

Ridgewood School Recruitment Pack

Position: Assistant Headteacher Achievement

Prepare for the road ahead

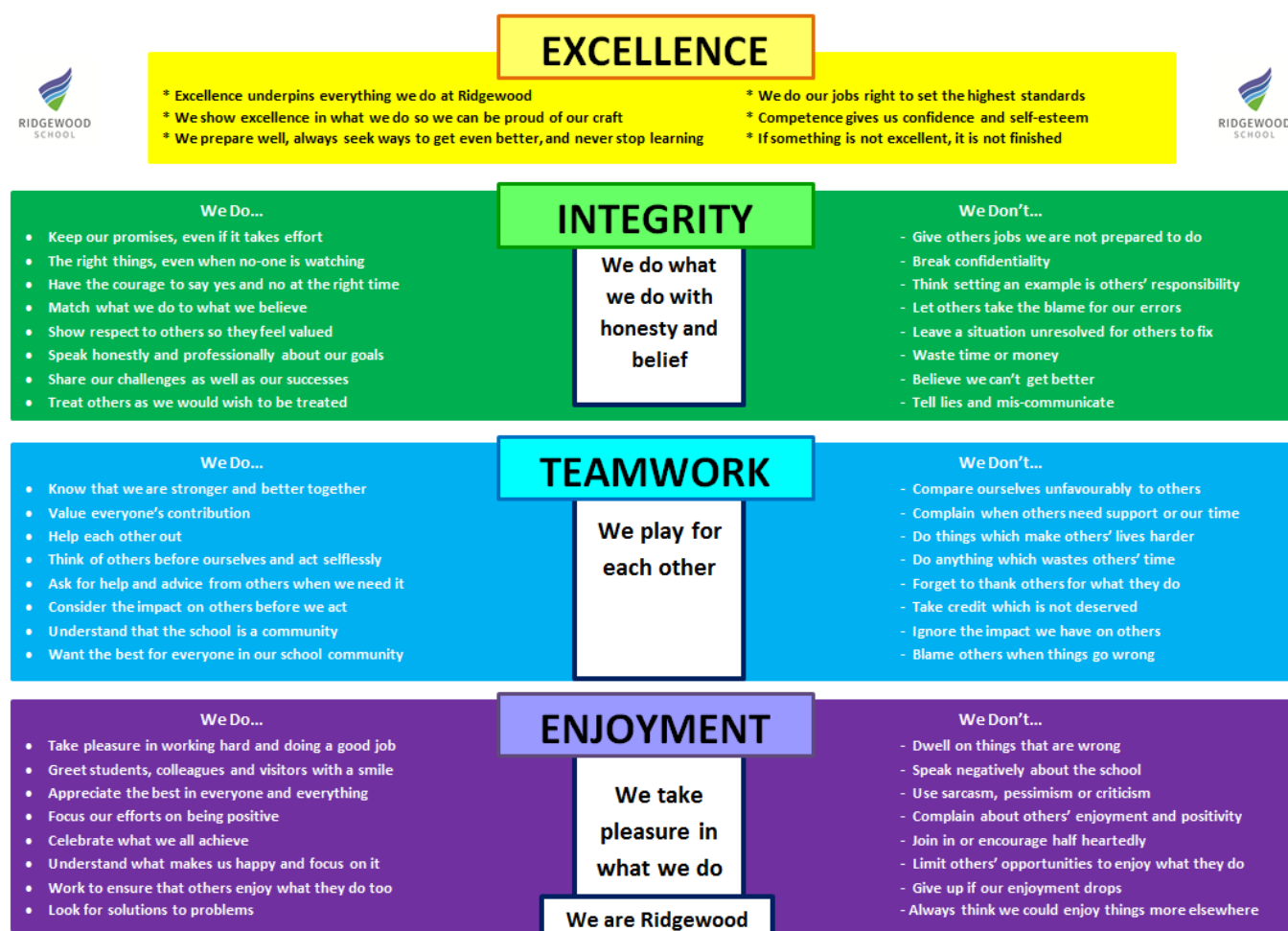
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Ridgewood School – Values and Ethos

Our Values

We educate the whole child. Ridgewood School seeks to provide all its students with the opportunities and support which enable them to achieve and exceed their potential, not only in terms of academic achievement, but as a valuable member of the school community, and of the wider society beyond.



Ethos and Aims

- To raise the aspirations of students so they desire to achieve and exceed targets set for them, both within and beyond the classroom.
- To engender a sense of collaborative purpose, so students and staff work together to achieve their best.
- To care for students as individuals and to respect their talents, aspirations, strengths and unique qualities.
- To provide opportunities for students to be engaged, interested and challenged by what they do and learn, every day.
- To continually strive for improvement in all areas, through hard work, resilience and determination.

