



# The Ridgeway School & Sixth Form College

## Candidate Information

January 2024

RESPECT - HONESTY - ENDEAVOUR - CREATIVITY - COMMUNITY

# Our School Vision and Purpose

Our shared vision is that our students, colleagues and families will be part of a **FAIR** community.

We will support our school **Family** to **Achieve** their potential, and **Inspire** students to **Reach** the very best destinations.



Dear Candidate,

Thank you for your interest in joining The Ridgeway Community. We are now seeking to appoint dynamic, inspirational staff to join our fantastic school. The following is a personal perspective of this wonderful opportunity to shape the future of our students.

The aim of the school is quite simple, we want to provide the students with an unrivalled education where individuality is celebrated and potential realised. We want our students to develop into well-rounded individuals, ready to be successful in the next stage of their lives.

The Ridgeway School is an unashamedly 'caring' school, and its ethos is a key feature. The ethos contributes significantly to the wellbeing of all members of the school community. It is the mission, of each of the schools within The White Horse Federation, to nurture the students unconditionally and provide them with an education that develops them academically and morally.

Our staff strive to build on the positive relationships that exist in school and the happy environment in which we work. We recognise that relationships are important, and everyone works incredibly hard at this while continuing to have the highest expectations in terms of work and engagement.

I truly believe The Ridgeway School is a beacon of excellence and ultimately a life- changing school for the students of the catchment it serves. If you are up for the challenge of undertaking an important role in order for us to achieve this aim, have a core belief that all students, no matter what their background or ability, can achieve and have a passion for and a clear understanding of outstanding learning, you are definitely the right person for us.

**Mr A Cush**  
Principal



# About our School

At The Ridgeway School, the education we provide is guided by values of respect, honesty, endeavour, creativity and community. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

We are an 11-18, non-selective school where everyone, staff and students, strive to be the best they can be. We are proud of our warm and welcoming community, in which everyone participates to make a positive contribution. The language spoken is about aiming to be the best we can be. Teachers are unrelenting and ensure there are no limits or barriers to student achievement. Students enjoy their school lives and are proud of their school. Every decision we make has the students' best interests at the core.

Expectations are high and our students' approach to the community and learning is fantastic. At Ridgeway the small things matter and it is these marginal gains that impact on the holistic educational experience on offer. We encourage participation in a wide range of educational and life-enriching activities, finding a variety of ways to celebrate success and individuality. By the time students finish their education with us, they will have been challenged academically and nurtured into brilliant young adults.



# Our Academic Performance

Consistently one of the highest performing schools in the area, The Ridgeway School and Sixth Form College attracts students from 33 different primary schools. We value the development of every student and believe in a broad and balanced curriculum that focuses on creativity, innovation and developing skills that are transferable across subject areas. These values are coupled with a strong academic core. In 2023, 61% of students achieved 5+ including English and Mathematics.

The Sixth Form offers a broad range of Level 3 courses to 200 students. 2023 saw Ridgeway's best ever A level results with an A\* - B pass rate of 57%. The number of A\*/A grades increased to 32%. All Sixth Form students are encouraged to participate in extra-curricular activities, including EPQ, Silver and Gold Duke of Edinburgh Award, Sports Leaders, Ridgeway Stage Academy or to demonstrate leadership by assisting in the classroom with younger students. Approximately 80% of our Sixth Formers regularly go on to university, with 30% studying at Russell Group universities.

In the lower school, students are set from Year 7 in English, Maths, Science, MFL and Humanities and taught in mixed ability groups for PE, Technology and Creative and Performing Arts.



The school day is structured in five sixty minute lessons. There are four thirty minute mentoring sessions a week. An extensive enrichment programme is also offered to all students for one thirty minute slot per week, in addition to the extra-curricular offering.



