



# Moseley School and Sixth Form



## Site Manager Information Pack

At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students.  
inspiring excellence in character and scholarship



# Moseley School and Sixth Form

Moseley School and Sixth Form  
Wake Green Road  
Moseley  
B13 9UU

T: 0121 566 6444  
E: [enquiry@moseley.bham.sch.uk](mailto:enquiry@moseley.bham.sch.uk)

Headteacher: Mr R. McBrien BSc MEd NPQH

Dear Colleague,

I am delighted you are considering joining Moseley School and Sixth Form. This is an exciting opportunity to make a significant difference to the life chances of our students. You will have an important role in building on the good standards already achieved at Moseley School and Sixth Form. We are very proud of the achievements our students make academically and in many other spheres. We aspire to provide the very best educational opportunities and outcomes for all our students. Ofsted recognised that we are doing a good job of this when they inspected in May 2016.

Please explore our website and read through the additional materials included in this pack to find out more about Team Moseley. The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

Your application must be received by **8am on Tuesday 15<sup>th</sup> May 2018**. Please write a letter to accompany your application form that outlines your experience and achievements that equip you for this role and how you will make an impact in our school. Your letter must be no longer than two sides of A4 with a minimum font size of 11. Interviews will be held on **Friday 18<sup>th</sup> May 2018**.

Yours faithfully,

Roger McBrien  
Headteacher





# Moseley School and Sixth Form

**Post Title:** Site Manager

**Salary/Grade:** GR4 (£25,951 to £32,486)

**Contract Type:** Full time

**Contract Term:** Permanent

**Contract Start Date:** June 2018 or earlier if possible

We are looking for an experienced and enthusiastic Site Manager to join Moseley School and Sixth Form. This is an important role, providing support to the Facilities & Administration Manager. Moseley School and Sixth Form is a Foundation School.

It's an exciting time to come and join us as we prepare to take the currently contracted out facilities management services in-house. We're looking for someone who can support the transition arrangements and then take on day to day responsibility for cleaning, caretaking and site maintenance.

Are you an ambitious individual, proactive in nature, with a real passion to deliver the highest standards?

Our perfect Site Manager candidate will:

- Have been a lead caretaker in a School
- Have excellent supervisory skills, and site management expertise
- Be able to work under pressure and to deadlines, and produce work to the required standards and to agreed deadlines
- Have experience line managing caretaking and cleaning staff, within a school setting
- Have a good knowledge and experience of health and safety and the statutory regulations and guidance relating to site management in schools

If this is you come and join 'Team Moseley'. The staff at Moseley School and Sixth Form are a passionate team of professionals. Our purpose is to inspire excellence in character and scholarship. The students and their families have bought into this vision. Together we form a friendly and dedicated community.

Moseley School and Sixth Form is a large comprehensive secondary school with a thriving sixth form. Moseley School first opened its doors in 1923. We value our long history whilst being excited about our future. There are 1400 students, 160 teaching and support staff, excellent facilities housed in a grade two listed building, a modern building which opened in 2012 and a recently completed sports complex and extensive grounds. Staff enjoy access to our on-site gym.

Download an application pack from our website [www.moseley.bham.sch.uk](http://www.moseley.bham.sch.uk) and if you wish to discuss the post please contact Amanda Allott, School Business Manager, on 0121 566 6465.

**Closing date:** 8am on Tuesday 15<sup>th</sup> May 2018

**Interview date:** Friday 18<sup>th</sup> May 2018

**Completed applications should be returned to Emma Holland, PA to Headteacher, Moseley School and Sixth Form, Wake Green Road, Moseley, Birmingham, B13 9UU or via email to [recruit@moseley.bham.sch.uk](mailto:recruit@moseley.bham.sch.uk), with an accompanying letter explaining how you meet the requirements of the role.**



## Job Description

<b>Post Title:</b>	<b>Site Manager</b>
<b>Reporting to:</b>	<b>Facilities &amp; Administration Manager</b>
<b>Salary / Grade:</b>	<b>GR4 (£25,951 to £32,486)</b>
<b>Disclosure Level:</b>	<b>Enhanced</b>
<b>Working Time:</b>	<b>36.5 hours per week. All year round. Shift work across opening hours of school.</b>
<b>Responsible for:</b>	In-house caretaking and cleaning teams Contracts for building services Line management of Senior Caretaker.