Letter from the Headteacher

Dear applicant,

Thank you for your interest in the position of Assistant Headteacher Achievement at Ridgewood School.

At Ridgewood, we seek to appoint staff who are fully committed to securing students' success, and who love what they do. It is important to us that you enjoy your time working at Ridgewood, and that you feel able to give 100% in a supportive, innovative and high-energy environment. Our team of staff and governors are dedicated to ensuring that all our students reach their full potential, and that staff also feel they can be the best they can be.

The successful applicant will join a school community of friendly, committed and enthusiastic teaching and support staff. We believe that the best results come when we all work together, and we hope that the successful applicant will soon become part of our community and feel part of our inclusive ethos.

Ridgewood School is very proud of what it offers both students and staff. The opportunities students are given to develop their talents and skills are matched by the opportunities staff receive to develop their practice, enhance their knowledge and become better teachers every day.

I hope you feel that Ridgewood is the right school for you. We believe there is a lot we can offer those who choose to come and work here. If you would like to arrange a visit to the school, please speak to Frances Hamlet who will be happy to arrange it. I look forward to receiving your application.

Yours sincerely,

Maggie Dunn

Headteacher
Ridgewood School

About Ridgewood School

“We want every student who leaves Ridgewood School to aspire to achieve beyond what they thought they could do when they first started with us. Our core values emphasise high standards, pride in everything we do, and working together as school community to achieve the best, both inside and beyond the classroom. Nobody at Ridgewood settles for second best. It is important to us that our students not only achieve great results, but develop as people who are ready to meet any challenges they face in the future with confidence and self-assurance. We want to give our students opportunities that let them grow both intellectually and personally, and enable them to develop their own unique characters. Students at Ridgewood are given the means to contribute to both our school community and the wider community beyond. We educate the whole child so that students immerse themselves wholeheartedly in school life, and leave with a desire to contribute to society.

We offer our students an environment in which they can flourish, and see the results of their own hard work pay off. With the help of our dedicated staff, they can prepare for the road ahead and begin their journey into adult life equipped with the skills they need to ensure a happy and successful future.”

– Maggie Dunn, Headteacher



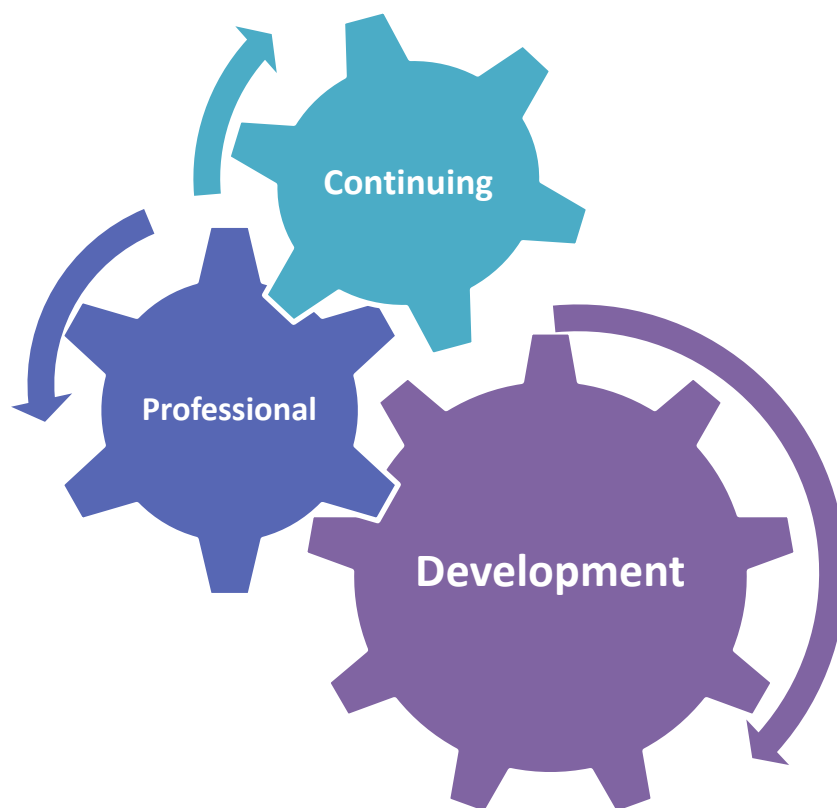
Training and Development Opportunities

At Ridgewood, we believe that the effective training, support and development of our staff enables them to be the best they can be, and to give our students an exceptional teaching experience. Ridgewood offers its staff bespoke packages which are tailored to their career point and path, and which encourage them to become reflective, enthusiastic and expert practitioners.