# Our Curriculum

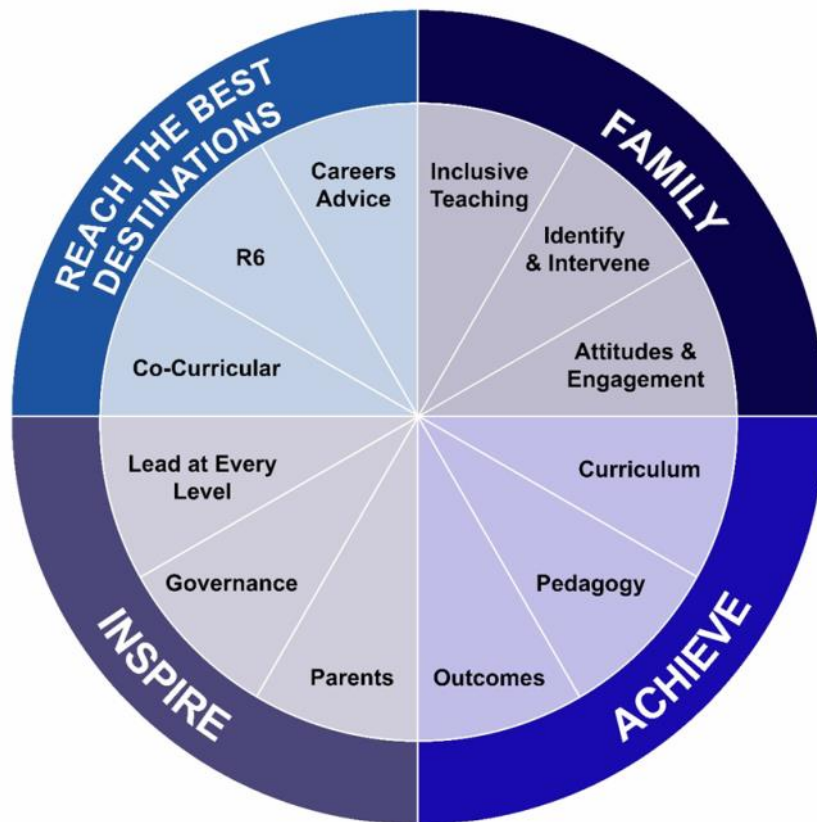
Our curriculum inspires learners for their future, turning aspiration into brilliant outcomes. Our curriculum is lived every minute, every day, creating a caring and inspiring learning environment where everyone's achievements are valued.

Our curriculum implementation coupled with our outstanding relationships support us in developing confident, mature and engaging young people who believe in themselves and their abilities.

 <b>The Ridgeway Model for Curriculum Planning</b> 					
<b>Intent</b>					
A -F Curriculum Statement					
Academic and ambitious			Driven by values		
Balanced and inclusive			Enriched with opportunities		
Core of literacy, oracy and numeracy			Furthered by foundation and hinterland knowledge		
<b>Content</b>					
<b>National Curriculum links</b> <i>How our curriculum links to the national framework</i>	<b>Core Knowledge</b> <i>What core knowledge is required?</i>	<b>Hinterland Knowledge</b> <i>The knowledge that lies beyond the curriculum that creates a love of the subject</i>	<b>Cultural knowledge</b> <i>How our knowledge deepens our understanding of the world around us</i>		
<b>Sequencing</b>					
<b>Knowledge mapping</b> <i>How our knowledge builds cumulatively across a period of time</i>	<b>Assessment design</b> <i>Assessment embeds knowledge, checks understanding and informs teaching</i>		<b>Cross Curricular links</b> <i>The curriculum supports students in making synoptic links within and across subjects</i>		
<b>Implementation</b>					
<b>Do Now</b> <i>Our lessons begin with engaging, mapped knowledge retrieval. 5 in 5.</i>	<b>Explanation</b> <i>Core knowledge is presented clearly, supporting students using dual coding and chunking</i>	<b>SEN 6</b> <i>Our lessons incorporate the following strategies to support our SEN learners: seating plans, scaffolding, chunking, dual coding, effective use of LSAs, LEARN.</i>	<b>I do/We Do Modelling</b> <i>Live modelling is used to support students to apply knowledge</i>	<b>You do - Deliberate practice</b> <i>Students work hard and independently to apply their knowledge and develop skills</i>	<b>Review of learning</b> <i>Learning reviews support students to commit content to the long-term memory and informs teaching</i>
<b>RESPECT   HONESTY   ENDEAVOUR   CREATIVITY   COMMUNITY</b>					

# 3 Year Development Plan

## The Journey to 2026



### Family

Attainment, pastoral care, safeguarding and wellbeing will be the responsibility of everyone at TRS. Our exceptional **attitudes and engagement** will define us at TRS. We will be a Warm, Welcoming and Friendly (WWF) school, built on genuine mutual respect and manners. Adults will respect and care for their students and focus on giving them what they need not just what they want. The uniform of TRS will be worn with pride and attendance and punctuality will be excellent. Students will positively engage with adults. Everyone at TRS will feel valued and part of the community.