### Core Purpose:

- Day to day management of cleaning, caretaking and maintenance of the site.
- To support the Facilities & Administration Manager with the operational development of the School's premises, health and safety and associated contracts management, to ensure outstanding operational resources which deliver the School's Strategic Improvement Plan and complies with all legal requirements in relation to health, safety, security and the environment.
- To ensure the efficient and effective running of the school buildings, grounds and resources.
- To support the monitoring, evaluation and continuous review of the quality and effectiveness of facilities management within the School.

### Responsibilities – Transition from Contracted FM to In-house FM:

- Support the Facilities & Administration Manager with the preparatory work to ensure all required arrangements are in place ahead of the FM contract ceasing July 2018, which will include, but not limited to:
  - Mapping out the building services contracts that need to be extended
  - Engaging with the contract providers to set out the required contract specifications
  - Mapping out the cleaning provision needs
  - Mapping out the caretaking provision needs
  - Identifying equipment, consumables, protective personal equipment and uniform required.

### Responsibilities – Site, Buildings & Facilities:

- Day to day management of cleaning, caretaking and maintenance of the site.
- Oversee all maintenance requests and ensure they are responded to in a timely manner and with the correct resource.
- Day to day responsibility to ensure; the maintenance of the school site and buildings; the School complies with all relevant statutory requirements; the preparation of maintenance schedules and the efficient operation of all facilities within the school estate.
- Ensure requisitions are raised for all premises related expenditure.
- Monitor the performance of the outsourced services against their contractual obligations, responsibilities and KPI's in relation to building services providers.
- Oversee the management of contractors onsite, ensuring:
  - RAMS are provided, checking these and authorising for work to proceed
  - Permits to work are issued as required.
- Ensure the effective maintenance, repair and safe keeping of all resources, including regular audits.
- Undertake regular audits of the CCTV system to ensure the system is available at all times to users.
- Contribute to the tendering of contracts for outsourced services.
- Develop and keep up to date registers of the premises and assets.
- Contribute to the Premises Development Plan aligned with the School's Asset Management Plan, including:
  - Developing a planned maintenance programme
  - Arranging for Condition, Sustainability & Sufficiency Surveys.
- Support the Facilities & Administration Manager with planning and preparing capital building projects.

**Responsibilities – Health and Safety:**

- Ensure the School complies with all statutory and legal requirements for schools in relation to buildings, premises and site and establish and maintain safe working practices.
- Support the Facilities & Administration Manager with day-to-day responsibility for health and safety matters, including maintaining and developing systems, policies, procedures and working practices; including the measures to be taken in the event of incidents and emergencies.
- Ensure emergency procedures are current; plan, instigate and maintain records of fire evacuations, alarm tests, fire warden training and lockdowns.
- Ensure risk assessments are undertaken and reviewed as required.
- Ensure the Asbestos Management Plan is kept up to date.

**Responsibilities – Line Management:**

- Responsible for the line management and overseeing the work of the Senior Caretaker and in the post holder's absence provide cover for this role.
- Line management will include; the day to day supervision of the work, ensuring responsibilities are delivered as required; performance management and; recruitment and selection activities for the post.

**Responsibilities – General:**

- Ensure the smooth running of all School events, such as CPD days, open evenings, concerts, performances and progress evenings, co-ordinating operational needs with the Facilities & Administration Manager.
- Ensure policies allocated to this post are up to date and in line with current legislation and Department for Education requirements.
- Maintain and update as required the procedures relating to this post.

**Other Responsibilities**

- Attend meetings as required
- Participate in professional development opportunities, willingness to develop additional skills and expertise.
- Keep up-to-date with current educational developments and legislation affecting school facilities management within your area of responsibility.
- Contribute to school development through identified communication and consultation channels.
- To respect the confidential nature of information relating to the school, students and customers.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the School.
- Develop constructive relationships and communicate with other agencies/professionals.
- Be aware of safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policy.
- To comply with the school's Health and Safety policy and statutory requirements.
- To undertake any other duties not detailed above commensurate with the level of the post.