Our CPD is varied and matched to the needs of our staff, both teaching and associate. Teaching staff engage in whole school training in teaching and learning, understanding our school systems and quality assuring data, as well as benefitting from Hyperion, our coaching programme which focuses on classroom practice over a seven week cycle. Our Lead Practitioners take staff through a personal journey where they seek to develop a specialist area of their practice and become accomplished and confident practitioners.



At Ridgewood, we also benefit from a dedicated Leadership Coach who develops training and support for all our staff. Training, coaching, shadowing of roles, one-to-one support, project-based development and a range of other forms of CPD can be organised by our Leadership Coach in order to support staff to develop effectively in their jobs, and to understand how to make the next step in their career.



Our unique Oracle Leadership Development Programme offers all staff the chance to access training based on their own needs and aspirations, and matches training available to our ten Ridgewood Leadership Traits, which have been developed to promote effective leadership in all areas of the school.

Setting high expectations	Managing and leading people
Showing ambition	Change management
Understanding the school's effectiveness	Introducing new initiatives
Taking risks	Developing a leadership style
Reflecting on and debating experiences	Driving and sustaining improvement

Staff benefit from being able to select CPD to undertake at a time which suits them, and in a format which matches their learning style. All CPD is also recorded centrally, so staff have a comprehensive record of the training they have taken part in each year, and can use this to develop their own training package as they progress through their career.

Our Curriculum



Our academic curriculum aims to offer students of all abilities and talents an opportunity to develop their knowledge and skills across a wide variety of subjects. We are committed to providing a curriculum which is challenging yet accessible, and which fosters a love of learning, as well as enabling students to achieve success in exams and assessments. Students follow a two-week timetable in order to maximise learning time. We regularly review our curriculum, to ensure that the needs of all our students are being met. More details of each subject can be found on our website.



Our Extra-Curricular Opportunities

Because we value a rounded education, our students have access to an extremely wide range of extra-curricular opportunities and trips. We firmly believe that students get out of school what they put in to it, so we encourage our students of all ages to get actively involved in the many clubs on offer.



Trips

Experiencing 'real world' versions of what students are taught in a classroom helps embed learning and broaden students' knowledge and understanding. Our geographers undertake field trips to the Holderness coast and the Yorkshire Dales, whilst our English and Drama students get the chance to watch professional theatre productions of the texts they study in lessons, last year seeing *Cymbeline* and *Rebecca*, amongst others. Productions by the Royal Shakespeare Company are also streamed live to the school, meaning our students only need venture as far as our Faraday auditorium in order to experience world class theatre! Our Engineering students get to see how engineers work on a massive scale, and visit current building projects to witness first-hand the theory they learn in class.



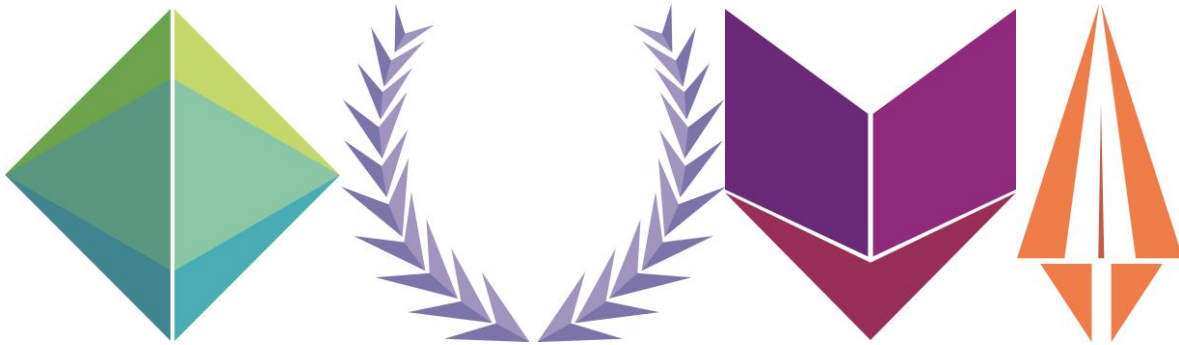
Clubs

Within school, there are over thirty clubs that students can join. These range from those aimed at students who enjoy sport (badminton, hockey, rugby, football, netball, basketball) to those for our aspiring businessmen and women, including the prestigious Young Enterprise initiative. We are also lucky enough to have our own dedicated Lego Suite, where we offer clubs, competitions and programming. For students interested in performing arts and the theatre, activities take place on a daily basis. The Theatre Lighting Tech Group learn the skills behind lighting a stage production, whilst the PATCH students receive a bespoke weekly arts provision, covering singing, dancing and acting, and culminating in a range of spectacular concerts throughout the year. We also submit entries to Connections, a high profile National Theatre competition, and the South Yorkshire Road Safety competition, which we won two years in a row. Our Music department is thriving, offering everything from African drumming to our contemporary choir 'Vocal Beatz'. Our brand new suite of iMacs also enables us to offer cutting edge tuition in music technology alongside our more traditional string ensemble and concert band.