Positive learning behaviour will ensure lessons environments are scholarly and engaging through **inclusive teaching**. Where students require additional support and care the community will **identify challenges and intervene** to remove the barriers. Our approach to inclusion prioritises students being in class, learning from the teachers.

TRS will play a leading role in the progress of the **Trust**, collaborating with partner schools to share and develop expertise. The Trust will provide staff opportunities to broaden their experience, a world class ITT programme and access to IOT NPQ programmes.

#### Attitudes and Engagement

- HERO Anti-Bullying strategy
- 4Rs Policy Behaviour Policy
- LEARN Strategies
- Oracy and manners - STEP
- Developing self-regulated behaviour
- DfE Attendance hub
- Project 10 – Attendance

#### Inclusive Teaching

- LEARN strategies
- Disruption free learning
- SEN6
- Clear routines
- Inclusive environments

#### Identify and Intervene

- Pastoral structure development
- HERO Culture of Safeguarding
- Reset and Review
- SRP Development

## Achieve

Our **curriculum** will be specifically designed to be challenging, aspirational and inclusive: every student has the right to learn about ‘the best that has been thought and said’. All students have an entitlement to study the full curriculum and at key stage 4 students will study high quality GCSE qualifications that lead them to be global citizens.

Students will take pride in their achievements as well as their work. Students read keenly in lessons and widely outside. Students are supported through thorough identification, analysis of exact need and individual support to read at an age-appropriate level.

Teaching will have a high level of fidelity to the curriculum and there will be a highly consistent approach to **pedagogy** to ensure inclusion and minimal variation. Lessons which will be characterised by fully guided teacher led instruction, clear exposition, modelling with meaningful time given to silent, independent practice.

All students’ exceptional **outcomes** (>FFT10, >70% 5+ Ma, Eng, >0.8P8) with in the top 10% nationally regardless of their prior attainment, background or need.

Curriculum	Pedagogy	Outcomes
<ul style="list-style-type: none"> <li>. A-F Curriculum Development</li> <li>. Curriculum Implementation</li> <li>. Knowledge rich Curriculum</li> <li>. TRS Exceptional Literacy Pathway</li> </ul>	<ul style="list-style-type: none"> <li>. QA Processes</li> <li>. The Ridge Way</li> <li>. Instructional coaching</li> </ul>	<ul style="list-style-type: none"> <li>. SUMIT</li> <li>. Assessment Strategy</li> </ul>

## Inspire

At TRS we **lead at every level** and the leaders will inspire all we work with. Leaders will act as proud ambassadors for the Trust, School and the Students. We will be impactful in realising our ambition and have an unrelenting focus of the quality of education, behaviour, wellbeing and safeguarding. Leaders will be knowledgeable about TRS and will consistently be visible and passionate about what we as an Academy and Trust are achieving.

**Parents** will speak positively about our academy and recommend it to other families. Our parents are recognised, respected and valued as partners in their child’s education and our events will be well attended in light of this. We will be the school of choice in the area and will be a linchpin for the local community.

Our **Governance** will support the strategic direction of the Academy and provide appropriate balance and support through their clearly defined role. Their knowledge of the academy will be strong cementing their support.

**Financially**, TRS will meet DFE financial benchmarks allowing sustainable and student-centred **site development**.

Lead at every Level	Parents	Governance
Middle Leader Development	Parent Engagement Strategy	Governor days Academy review

Financial sustainability	Site development
Dfe benchmarking met	Redevelopment of the student toilets, canteen and hall

## Reach the best destinations

Students will finish each year in their seven-year journey having gained the requisite knowledge and skills to be successful in their next. Students will achieve an impressive set of outcomes at key stage 4 and 5 that unlocks their preferred destinations. We will provide exceptional **careers advice** that is ambitious for all and impacts on every child.

The curriculum and academy’s wide scope will support students’ spiritual, moral, social and cultural development. They will be supported to be confident, resilient and independent with a strong sense of self. TRS will provide a remarkable range of high quality **co-curricular** opportunities that will nurture and stretch students interests and talents.

