



# QUEEN MARY'S GRAMMAR SCHOOL

Academic in purpose - Generous in approach - Enterprising in spirit - International in outlook



## Information Pack

Queen Mary's Grammar School  
Sutton Road,  
Walsall,  
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# Welcome



Queen Mary's Grammar School was founded in 1554 by Mary Tudor. We have been shaped by our past and are proud of our traditions, but we are also confident of an exciting future as we help to shape the new educational landscape.

Queen Mary's is an academically selective school. It is our aim to support pupils to achieve their full academic potential. We value the life of the mind and want to pass on a love of learning.

Outside the classroom, we offer a range of life-enriching opportunities: time at our Field Centre in Wales; membership of our thriving Combined Cadet Force; individual and team sports; foreign exchanges and travel; participation in music, drama and many other activities. We believe that achievement and enjoyment go hand in hand.

We equip our pupils to meet the challenges of a rapidly changing world. Most choose to go on to Higher Education. Through partnership between School, pupil and parents, we aim for the examination success that will open doors to the very best HE institutions and international employers. We were rated as 'outstanding' by OFSTED and it is our mission to attain excellence in all that we do.

Our House system celebrates the four pillars of school life at Queen Mary's: an academic focus, an international ethos, an enterprising spirit and a sense of community. We enjoy our social, cultural and ethnic diversity and recognise our many privileges. We are keen to share what we have - experience, expertise, enthusiasm - both with those who live on our doorstep and those from further afield.

To do so is very much in the spirit of our motto *quas dederis solas semper habebis opes*: it is what you give that you will keep as eternal riches.

Richard Langton

Headmaster

# About us

Queen Mary's Grammar School is an invigorating and rewarding place to work: the pupils are intelligent and committed to study; the staff are friendly and forward looking. It is far more than just a place of work – it is a thriving community, proud of its past and confident of its future. In November 2008, it was recognised as 'Outstanding' by Ofsted.

There are currently nearly 1100 pupils on roll, including over 400 in the Sixth Form. The School has an outstanding academic record and regularly features in the upper reaches of the national league tables. In 2018, 67% of GCSE grades were 7-9 (A\*/A) and 70% of A Level grades were A\*, A or B. Our value added scores are particularly impressive (with a Progress 8 score of +0.55 in 2018); we do not rest on our laurels, but encourage all our pupils to take up the challenge of realising their full potential.

In June 2011, the School converted to Academy status and we have undertaken a series of exciting building projects over the past 8 years, including a new Sixth Form Centre, Science labs and a Humanities wing, music and PE refurbishments, as well as a new dining room and reception. We partnered a local Charity in the founding of Walsall Studio School in 2012 and were a founding member of the Mercian Multi Academy Trust (along with five other schools) in January 2018. We are also expanding, adding additional capacity through the building of extra science rooms and improving Design Technology and Art facilities.

The School encourages an enterprising and international outlook: we have enjoyed trips, expeditions and exchanges all over the world in recent years and have many successes in national competitions but also carry out a wide range of vibrant and formative trips and experiences closer to home such as theatre visits, visiting speakers and the mental health ambassadors programme. In fact, we are incredibly proud to be appearing in Ross Morrison McGill's (aka Teacher Toolkit) upcoming book showcasing our mental health work with staff and pupils.

We want our own pupils to lead happy and fulfilled lives. Learning here is not just about passing exams, but about enjoying the life of the mind. We also encourage all our pupils to take part in a wide range of enrichment activities in sport, drama and music, in the Combined Cadet Force and at our Field Centre on the Afon Mawddach in Southern Snowdonia.

You will notice a relaxed working atmosphere as you walk round the school. Our pupils come from diverse backgrounds, but they all thrive on the sense of support, encouragement and care that characterises Queen Mary's.