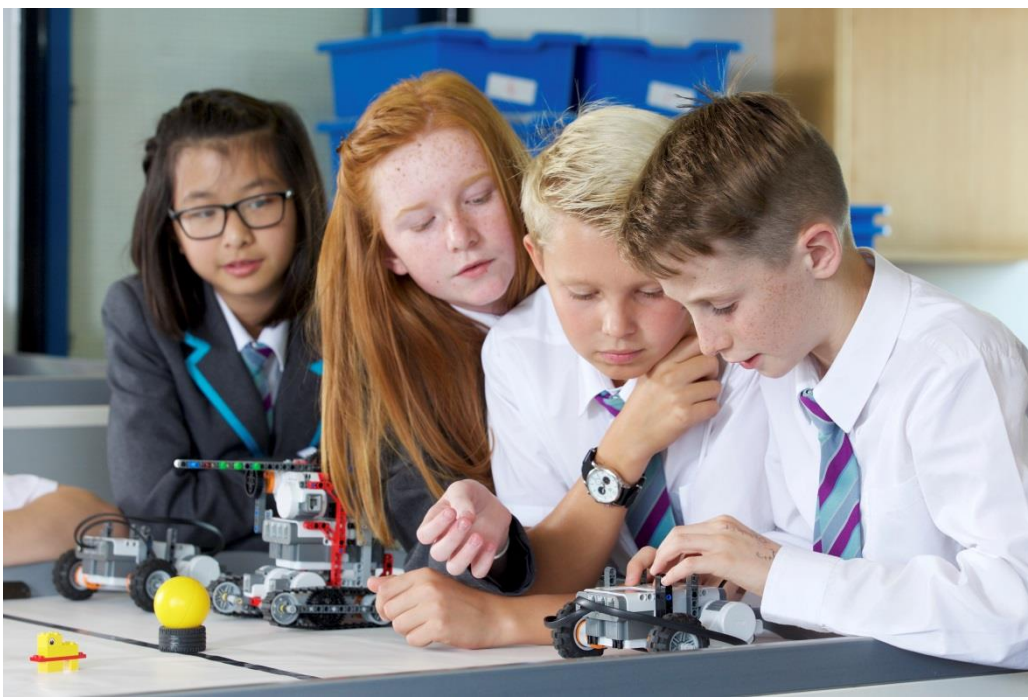
Our House System

Our house system is all about ensuring that students become well-rounded individuals who contribute and get involved, whatever their talent or passion. It provides every student in the school with a plethora of opportunities to engage in competitions, support and mentor others, represent the school in a range of activities, and learn what it means to be part of a community. We are extremely proud of our house system.



Overview of our House System

When students arrive at Ridgewood, they are assigned to one of four houses: Imperatrix, Voltigeur, Ambidexter or Margrave. These houses reflect both our geographical location in Doncaster, and the history of the area. Each house is led by a Head of House. This role is taken by a member of our Post-16 community who takes on responsibility for overall leadership of the house, and who co-ordinates a team of prefects from years 7-11. Prefects are also leaders; they co-ordinate house-based events and may help out throughout the year at events such as Open Evening and with our Y6 visitors during Transition Week. To be a prefect or Head of House is to take on a position of great pride.



Our Rewards and Character Curriculum

Ridgewood has its own unique approach to PSHE (personal, social, and health education) which we call our 'Character Curriculum'. This is delivered by a form tutor in a designated session at the end of each day. Students get the chance to speak to their form tutor as their primary pastoral point of contact, and to undertake a range of stimulating and thought-provoking activities which are designed to help them understand their own personal development, and to become better citizens.

Assemblies also link these ideas together, and are a chance for students to celebrate what they have learnt and discovered about British values and our twenty-first century society. Importantly, Character Curriculum time is used to deliver our 'Prevent' agenda and to ensure that students are aware of the dangers of radicalisation.

Our Character Curriculum enables us to deliver our vision for PSHE: 'everyone striving to be the best citizen they can be'.



ALTUS

The Latin word 'altus' means high, noble or profound. We thought this was an appropriate way to describe the students who achieve this status at Ridgewood, and so we developed the Altus reward scheme in order to recognise outstanding effort and attitude. As well as having a Latin meaning, we have also attributed the qualities of our Altus students to each letter of the word:

A is for attitude

L is for leadership

T is for teamwork

U is for understanding

S is for success

After each round of Creating Futures data has been entered and distributed to students and their parents, those students who are on or above target in every subject, and who display a 'Motivated' or 'Outstanding' attitude in all their subjects, will be rewarded with an Altus badge in a special Altus assembly.

