

We are proud to be an inclusive school and have a good track record of success with many SEN pupils. Rodborough has round 12%% of its pupils on the SEN register and currently has 22 pupils (14 within the Cullum Centre) on statement (as per old Code of Practice). The SENDCO and LSAs provide a balanced approach of in-class support, individual programmes and specific interventions to address literacy and numeracy weaknesses. Teaching staff are becoming more adept at meeting the needs of SEND students in lessons. The school has a wide range of vocational and alternative programmes to give the most appropriate educational experience to students in the Upper School.



The application process

We welcome pre-application visits or questions by prospective candidates. Please contact the Ashleigh Deane, Head's PA, on 01483 411102 or at recruitment@rodborough.surrey.sch.uk to confirm a date and time.

Application Form

Applicants are required to submit a properly completed application form which should be supplemented with a supporting letter. CVs without an application form are not accepted as a formal application. Forms that are incomplete will be returned as they cannot be considered where information is missing. If you have any queries about aspects of the form these should be directed to Ashleigh Deane, Head's PA. After completing the form and if the applicant is shortlisted, any anomalies or discrepancies in the information provided will be taken up during the interview.

Shortlisting

We will email shortlisted applicants, in the first instance, and then confirm the final interview details separately. Applicants who have not been shortlisted will be advised by e-mail.

References

References for shortlisted candidates are required before interview. After shortlisting, referees are invited to submit written references and to complete a standard pro-forma which contains questions relating to child protection. At least one referee should be the current or most recent employer. At least one referee should be the most recent employer where the applicant worked with children (if not currently doing so). Any relevant issues arising from references will be taken up at interview.

Qualifications

Qualification certificates will need to be seen and checked at interview.

After the Interview Process

Feedback will be available for unsuccessful candidates, on request. The school will meet all reasonable expenses of candidates who attend for interview.

Child Protection

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to provide an enhanced DBS disclosure. The school's Child Protection Policy is available on our website: <http://www.rodborough.surrey.sch.uk/assets/Uploads/ChildProtectionPolicy2016-17.pdf>



Equal Opportunities Statement

We promote the statement “Discrimination on the basis of colour, culture, origin, physical attributes, origin of sex or ability is not acceptable” such that it is supported and understood by the whole school community. The school’s current Single Equality Policy is available on our website: <http://www.rodborough.surrey.sch.uk/assets/Uploads/Equality-Policy.pdf>

Training and Development

We are committed to develop and support our staff and provide a range of opportunities to enable staff to continue their professional development.

Staff benefits

Alongside our continued focus on professional development we offer the following staff benefits:

- Healthcare plan which allows staff to claim cash back on dental, optical and therapy treatments as well as cash towards a medical consultations and MRI, CT and PET scanning facilities.
- 24 hour Counselling and Advice Line.
- Free on site car parking
- Employee Assistance Programme.
- Staff members are also able to subscribe to a package that gives a range of flexible benefits including childcare vouchers and staff discounts.

Further information

A virtual tour of Rodborough:
<https://vimeo.com/464209798>

Our school website:
www.rodborough.surrey.sch.uk

Our Prospectus:
<http://www.rodborough.surrey.sch.uk/about-us/prospectus/>

Our Ofsted reports from 2017 and 2013:
<http://www.rodborough.surrey.sch.uk/about-us/ofsted/>