Our sixth form will be a hub of academia, creativity and personal development. **R6** will be ‘individual in approach and exceptional in outcome’ and become the first choice for the majority of our students.

Careers Advice	Co-Curricular	R6
<ul style="list-style-type: none"> <li>. Work experience</li> <li>. Careers curriculum</li> </ul>	<ul style="list-style-type: none"> <li>. Trips curriculum</li> <li>. Co-Curricular for all</li> </ul>	<ul style="list-style-type: none"> <li>. Teaching and Learning Development</li> <li>. Curriculum development</li> <li>. Standards drive</li> </ul>

# Our Staff

One of the things that makes The Ridgeway School such a special place in which to work is the exceptional relationships between our staff and students. This is due in no small part to our highly dedicated, experienced, hardworking and friendly staff. Many staff have their own children at the school, some live locally and all staff are proud to be part of the local Ridgeway community. We value all of our staff and understand the way in which each of them can contribute to the further development of our school, irrespective of experience. Sharing of best practice is common place. Staff are encouraged to embrace opportunities to develop themselves and our excellent EQT, ETP and OTP programmes support this. The wide range of extra-curricular activities offered by The Ridgeway is a further indication of the committed and loyal nature of our staff working together to provide the best possible experience for our students.



# What we can offer

We believe in the limitless potential of students and staff. Our staff body will have the opportunity to build something unique and lasting in Swindon. As a team we will shape a school culture that creates an environment where everyone excels. Growing numbers will mean that staff will gain a broad experience of education and develop skills as the school expands. Our CPD programme will support development and as the school grows, opportunities to lead across Ridgeway will ensure our staff career progression.

Our staff body will also benefit from:

- An exciting dynamic work environment where staff and student culture are central
- An opportunity to shape a broad and challenging curriculum allowing our students to be successful throughout their lives
- Opportunities to lead at all levels as well as career progression
- The ability to work with our partner schools across the White Horse Federation

The White Horse Federation is a not-for-profit multi-academy trust that supports and sponsors many primary, secondary, and special schools across Wiltshire, Gloucestershire, Swindon, Oxfordshire, and Berkshire. Our shared vision for excellence through partnership means we are also committed to upholding and celebrating the best of what makes a local school great - in other words, the qualities and characteristics that shape the type of school every member of our federation would be proud to send their own children to.

The White Horse Federation combines a relentless drive for academic excellence with a shared moral purpose and shared values, while ensuring that fun and happiness are a key attribute of each of our schools. We genuinely believe that partnership - working with its schools, pupils, and their parents, as well as the wider community - helps to create the best possible outcomes for all children. The White Horse Federation empowers its colleagues through support, training, and career opportunities to recruit and retain outstanding staff who are leaders in their field. That way, we are able to ensure that every student achieves their full potential, regardless of their background, culture, heritage, or ability.



# The Role

We are looking to recruit an exceptional class teacher to achieve our vision and work together to create a genuinely exceptional school.

We are looking for someone with sky-high expectations of what all children can achieve, regardless of barriers; someone who believes, as we do, that all children are entitled to access the full richness of a broad and often academic curriculum, and will thrive if given appropriate support to access and succeed in that curriculum.

The successful candidate will be:

- A dynamic, inspirational and enthusiastic classroom practitioner with high expectations in your own classroom
- Fully committed to learning, high quality teaching and raising standards of all students
- Passionate about your subject; able to inspire and motivate students and staff
- Committed to ensuring all students reach their potential
- Able to recognise opportunities and face challenges, whilst maintaining your sense of humour and care for young people
- Capable of promoting partnerships and collaborative working
- A role model for our students and staff

## Safeguarding

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position, you will be expected to apply for a disclosure from the Disclosure and Barring Service before your appointment is confirmed. References will be sought on shortlisted candidates before interviews take place.

## The Application Process and Visits...

We are thrilled you would like to apply to join our Trust!

Visits to the school are encouraged. To arrange an appointment please contact Zoe Vallender (PA to the Principal) via [vallenderz@ridgewayschool.com](mailto:vallenderz@ridgewayschool.com)

Please complete an application form via Eteach or visit our careers page:  
[www.thewhitehorsefederation.org.uk/careers](http://www.thewhitehorsefederation.org.uk/careers)