Behaviour for Learning

Our Behaviour for Learning policy (BfL) ensures that students are able to learn and work without distractions, and that praise is at the forefront of every lesson. It has four simple rules which students must follow:

- Remain on-task at all times
- Remain silent when the teacher is talking
- Speak to other people in a pleasant way
- Do not touch another student

Those students who do not follow these rules will receive consequences which may lead to an after school detention if the rules are consistently broken. Students who follow the rules will receive praise from their teachers, and will be eligible for the Altus reward system. We strive to create an environment where teachers can teach, and students can learn.



Sixth Form

Our Sixth Form provision is first class and our results are a testament to the excellent teaching that students receive, and the commitment and hard work of all our Sixth Form students. Over 90% of our Sixth Form students go on to study at university, with one in three gaining a place at a prestigious Russell Group university (which is twice the national average). Over 90% of our students progressed onto their first choice university in 2017. We believe our students leave Ridgewood not only ready for the academic challenges that lie ahead, but with the skills and attributes to become active citizens and confident leaders.

Facilities

We have excellent facilities, many of which are uniquely available to our Sixth Form students in our Faraday Sixth Form Centre.

- A purpose built Sixth Form Centre which includes subject-specific classrooms
- Purpose built Science and STEM laboratories
- Resource centres housing key texts, journals and access to bookable equipment such as tablets and digital cameras
- Several IT suites
- A 200-seat, multi-use auditorium
- A mix of study and social spaces
- A café

As well as the facilities in the Sixth Form Centre, students have access to main school facilities.

- A gymnasium, a full sized sports hall, a fitness room, three 5-a-side football pitches, one 9-a-side football pitch, two 11-a-side football pitches, one full sized rugby pitch, three netball courts and four tennis courts
- An iMac suite featuring 26 iMacs with MIDI keyboards with Sibelius, Garage Band and Logic Pro X software
- Six fully restored music practice rooms (benefitting from an electric drum kit, keyboard, guitar, bass, microphone and multi-channel amp)
- Laser cutters, 3D printers, CNC Milling machines, and a range of state of the art engineering facilities
- A kiln for clay work
- Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people



Activities and Events

Duke of Edinburgh Gold Award

A highly prestigious, nationally recognised qualification offered to all Sixth Form students, D of E enables students to develop a vast range of skills, both physical and mental, and they are supported by specialist, highly trained staff.

Young Enterprise

Students involved with the Young Enterprise programme at Ridgewood have won almost 40 awards in just four years – an amazing achievement. The programme provides students with the opportunity to run their own business, source finance, manufacture a product and sell it to members of the public.

PELP (Professional Educational Leadership Programme)

PELP provides an exciting opportunity for Sixth Form students to mentor younger pupils in specific subjects. This is a bespoke programme tailored to develop the skill set of Sixth Form students and enhance the academic progress made by younger students.

Sports Leaders Award Level 3

For those studying PE at Sixth Form, there is an opportunity to take part in the Sports Leaders Award programme. As part of this scheme, students have the opportunity to lead on a particular area of sport, and to design and deliver sessions to others to help improve fitness.

National Citizens Service (NCS)

Ridgewood School is proud of having formed an exciting partnership with the Doncaster Rovers Club Foundation in order to provide students with opportunities to take part in the NCS programme. Students complete the scheme during the summer holidays and spend two weeks away from home; the first week involves a residential activity and the second week is spent volunteering within local charities.

MOOCs

In addition to their scheduled lessons, students at Ridgewood School have the opportunity to complete a Massive Open Online Courses (MOOC). MOOCs are online courses offered by a variety of renowned universities from around the world, and enable students to access a variety of subjects.

Camps International

New this year will be the exciting opportunity to take part in a once-in-a-lifetime trip to Tanzania, co-ordinated by Camps International. As part of the programme, students will volunteer for two weeks within a Tanzanian village, helping to develop vital infrastructure including schools, medical centres and houses. They will spend a further week taking part in a PADI scuba diving course, leading to their first PADI qualification.

Internships

Students in Year 12 complete a week-long internship within a professional working environment and we are fortunate to have access to a wide range of internship providers from finance to the motor industry, and healthcare settings to education. We work closely with our students at all stages of the process to ensure that they are matched to the appropriate internship placement.

The internship scheme truly enables students to expand their horizons, experience a taste of the careers they wish to pursue and in some cases, provide opportunities for a taste of independent living. Vital relationships have been developed as a direct result of internships, particularly in the field of medicine where students have the opportunity to live away from home for a week whilst working at The James Cook Hospital in Middlesbrough. Students are not confined to the local area for their placements, and some have taken this chance to complete placements in France and Spain. As well as providing students with a unique window into a potential future career, the scheme has also allowed them to establish key contacts and points of reference that they can use throughout their careers.