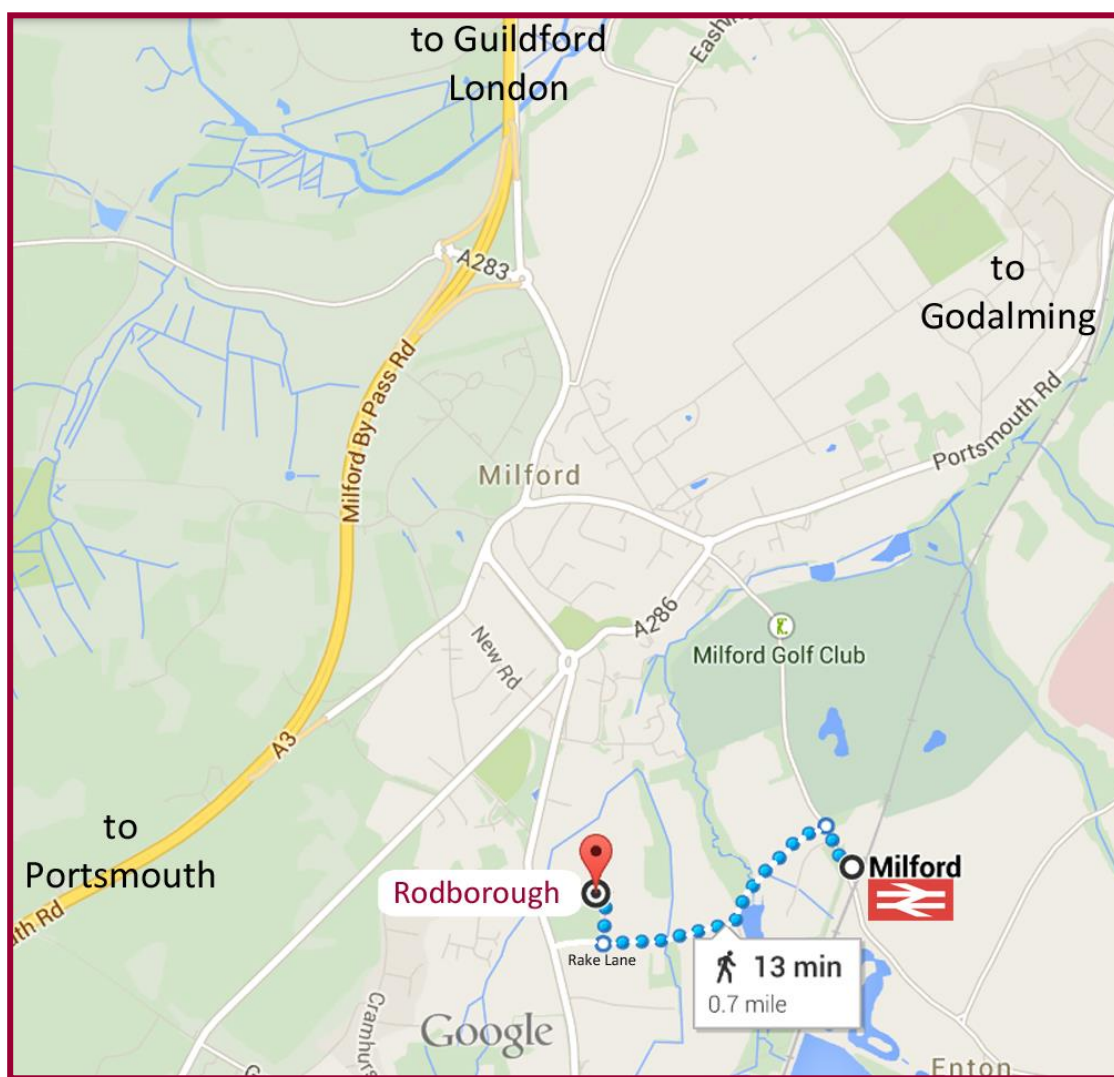
Our school policies:
<http://www.rodborough.surrey.sch.uk/about-us/upload-page-2/>

DfE Performance Table:
<https://www.compare-school-performance.service.gov.uk/>



Access to the school

The school is well served by the local road network and is a short distance from the A3. There is a direct rail link from Waterloo and Portsmouth, and Milford station is a 13 minute walk from the school. Visitors are asked to use the Petworth Road (A283) entrance (parking on the right hand side after entering the gates) and then follow signs to Reception.



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