



WETHERBY
SENIOR SCHOOL



HEAD OF MIDDLE SCHOOL
FROM SEPTEMBER 2021

Thank you for your interest in Wetherby Senior School. We are seeking to appoint a dynamic and inspirational Head of Middle School at an important point in the School's development.

WETHERBY SENIOR SCHOOL



Wetherby Senior School was founded in 2015 and is a member of the Alpha Plus Group of Schools. There are currently around 390 boys and this is the second year that the School has boys in every year group from Years 7 to 13.

Our first three sets of GCSE results have been excellent and we are proud to have continued this trend with our first set of A Level results. Our students achieved grades that allowed them to gain places at top UK Universities such as; Cambridge, LSE, Imperial, Durham and UCL and Universities abroad such as; the University of Chicago, Pompeu Fabra Barcelona and the IE Business School Madrid. As a result, the School's size and reputation are growing

rapidly and we now occupy two sites in Marylebone.

The School was founded to offer a progressive education in the heart of London. The School's focus on providing an all-round education means that high standards are expected of the boys in all areas of school life. The School provides the boys with a broad educational experience, which includes Philosophy and Thinking Skills in the curriculum, to ensure that they are able to think critically and to problem solve but also to ensure they can be creative and collaborative in their approach, so that they develop a sense of social responsibility and respect for others. Our skilled staff, who have a wealth of experience, are preparing to send our pupils to leading universities in the UK, the US and elsewhere.

At Wetherby Senior School we seek to employ highly professional teachers with the ability and commitment to enhance the life of this School and to work effectively and collaboratively with all members of the School community to further establish and develop the School. Our emphasis on educating the whole boy means that all members of staff are expected to contribute to the pastoral care of a group of students as a Form Tutor as well as contributing to the School's co-curricular activities.

VISION, VALUES AND AIMS

Our Vision:

Our vision at Wetherby Senior School is to provide an outstanding, progressive all-round education, supporting our pupils to achieve academically and to develop as people, fully preparing them to meet the challenges of being a young man in the twenty-first century and ready to contribute fully to the communities in which they live.

Our Values:

As a diverse community we respect and celebrate difference. We place great value on friendship and aim to build a supportive community based on trusting relationships. We endeavour to treat each other with respect and to ensure that all of our interactions are conducted with politeness and good humour. Above all else we are a community which values kindness.

We celebrate success in all fields of endeavour at the same time as recognising that excellence is achieved by increments and is the result of persistent effort. We value curiosity, independence of mind, imagination and self-reliance in our work.

Our Aims:

- To cultivate the belief that excellent progress in all areas of School life is the result of effort. In particular we aim to instil in our pupils an understanding that the right effort put into developing key learning habits and taking responsibility for academic work leads to excellent progress; learning how to learn is the best preparation for a happy and successful future in a changing world; everyone has potential for personal and academic growth
- To provide excellent teaching, supported by excellent resources, which enables our pupils to attain high levels of academic achievement. Significant value added performance will produce outstanding examination results that enable our pupils to gain places at top universities in the UK and abroad.
- Through high quality pastoral care, to provide an environment in which all members of the community feel supported and secure enabling the School to equip the boys to make the most of their lives and to contribute positively to the lives of others. Guided by a PSHE programme that develops an understanding of the importance of physical, emotional and mental well-being, the boys are helped to develop the self-reflective capacities and pursue proven strategies which will allow them to maintain their well-being now and preserve it in their future lives.
- To provide a diverse, high quality co-curricular programme that helps every pupil discover and develop their talents. The programme challenges the boys, encourages a breadth of interests and develops character, creativity and teamwork.
- To provide a range of leadership opportunities that will allow our pupils to develop the skills necessary to have a positive impact on the lives of others.
- To maintain and develop supportive and open relationships with all members of the School community- pupils, parents, staff and, in due course, alumni – and to raise our profile in the local community and further afield.

ACADEMIC CURRICULUM



Academic excellence is central to Wetherby Senior School, complemented by our aim to nurture genuine enjoyment of learning and intellectual curiosity. Our boys take pride in their progress, actively participate in their learning in the classroom and gradually become independent learners. The school was highly successful in delivering remote learning and now has e-learning embedded in the curriculum. There are currently around 400 boys and individual attention is fostered through small class sizes and dedicated teaching staff.

We are an academically selective school and the main points of entry are 11+, 13+ and 16+. The School is divided into the Lower

School (Years 6 to 9), Middle School (Years 10 to 11) and the Sixth Form with Heads of Section taking responsibility for each age group.

Core subjects at GCSE are Maths, English, English Literature, a modern language and three separate Sciences or double award. For GCSE 51% of grades achieved were 8-9 and 76% of grades were 7-9. At A Level in 2020, 58% of all grades achieved were A*-A and 85% were A*-B. Sixth Formers follow a course of three A Levels as well as the Extended Project Qualification. Some boys choose to study a fourth A Level, for example Further Maths.



CO-CURRICULAR

Wetherby provides an extensive array of opportunities for pupils to express themselves, both within and beyond the formal curriculum. Music, Drama, Art and Debating are all vibrant dimensions of school life and the boys are encouraged to develop their individual talents and interests. Members of the teaching staff assist with the extra-curricular activities, which range from orchestra and coding to yoga and basketball.



There is also an opportunity for boys to gain a greater perspective on important social, political and cultural issues through a range of talks, clubs and societies.

PASTORAL CARE AND WELLBEING



The pastoral system underpins everyday life at Wetherby - we want to give our boys the tools necessary to deal with the challenges of teenage life while helping them to become young men who will make a positive contribution to society.