Validus

We are extremely proud to be able to offer our staff and students Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people and staff.

Validus provides a programme of holistic support, including qualified counselling support, professional and targeted support for young people experiencing issues, and specialist support for those pupil experiencing stress, anxiety, depression and low mood. It also raises the profile of wellbeing for all young people and staff and effectively supports our wider school teams. This outstanding facility enables us to effectively coordinate safeguarding, child protection, welfare and health concerns through one central hub and to provide opportunities for working with families and the wider community. It is also an appropriate and confidential venue for external agency workers working with young people and their families in school. Each room in Validus has a dedicated purpose designed to meet young people's specific needs.

GROUND FLOOR

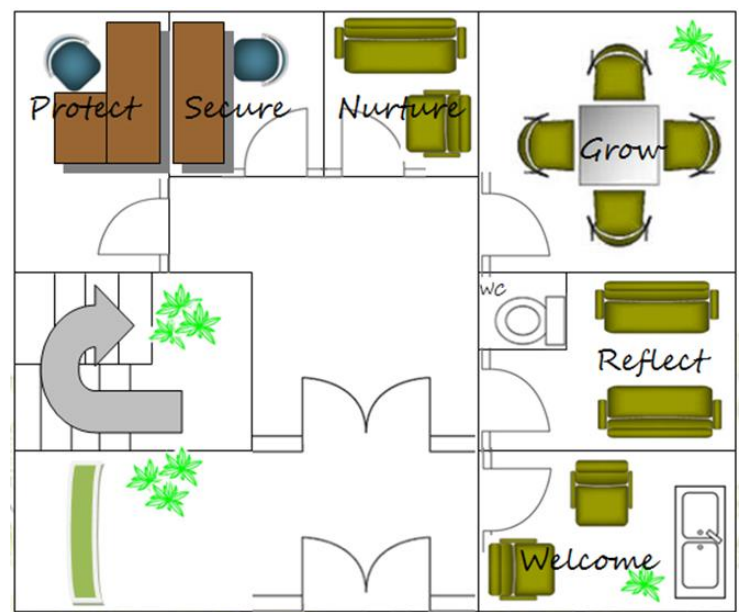
Protect: safeguarding officer base

Secure: administrative base

Nurture: individual safe space

Grow: multi agency base/workshop room

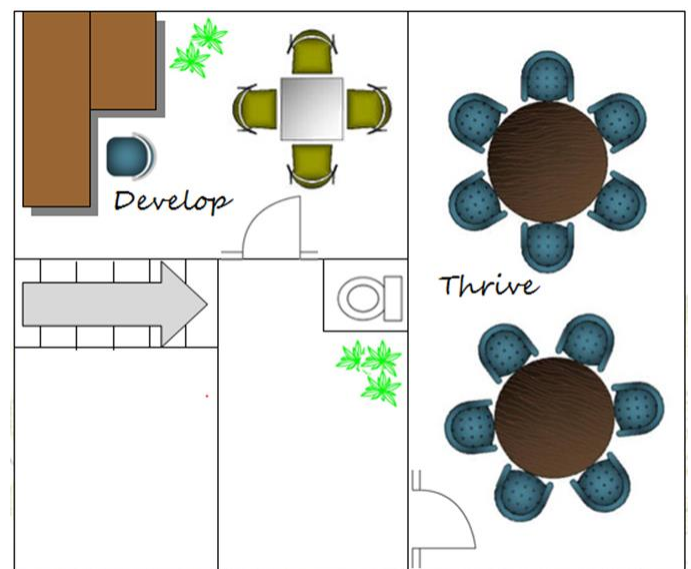
Reflect: counselling room



FIRST FLOOR

Thrive: large workshop space and programme room

Develop: strategy and safeguarding/inclusion and SEND clinics



Job Description

TITLE: Assistant Headteacher Achievement
RESPONSIBLE TO: The Headteacher
SALARY RANGE: L12-16 negotiable for a suitably qualified and experienced candidate

RESPONSIBLE FOR: In addition to the Conditions of Employment as laid down in the School Teachers' Pay and Conditions Document 2013, the Postholder will provide strategic leadership and be accountable for direction, standards achieved and quality. The Postholder will, with the Senior Team (individual and collective), provide the leadership and management which enables Ridgewood to give every pupil the highest quality education and which promotes the highest possible standards of achievement and well-being.

MAIN RESPONSIBILITIES:

- To secure outstanding outcomes for all students through the leadership of our student tracking systems and student profiling systems.
- To ensure high quality analysis of data is used to inform planning for progress at all levels, including support for curriculum design and high impact teaching.