***Moseley School and Sixth Form is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.***

***This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role***



**POST TITLE:** Site Manager

Attributes tested by Application, Interview, Task and References	
Qualifications & Experience	Essential E/ Desirable D
<ul style="list-style-type: none"> <li>Must be able to consistently demonstrate they are numerate and literate,</li> <li>Minimum GCSE Maths &amp; English Grades A*-C or equivalent.</li> <li>Experience as a lead caretaker</li> <li>Good working knowledge of management and maintenance of buildings, mechanical, electrical and other infrastructure systems.</li> <li>Computer literate including experience of using Microsoft Office.</li> <li>Knowledge and experience of health and safety, first aid, medical and fire safety regulations and requirements.</li> <li>Health and Safety qualification/training e.g. NEBOSH, IOSH.</li> <li>Up to date knowledge of statutory regulations and guidance relating to this post.</li> <li>Recent experience of working in a site management role as a proven strong manager.</li> <li>Experience managing contractors and working with outsourced providers.</li> <li>Experience of line management.</li> <li>Experience of working in a school environment.</li> <li>Facilities Management qualification e.g. BIFM.</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>
Skills and Abilities	Essential E/ Desirable D
<ul style="list-style-type: none"> <li>Ability to interpret and follow policies and procedures.</li> <li>Ability to review systems to ensure the robust evaluation of performance and actions to secure improvements.</li> <li>Strong listener and able to communicate in a clear and concise manner both on the telephone and face to face, who can effectively convey information at an appropriate level.</li> <li>Ability to complete work to the required standards and to agreed deadlines.</li> <li>Ability to develop and maintain effective working relationships with a wide range of people.</li> <li>Excellent organisational, communicating and problem solving skills, with the ability to use own initiative and work proactively both in a team and independently.</li> <li>Demonstrates a flexible approach to work to enable effective delivery of service.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Other Attributes	Essential E/ Desirable D
<ul style="list-style-type: none"> <li>Proactive, flexible and adaptable.</li> <li>Punctual and conscientious.</li> <li>Prepared to challenge non-compliance.</li> <li>Discretion, tact and confidentiality at all times.</li> <li>Good time management and the ability to prioritise workload.</li> <li>Able to work under pressure and to deadlines, and deliver excellent attention and produce accurate results.</li> <li>Evidence of successful team working.</li> <li>Emotional Resilience.</li> <li>Can Do attitude.</li> <li>Ability to adapt to changes in the workplace.</li> <li>Deep understanding and commitment to the safeguarding of children.</li> <li>Commitment to the school ethos and aims.</li> <li>Commitment to comprehensive education.</li> <li>Commitment to equal opportunities.</li> <li>Accurate and fluent spoken English.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

***Moseley School and Sixth Form is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment.***



**Moseley School and Sixth Form's purpose is to inspire excellence in character and scholarship.**

## **Our vision for Moseley School and Sixth Form in 2018**

Moseley School and Sixth Form is an inspirational place to learn, where passionate teachers nurture the curiosity, creativity and imagination of students. All the School's systems are geared to support the progress of all students. The curriculum, assessment, staffing, timetable, technology and other resources enable each student to receive personalised support to achieve ambitious goals. A global perspective that celebrates diversity and respect for individual rights pervade the school and nurture responsible citizens and independent thinkers. The School is a place in which all staff develop as leading professionals and make a significant contribution to the educational community in Birmingham and nationally. Staff and students receive support and guidance to prepare them for the next step in their careers.

Moseley School and Sixth Form is a safe and healthy school that enables students to thrive. We want to work in an emotionally intelligent school where we acknowledge the fallibility of human beings and recognise the impact our actions and words have on others. Our pastoral system ensures that each student is cared for and their needs are met through effective partnerships with all our stakeholders, especially parents and carers. All students have opportunities to broaden their social and cultural horizons. The school provides a clear moral framework based on shared values in which the students feel safe and can flourish. Students are able to reflect on their own beliefs, appreciate different views and develop understanding of their own identity and their own self-worth. The School values its long history whilst being dynamic and forward looking; a place where staff and students enjoy memorable experiences.