Our pastoral system is overseen by the Heads of Section with support from a network of tutors, who stay in close contact with parents regarding their son's progress, helping to forge a true sense of community for staff, parents and pupils.

Wetherby has a dedicated Wellbeing Team in place with counselling and coaching available to all pupils. This coaching addresses all areas, including mental health issues, stress management and relationships and is focused on nurturing the confidence and wellbeing of our boys.



HEAD OF MIDDLE SCHOOL

Job Specification

The position of Head of Middle School is one of significant importance and responsibility. It involves oversight of all aspects of the personal and academic development of each boy as they prepare for their first public examinations and, as a result, the Head of Middle School is the focal point for all communications about the boys with Teachers, Tutors and Parents.

The Deputy Head (Pastoral & Wellbeing) and the Deputy Head (Academic) provide support for the Heads of Section, including opportunities to share best practice and training. The Head of Middle School leads the team of Tutors and works with them to support the boys as they prepare for their GCSEs, Sixth Form and beyond.

As a member of the Senior Management Team, the Head of Middle School contributes to the overall leadership and management of the School and is active in promoting its aims and supporting an ethos that promotes achievement and high standards.

The Head of Middle School teaches a reduced timetable and is one of three Deputy Designated Safeguarding Leads.

The preferred subjects are Economics & Business Studies, Mathematics, Physical Education, Chemistry and Modern Foreign Languages but applicants from all disciplines will be considered.



HEAD OF MIDDLE SCHOOL

1. Attending SMT meetings and Section meetings to manage the day-to-day running of the pastoral side of the School.

2. Responsibility for managing the pastoral care and academic development of pupils in the Middle School:

- Developing an environment in which each pupil is able to develop his talents and interests to the full, while contributing positively to his year group and the wider School community.
- Assisting the Deputy Head (Pastoral and Wellbeing) in the continuous development of the School's pastoral policies, pastoral aims and the PSHE programme.
- Working with the Deputy Head (Pastoral and Wellbeing) and the Heads of Lower School and Sixth Form to develop and co-ordinate pastoral initiatives, including the ethos of the Values Wheel.
- Working with the Deputy Head (Pastoral and Wellbeing) and the Heads of Lower School and Sixth Form to plan and develop the Pastoral Calendar.
- Organising regular workshops, opportunities and talks for pupils with outside providers and introducing new partnerships as appropriate.
- Leading on Middle School Section Assembly.
- Liaising with the Wellbeing Team to facilitate pupil coaching and counselling.
- Setting high expectations of academic work among the pupils, overseeing their academic progress and supporting classroom teachers in encouraging high levels of effort and progress.
- Assisting the Deputy Head Academic and Director of Studies in using assessment & tracking data to implement strategies to improve the progress of individual pupils across the Middle

School and advising the Deputy Head Academic of pupils of concern.

- Assisting the Deputy Head Academic and the SENCO in co-ordinating the provision for SEND pupils in conjunction with Teachers and Heads of Department.
- Assisting the Deputy Head Academic and the Director of Studies in promoting a culture of independent learning throughout the Middle School.
- Working with the Head of Sixth Form and Head of Careers to help to provide pupils with effective guidance for A Level options and choices.
- Dealing with pupil absence, lateness and disciplinary matters in the Middle School.
- Implementing the School's Reward Policy and the Behaviour for Learning Policy for Middle School pupils.
- Ensuring that the School's safeguarding policies on child protection and health and safety are implemented effectively.
- Leading the Induction process for new pupils in Middle School and working with Year 9 Tutors to ensure the smooth transfer of current pupils as they begin their GCSE courses.
- Communicating effectively with parents on all matters relating to their sons, both on an individual and collective basis.

3. Responsibility for leading a team of Tutors:

- Chairing weekly team meetings to monitor pupil progress and lead on pastoral and wellbeing issues in Middle School.
- Working with Tutors to implement strategies to improve individual and collective pupil progress as necessary.
- Developing the PSHE Schemes of Work and monitoring high-quality delivery of PSHE via learning walks and observation.
- Line managing the Assistant Head of Middle School.

4. Responsibility for the day-to-day administration and running of Middle School:

- Overseeing the maintenance and upgrading of the fabric, furniture and facilities of year group areas.
- Managing the Middle School budget effectively.

5. Helping with the marketing and admissions process of the School:

- Meeting prospective parents and attending Open Mornings and other marketing events, as required.
- Working with the Head of Sixth Form to arrange open evenings and other events to promote the Sixth Form.
- Assisting on interview panels for applicants for places.

Candidate Profile:

Suitable candidates will have:

- Outstanding subject knowledge, academic qualifications and to be able to communicate their enthusiasm.
- Be able to deliver dynamic and effective lessons to the full ability range of pupils at the School.
- Highly effective communication skills for interacting with all members of the School community.
- A genuine commitment to pastoral care and the welfare and safeguarding of pupils.

- Interests and abilities that can enhance the School's co-curricular programme.
- Excellent inter-personal skills.
- Excellent administrative, organisational and IT skills.

The Alpha Plus Group has its own salary scale and pension scheme.

Wetherby Senior School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post including check with past employers and the Disclosure and Barring Service (DBS).

Please submit applications through the Alpha Plus Portal - [Click Here](#)

Applications should reach the school no later than Monday 1st March 2021 at 9.00am.

Interviews may be held at any stage after applications are received, so candidates are advised to apply as soon as possible. We may close the vacancy earlier than the specified deadline, if the right candidate is found.