KEY ACCOUNTABILITIES:

- To ensure that the school reaches its aspirational targets in terms of the achievement of all students.
- To provide strategic leadership of achievement to ensure these aims.
- To lead the Ridgewood School CF systems to provide high quality, accurate information to monitor students' on-going performance and oversee high impact interventions where appropriate.
- To Provide high quality analysis of CF data to support planning for progress for high impact teaching and curriculum design.
- To prepare a detailed analysis and evaluation of student progress and attainment at department level to support middle leaders to drive student progress and be held to account for it.
- To ensure leaders across the school are pro-actively using the data to bring about change and improvement.
- To implement strategic support programmes to improve attainment and progress for targeted individuals/groups in line with school priorities.
- To challenge and support Heads of Department to raise standards of achievement and progress in their subject areas.
- To produce a variety of reports and analysis regularly to ensure effective monitoring of student progress and outcomes.
- To produce reports and analysis which are fit for purpose and suitable for use at all levels of leadership and management.
- To prepare detailed analysis and evaluation of student progress and attainment at the end of each academic year.
- To develop systems, policies and documents to enable the sharing of good practice in tracking and monitoring of student progress across the school.
- To analyse, evaluate and report to relevant staff, and Governors, local and national comparisons of school and subject performance.
- To work with the Assistant Headteacher Data, Curriculum and Assessment to ensure data is used intelligently by all staff to support outstanding student outcomes.

- To work with Deputy Headteacher (Standards), to ensure that lessons are informed by students' prior and predicted data.
- To report to the Senior Team and Governing Body on student and staff performance.
- To keep up to date with the development of creative and innovative practices in all areas of responsibility.
- To line manage and performance manage designated Heads of Faculty.

GENERAL SENIOR LEADERSHIP RESPONSIBILITIES:

- Create and foster an environment of reflective practice and CPD, leading by example in all aspects of personal and professional development.
- Develop and maintain a culture of high expectations for self and others.
- Update the Headteacher, other senior leaders and the Governing Body on the effectiveness of the provision.
- Lead by example as a teacher, and as a manager, achieving high standards of student attainment and progress, behaviour and motivation through effective teaching.
- Challenge under-performance at all levels and to ensure corrective action and follow up.
- Support the development and maintenance of school policies and practices to ensure consistent application.
- Have a teaching commitment in line with Assistant Headteacher status.
- Plan, chair and organise meetings as appropriate.
- Sustain effective, positive relationships with all staff, pupils, parents/carers, Governors and the local community.
- Liaise effectively with all stakeholders including parents/carers, feeder schools, secondary schools, business and community partners, in line with strategic objectives.
- Maintain clear expectations and high standards of professionalism.
- Attend school events and activities as directed by the Headteacher.
- Keep the Senior Team up to date with national developments specific to the post's areas of responsibility.
- Contribute to, and at times lead, research projects.
- Manage budget(s) in line with areas of responsibility.
- Take assemblies and participate in break, lunchtime, before and after hours' supervision.
- Any other reasonable duties as requested by the Headteacher.

Creating the Future of the School

- Working with the Senior Leadership Team of Ridgewood School to continue to shape and develop the strategic vision of the School
- Motivate others to create a shared learning culture and positive climate through distribution of leadership through teams and individuals.
- Translate the vision into agreed objectives and operational plans.

Key Documents Responsibility:

- Relevant Contributions to the School SEF.
- Relevant contributions to the School Development Plan.
- Relevant policy and practice contributions for the Staff Handbook.
- Relevant reports to Governors, including Principal's report to Governors.

The responsibilities and duties will be reviewed and modified as Senior Leadership Team evolves.

Person Specification

Post Title: Assistant Headteacher Achievement

ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications <ul style="list-style-type: none"> • Academically strong with a good degree • Qualified teacher status • An outstanding classroom practitioner with a strong track record of achieving excellent examination results • Committed to continuing professional development 	<ul style="list-style-type: none"> • Further relevant qualification/study and/or commitment to further study e.g. Masters, MBA 	Application Form Certificates Verification by DfE Interview
Experience <ul style="list-style-type: none"> • Experience at senior level • Working successfully as a member of a team • Managing staff • Supporting and directing the overall raising of aspirations and standards across the range of abilities 	<ul style="list-style-type: none"> • Can demonstrate impact in the use of data to drive progress at a Departmental or whole school level 	Application Form Interview
Professional Development <ul style="list-style-type: none"> • Evidence of CPD in the last 5 years relevant to current management and educational issues. 	<ul style="list-style-type: none"> • Experience of planning and managing staff development 	Application Form Interview
Leadership and Management Skills <ul style="list-style-type: none"> • Evidence of leadership and motivational skills • Good written and oral communication • Proven organisational ability • Strategic and resource management • Individual coaching to improve performance • Self-evaluation • Leadership of change • Ability to delegate 	<ul style="list-style-type: none"> • Excellent ICT skills • A clear educational vision for the 21st Century 	Application Form Interview
Special Knowledge <ul style="list-style-type: none"> • Clear understanding of what constitutes an 'outstanding school' • Detailed knowledge of current curriculum issues • Understanding and knowledge of current issues in education • Clarity of understanding of the current Ofsted Inspection Framework 	<ul style="list-style-type: none"> • Knowledge of administrative procedures • Assessment, recording and reporting 	Application Form Interview