Moseley School and Sixth Form is a place where staff and students are aware of how personal and political decisions affect the future of the environment and of their responsibility to help to sustain our planet. We are a caring community where positive personal relationships have a civilising influence. We recognise the potential in everyone and we support and challenge everyone to achieve their potential. We provide opportunities for everyone to develop leadership, organisation, resilience, initiative and communication skills. All of the School's diverse communities share the vision and purpose of the school and through developing character and scholarship achieve excellence.

## **Moseley School and Sixth Form Values:**

We expect all members of our school community to embrace our core values: **Respect, Endeavour and Compassion**



## 2017 Results

### Key Stage 4

63% of students achieved a Pass (Grade 4) or above in English.  
44% of students achieved a Pass (Grade 4) or above in Mathematics.  
57% of students achieved a C or above in Science.  
49% of students achieved A/A\* grades.  
Progress 8 in 2017 was 0.1 (39<sup>th</sup> percentile)  
Progress 8 in 2017 for disadvantaged students was 0.2 (16<sup>th</sup> percentile)

### Key Stage 5

92% of students achieved 3 passes with an average of a grade C.  
88% of students achieved a grade A\* - B.  
79% of vocational students achieved Distinctions or Distinction\*.  
Progress for our vocational students is expected to be in the top 20% of all schools and colleges nationally.



**Hadeel**  
**A\*, A, A**

**Accounting  
and Finance  
at University  
of Birmingham**





## What we can offer you

Following a recent staff survey, 100% of the 160+ staff here at Moseley School and Sixth Form agree or strongly agree that they are proud to be a member of staff here.

We are fully inclusive and provide a wide range of programmes to enhance employee wellbeing. This includes heavily discounted membership to our fully equipped Health and Fitness centre and a car parking space on site for every member of staff.

Moseley School and Sixth Form is committed to providing a supportive and developmental culture for all staff, through an extensive CPD programme. The school strives to deliver personalised pathways and opportunities in order to enhance the growth and development of all staff members. Over the last two years there has been a deliberate shift to a school-based model, increasing collaboration and the opportunity for reflection.



In order to create and sustain this culture the school has implemented and delivered a range of strategies: lesson collaboration, joint-practice development, Lesson Study, Moseley Teaching Programme, and other initiatives focusing on teaching and learning.

We provide a wide range of activities and events for staff to relax and enjoy across the year including staff BBQs, team building events, sports and health classes.

We pride ourselves on being friendly and welcoming to everyone visiting our site and provide comprehensive induction processes to ensure that your transition into Team Moseley is as smooth as possible.

We have a very positive ethos and excellent staff/student relationships; we value our staff both as individuals and as professionals and are committed to their personal and professional development.

Moseley School first opened its doors in 1923 and we still use the excellent facilities housed in our grade two listed building along with a modern building which opened in 2012. We cherish our proud history and are excited about our bright future.

We are based in Moseley, Birmingham, on a large and beautiful site. The 600 year old suburb recently topped the list of Britain's top 50 urban districts and was praised for its "village community". Moseley School and Sixth Form is based 4 miles from Birmingham City Centre with a train station a 20 minute walk away and buses running every 4 minutes from the city.





## Curriculum

The curriculum seeks to maximise the achievement of all our students. It aims to provide a broad and balanced education, which meets the requirements of the National Curriculum, and is also tailored to the specific needs, interests and aspirations of our students.

The curriculum contributes to the good spiritual, social, moral and cultural development of students. This is achieved through the taught curriculum and through the programme of enrichment activities which help to deliver key aspects of personal, social and health education, as well as citizenship. The curriculum provision is also supported by a strong commitment to impartial careers information, advice and guidance.