# Location

Queen Mary's Grammar School,  
Sutton Road,  
Walsall,  
West Midlands  
WS1 2PG

Tel: 01922 720696  
Fax: 01922 725932

Queen Mary's Grammar School is located on the Sutton Road, in the leafy south of the town and close to the centre of Walsall. Travel to the school is very convenient, being approximately 10 minutes' drive from both junctions 7 and 9 of the M6.

There are good bus links from Birmingham to Walsall (with the 51 and X51 buses) and there is a direct train route to Birmingham from nearby stations in the town centre, Bescot Stadium and Tamebridge Parkway.

The close proximity of Walsall, Wolverhampton and Birmingham City Centre provides excellent access to shopping, leisure facilities, museums, cinemas and a wide range of nightlife.

House prices in Walsall are also very competitive compared to the Midlands as a whole and there is a range of good local primary schools and nurseries for those with young families seeking to move close to Queen Mary's.

# Benefits of working at Queen Mary's Grammar School

- The opportunity to teach outstandingly gifted and intelligent students who have a real motivation to succeed.
- A thriving and expanding school that achieves enviable examination success at both GCSE and A Level.
- Professional autonomy in the classroom – you are encouraged to teach in a style that suits you and your subject!
- A senior leadership team that is approachable and fair in its approach
- Plenty of opportunities for professional development in the school, across our MAT, and externally.
- A real sense of community, both amongst staff and pupils.
- A dedicated induction programme for new staff and NQTs to ensure you are supported.
- We take our mental health seriously, always considering work load and staff wellbeing.
- We are encouraged to organise school trips, travelling across the globe.
- The chance to play a key role in the wider life of the school, from involvement in the CCF and music, coaching of sports teams and countless other opportunities
- Career progression – many of our current middle and senior leaders are home-grown promotions from within

Some quotes from the Good Schools Guide about us:

*"...QMGS is a calm yet bright environment."*

*"There are no elephants in the rooms at QMGS - mental health and well-being of pupils and staff alike are taken very seriously."*

*"There is no 'typical' QMGS pupil. Students come from a wide range of backgrounds. This is what perhaps makes QMGS stand aside from the usual grammar schools."*

*"QMGS is rich and fulfilling for both students and staff. A school with one foot in the past and the other in the future."*

## Find out more

You can find out more about our amazing school at <http://www.qmgs.walsall.sch.uk>

Alternatively, for a real flavour of daily life at QM follow us on Twitter at @QMGS1554



# The Assistant Head role

## General Responsibilities

All members of the Senior Leadership Team share a responsibility to formulate and promote a clear vision for learning in the twenty-first century grammar school; to give unequivocal support to school and MAT policies and procedures that allow that vision to be realised; and to promote and maintain the School's positive ethos and reputation.

It is expected that all members of the Senior Leadership Team will:

- Contribute to the SLT meetings, bringing items to the agenda and formulating plans for implementations
- Foster good relations between all staff and with pupils, parents, governors and the wider community
- Take responsibility for particular items of the School Self Evaluation (SEF) process and be accountable for the strategic objectives as set out in the School Improvement Plan (SIP)
- Provide weekly staff updates in the briefing and lead staff training where appropriate
- Attend meetings of the Governing Body and its committees as required, preparing reports and documentation in advance
- Be part of networks within the Mercian MAT and contribute to school improvement across the trust
- Organise and support school events
- Contribute to the smooth day to day running of the school, specifically in terms of establishing systems to cope with school growth
- Be committed to the area of social mobility and its development within the school
- Lead a staff duty team and maintain an SLT presence around the school
- Deputise for the Headmaster in his absence
- Liaise with a major committee of the Queen Mary's Association
- Teach a specialist subject
- Be part of the core safeguarding team

## Person specification

- An outstanding teacher, capable of leading by example
- Passionate about behaviours for learning and the pastoral care of young people
- Track record of impact at middle (or senior) leadership level in a pastoral role
- Ambitious for the school and its pupils
- Articulate in communicating the school's aims and ethos
- Innovative in approach