<p>Personal and Professional Attributes</p> <ul style="list-style-type: none"> • Creative thinker • Able to work independently or as part of a team • Good inter-personal skills – listening, negotiating, persuading • Excellent organisational and administrative skills, to be proactive and flexible • Good attention to detail • Resourceful and resilient • An ability to command the respect of pupils, staff, parents and Governors • To deliver whilst under pressure • To seek excellence for achievement and behaviour throughout the school 	<ul style="list-style-type: none"> • An ability to think ‘out of the box’ • Sense of humour 	<p>Application Form Interview</p>
<p>Physical Attributes As assessed and advised by Occupational Health</p>		<p>Medical Questionnaire Medical examination if required</p>
<p>The post is subject to a satisfactory record check being undertaken by the Disclosure & Barring Service</p>		

Job Advert

www.ridgewoodschool.co.uk

ASSISTANT HEADTEACHER – 2 Posts (L12-16 negotiable for a suitably qualified candidate)

Ridgewood School wish to appoint two inspiring and dedicated Assistant Headteachers to join a school which strives for excellence in all respects and which believes in giving children the best possible opportunities to succeed, both academically and as members of the community.

Post 1 - Assistant Headteacher Director of Sixth Form

Post 2 - Assistant Headteacher Achievement

Candidates may wish to apply for one of these positions or may wish to be considered for both.

Assistant Headteacher Director of Sixth Form

We are looking for a dedicated and inspirational leader to build on the success of our outstanding sixth form. Now 6 years old and located in a state of the art 5.5 million pound building our sixth form continues to flourish and our students achieve outstanding outcomes.

Assistant Headteacher Achievement

You will be an exceptional leader who is aspirational for all of our students to achieve outstanding outcomes and build on the success the school has achieved in recent years. We are looking for a colleague with the leadership capacity to continue to significantly raise achievement across school.

As a Good school with an Outstanding Sixth Form, we are enjoying a trajectory of continued success and look forward to welcoming a successful applicant who can join us on our journey. Ridgewood is a happy school with welcoming staff and students serving a very supportive community on the outskirts of Doncaster, close to the A1. Our school motto, 'Prepare for the road ahead', represents our belief in preparing our staff and students for their future, not only in terms of academic achievement, but also in terms of the training, enrichment and experiences which make us model citizens. Our school values – Excellence, Integrity, Teamwork and Enjoyment – underpin what we do and contribute to our ethos in everything we undertake as a school community. We set our standards high and do not compromise, because we believe in the best for everyone.

We are looking for:

- Exceptional leaders with experience of securing outstanding outcomes for students
- Team players and excellent role models to all stakeholders
- Confident individuals who have a track record of creating a culture of high standards and expectations
- Strategists who are able to demonstrate a perceptive overview of school improvement
- Meticulous analysts who can use data to support all staff in the school to promote progress for all students

In return we offer the successful applicant:

- A dedicated, passionate and supportive staff who aspire for excellence for both themselves and the students
- The chance to be part of a high-performing team of senior leaders committed whole school development

- The prospect of developing innovative and exciting solutions for continued school improvement
- The opportunity to learn and develop even further through unique training programmes
- A leadership role which allows for the freedom to develop and lead projects and initiatives

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. This post is subject to an enhanced DBS check. The school operates a no smoking policy.

Ridgewood School became an Academy on 1 November 2011 and is not part of an academy chain. We are a school that is fully committed to the personal and educational development of all our students. The start date for the post is Easter 2018 or June 2018.

Application forms are available either via the TES, the Vacancies link on the school website <http://www.ridgewoodschool.co.uk/page/?title=Vacancies&pid=50>, by email appls@ridgewoodschool.co.uk, or by phoning 01302 783939.

We welcome visits from potential candidates. Please contact Frances Hamlet, PA to the Headteacher to arrange this (Tel: 01302 800482)

Completed applications should be returned directly to school via post or email: appls@ridgewoodschool.co.uk or via TES by midday Monday 5 February 2018 at the latest. Interviews will take place on Wednesday 7 and Thursday 8 February 2018.