### Key Stage 3

At Key Stage 3 all students will study the following subjects

English	Religious Education
Maths	Design Technology
Science	Art
PE	Computing
Modern Foreign Language	Drama
History	Music
Geography	PHSE

### Key Stage 4

At Key Stage 4 all students follow a core curriculum of English, Maths, Science, Religious Education and PE. They also have the opportunity to study four more subjects to GCSE level. There is a wide range of subjects to choose from which we will discuss with you and your child during our pathways events. Currently 25 subjects are on offer for your child to discover their passions.

### Sixth Form

The Sixth Form at Moseley School offers a wide range of academic A level subjects as well as vocational subjects at both Level 2 and Level 3, all providing opportunities for progression on to higher education or apprenticeship programmes. **98% of our students achieved places at their first choice university in 2016.**



## Pastoral Care

### Student Welfare

Student welfare is supported through vertical tutoring and the house system, both of which enable students to develop positive relationships with their peers and with students from other year groups in school. Students are placed into one of six houses. Each house is led by a pastoral team consisting of an Assistant Headteacher Head of House and a non-teaching House Pastoral Manager.

There are seven tutor groups in each house and each tutor group is made up of students from Year 7 through to Year 11. Although sixth form students do participate in house activities, they are placed in separate Year 12 and Year 13 tutor groups. A wider team of pastoral staff are on hand to provide more personalised support for students who are struggling with their studies or who are facing challenges outside of school. It is our intention to provide early help and support to our students and their families to ensure that all barriers to learning are removed, enabling our students to achieve their very best.

### Celebrating Success

Students Excellence, Character & Scholarship is celebrated as we believe it is important to promote an ethos of success. We celebrate all successes through our Moseley rewards system. Students have the opportunity to earn awards through demonstrating excellent attitudes to learning (Scholarship) and positive conduct (Character).

Our rewards are broken up into short, medium and long term celebrations. Every week students are acknowledged and praised during house assemblies and awarded Moseley and postcards home. For consistent excellence over each half term we promote students through our success posters around our school site and via termly awards assemblies. As long term rewards each term students aspire to earn places on our Gold, Silver and Bronze rewards trips where they will gain new cultural experiences. We also have two awards evenings during the year for KS3 and KS5 awards where students can become a part of the school's history.

The six houses of Moseley also compete for our four house cups for Attendance, Punctuality, Conduct and Attitude to learning. These are presented to the house student leadership teams each half term by the head teacher and cups are displayed in our main hall.

### Student Conduct and Attitudes to Learning

Students are aware of the clear expectations regarding their conduct in and outside of school and we have an established system of rewards and sanctions to support behaviour. With support from parents, we work in partnership to instil the positive values of respect and compassion into our students so that they conduct themselves as excellent ambassadors for the school and the community. Appropriate guidance and support is available for students who require additional help to maintain a high standard of conduct.

Students are provided with regular opportunities to develop positive attitudes to learning in order to secure excellent progress and conduct in lessons. Our focus on Attitudes to Learning is based around helping students to develop the following attributes: passion for learning, focus, initiative, leadership, resilience, reflection and readiness to learn.





## Support for Learning

**We believe** every member of Team Moseley has a key role to play in creating an inclusive learning community and promoting pride in scholarship. All students can become successful, independent learners able to integrate effectively into society as responsible citizens, confident throughout their lives in their ability to learn. At Moseley School and Sixth Form your child's safety and well-being are paramount. We are committed to ensuring that no student is left behind or feels that they are at a disadvantage to their peers and we are able to create individual support plans to meet the needs of every student. All children are treated equally with respect and expectations are high to enable all to achieve or exceed their potential.

### SEND/EAL

Our SEND (Special Educational Needs or Disability), Literacy and EAL (English as an Additional Language) teams sit at the heart of our school improvement plan and provide excellent support to students, families and carers to remove barriers to learning. Through close relationships with the pastoral and curriculum teams, we are able to make provision for a wide range of needs. Students are identified for targeted interventions, including EAL, literacy and numeracy 'catch up' sessions. These are delivered by our team of specialist graduate coaches during the school day and after school in enrichment clubs. The EAL team lead, manage and work collaboratively with mainstream teachers and graduate progress coaches to plan and deliver effective English Language support to students with EAL, including those who are International Newly Arrived. Their expertise enables students to accelerate their acquisition of English facilitating their access to a broad and balanced curriculum. Occasionally these students have SEND needs too and we work collaboratively across teams to secure the most appropriate provision.