- Influential in establishing good relations
- Skilled in the use of ICT and Information Management Systems (e.g. SIMS)
- Aware of national and political developments in education
- Enthusiastic about enrichment activities
- Committed to personal development
- Prepared to take risks
- Effective in managing staff to create good will
- Generous in recognising and celebrating the contribution and achievements of others
- Resourceful under pressure
- Realistic in the management of workloads and able to delegate appropriately
- Qualified as a teacher (AHTs deliver a 50% teaching allocation)
- Positive and good-humoured in outlook

### **Specific job description**

- Assistant Head with overall responsibility for behaviour and discipline, attendance, interventions and mentoring
- Oversee behaviour and discipline with the School, working alongside the Heads of Year and Pastoral Support Manager
- Take part in fortnightly meetings with Heads of Year and termly triad meetings between the Heads of Year and the Headmaster
- Co-chair of the School's Pastoral Team meetings (alongside the AHT in charge of Safeguarding and Welfare)
- Responsible for implementation of the School's *Behaviour Policy*, specifically:
  - Behaviour points system and the use of SIMS for behaviour and attendance reporting
  - Ladder of sanctions (including exclusions with the Headmaster)
  - Restorative practice
  - System of rewards
  - Procedures for investigating incidents and searching pupils
  - Uniform and devices
  - Statutory changes and responsibilities
- Provide training for staff on changes to the *Behaviour Policy*
- Line manage a number of middle leaders and associate staff
- Oversee academic progress (with Heads of Year) and co-ordinate the School's interventions and mentoring programme
- Liaise with the School's SEND co-ordinator in meeting individual needs through intervention and alterations to programmes of study
- Take an oversight of attendance and punctuality in the school, liaising with Heads of Year, parents and external agencies where appropriate
- Ensuring relevant information is prepared for the school census

**Closing date:** Thursday 21<sup>st</sup> March

**Interviews:** Tuesday 26<sup>th</sup> March



# The Mercian Trust

Queen Mary's Grammar School is a Founder Academy the Mercian Multi-Academy Trust.

According to the National Schools Commissioner, Sir David Carter, MATs exist:

- To secure school improvement and develop people
- To encourage good governance and proper risk management
- To secure the financial health of all its academies

We sign up to those ambitions. In our MAT, the Mercian Trust, we choose to pursue life to the full in the business of education.

The name of our Trust is significant. It is both rooted in royal history and expresses a geographical identity. Mercia was an ancient kingdom comprising parts of Cheshire, Derbyshire, Nottinghamshire, Staffordshire, Worcestershire and, crucially for us, what we now call the Black Country. It was in Mercia that St Chad established learning communities which fostered a sense of common purpose. A thousand years ago, they spoke of bonds of kinship. Today, we want to adopt the same spirit in our approach to relationships within the MAT. So we very much hope that Y7 and Year 12 pupils joining us will feel that they are not only members of Queen Mary's Grammar School, but also of a wider family of schools.

We are convinced that we are stronger together. The Mercian Trust is already helping to shape the educational landscape in exciting ways. We welcome you to be part of that story.

The members of The Mercian Trust are: Aldridge School, The Ladder School, Queen Mary's Grammar School, Queen Mary's High School, Shire Oak Academy, Walsall Studio School

Our schools prepare pupils to live life to the full by equipping them to realise their full potential as learners; to thrive in the world of work; and to make a positive contribution to the local, national and international community.

You may have heard about some MATs that seem to have turned into big businesses. That is not our view of what education should be about. That is why Queen Mary's Grammar School wanted to be right at the heart of decision making of what our MAT should look like.

The Mercian Trust respects the autonomy of its member schools but, through collaboration, it will foster strengths greater than the sum of its parts. Put simply, the Trust provides a framework for sharing expertise, enthusiasm and experience.

We think that is exciting ...

Timothy Swain (Chief Executive Officer, The Mercian Trust)