### Assessment and Specialist Provision

We recognise that all students may require support at some stage in their education whether it is social, emotional, behavioural or academic. The views, wishes and experiences of students, parents and staff are integral to the planning and review of the support we allocate to our students. For students with pre-identified SEND or literacy needs, we scrutinise all progress data following every assessment point. For students with high-focus SEND needs we also use a range of assessments, in addition to requesting additional expertise from external agencies. For students who require additional support to improve their literacy skills a team of graduate Literacy coaches work with individuals and small groups. Focused interventions from the Literacy team enable students to make rapid progress and enjoy success in class and examinations.

For students arriving with English as an Additional Language, a comprehensive programme of support is available to meet the individual needs of students. This ranges from an intensive English induction course, to short term language lessons all of which are designed to allow students full access to the curriculum as quickly as possible.

We also offer a large number of extra-curricular activities and clubs at lunch times and before and after school.

### Quality First Teaching and Learning

In addition to support from the SEND, Literacy and EAL teams, teachers at Moseley School and Sixth Form are fully committed to maximising inclusion by differentiating teaching methods and resources. The key characteristics of Quality First Teaching and Learning are: highly focused lesson design with sharp objectives and outcomes; high demands of student engagement with their learning; high levels of interaction for all students; appropriate use of teacher questioning, modelling and explaining; an emphasis on learning through dialogue, with regular opportunities for students to talk both individually and in groups; regular use of praise to motivate and regular professional training opportunities for staff. Our superb, stimulating learning environments are accessible and fully resourced with state of the art ICT equipment.





## Extra-curricular opportunities

At Moseley School and Sixth Form we believe in excellence in scholarship and character. We provide our students with opportunities to develop their character through many extra-curricular activities.

After lessons finish each afternoon there are opportunities for students to extend their learning and also explore other interests. Chess Club, Debate Mate, Game Design, International Club and Games Clubs are just a small sample of opportunities available.



There are also many sports clubs available for student to try out new sports as well as opportunities to represent the school in competitive sport. Students also have the opportunity to watch live sports events. Students have been to Edgbaston to watch England play cricket, to the NIA to watch the National Basketball Finals, are due to attend 2017 British Gymnastics Championship and to Edgbaston Tennis Club to watch the AEGON tennis classic, which is the warm up event for Wimbledon.

In 2017 our production of 'The Witches' by Roald Dahl, achieved local acclaim and awards, as did our 2016 production of 'Our Day Out'. There are regular opportunities for students to perform music and drama through 'Moseley's got talent'.



In Year 7 all students have the opportunity to go on a residential to an outdoor activity centre in surrounding countryside. This experience builds confidence and friendships which help new students to settle quickly and form good relationships with staff and other students.

Junior Award Scheme for Schools (JASS) is a progressive learning programme for young people; a key aim has been to meet the challenges of the transition from primary to secondary. JASS develops the whole individual by offering recognition in four key areas – regular physical activity (**Get Active, Stay Active**), exploring a personal interest (**My Interests**), working for the good of the community or the environment (**Me and My World**) and completing an outdoor activity or challenge (**Adventure**) and is designed so that participants move from **Bronze**, to **Silver** and then to **Gold** with increasing levels of, commitment, learning, and challenge.



The prestigious Duke of Edinburgh's Award is recognised by universities and employers for its emphasis on character building. Students from Year 9 onwards can start training and preparing for a bronze, silver and ultimately a gold award. Planning and organisation are essential but resilience and leadership are also developed through the demands of the programme.

For our students who are not yet old enough to join the Duke of Edinburgh Award, we give them the opportunity to complete Moseley Edge. The scheme has been designed to develop key life skills and attributes that employers are looking for. These include: leadership, organisation, initiative, resilience and communication. Completing will give students an accreditation, which will acknowledge the personal achievements made by the students outside of their traditional academic studies. This accreditation is offered at three levels, Year 7 will begin at the Apprentice level, as they get older they will move onto the Graduate and Masters programmes.