



April 2018

## Vacancy for College Leader

Thank you for taking time to request information about the appointment of a College Leader at Walkwood Church of England Middle School.

Our aims are to provide an education in which all pupils are able to fulfil their God-given talents, for we are all children of God and created in His image. This personal development is fostered in a school ethos rooted in strong values, ensuring every pupil is cherished as a unique individual, receiving the support and encouragement that is appropriate to their progress and personal needs. Walkwood is a safe, caring and nurturing community.

The school was subject to an Ofsted inspection in February of this year, and the report has judged the school to be 'good' in all areas. I would urge you to spend time to access the report and other information on the website, including the SIAMS report of March 2017. You should get a flavour of Walkwood, and I would expect you to reference in your application those aspects of our school's distinctiveness that you are drawn to, should you choose to be a candidate. The way ahead for our school is one that will be a gentle path toward being fully 'outstanding', which will utilise the skills of the talented staff to peer-support and engage in professional constructive dialogues.

Throughout their time at Walkwood, all pupils are encouraged to express themselves creatively and imaginatively, through their reading, writing, speaking and listening. The Walkwood Learning Roots (all our "Learning Superheroes": Reflective Learner, Team Worker, Creative Thinker, Independent Thinker, Self-Manager and Effective Participator) help our students to reflect on their own skills as learners and to develop these skills across the curriculum, in an interactive and creative manner. We also look for each lesson to make a specific Fruit of Faith (our ten school values) pertinent to the pupils' learning experience.

The pastoral arrangement within our school are based around four colleges in which there are six vertical tutor groups. When a new cohort joins the school, each tutor receives approximately 8 pupils, and the older members of the tutor group act as buddies. This allows new pupils to settle in quickly, as well as having more than one person to get to know and ask questions of. Tutors become aware of the needs and characteristics of the new pupils quickly. The Deputy Principal and an Assistant Principal who visit the feeder schools lead these transition processes.

The College Leader is the hub for the tutors and is superbly supported by a non-teaching Pastoral Manager. The vacancy is for Bredon College, whose colour is red. This is shown as an additional stripe on the school tie. There are regular competitions between the four colleges, including the annual Sports day, but also towards the half-termly award of the College Cup.

There is a college assembly each week that lasts half an hour. In this time, an input is given around the theme of the week, and the delivery can be by the College Leader, or a tutor or a tutor group. Additionally, the college assemblies allow the pupils who are College Captain and Vice-Captain to lead

certain aspects. Pupil achievements are noted through the use of the e-Praise program, but celebrations of sporting endeavours and attendance are also recognised.

During the five Deep Days (two at Christmas, two at Easter and one in the summer term) pupils work in their vertical tutor group to look at particular passages of scripture and consider how they are relevant to today's world. These activities are planned by specialist teachers and delivered by all tutors, and involve aspects of art and other creative aspects alongside literacy. Pupils visit the parish church for a Welcome Service in Year 5, a farewell service in the final week of Year 8, as well as at Christmas and Easter. These latter services are led by senior pupils from the college.

Our new College Leader will have a high profile across the school and must be comfortable speaking to individual pupils and parents, as well as addressing the whole college of about 170 pupils. As well as leading the six tutors, the College Leader will work alongside the three colleagues who hold the same positions in the other colleges and will be supported by the Assistant Principal who leads on pastoral matters. The position is appropriate for suitably experienced colleagues on either the main professional scale or the upper professional scale. The latter will also, as part of the UPS commitment, involve an area of responsibility across the school. The job descriptions for both scales are based around the Teachers' Standards, and can be obtained by contacting [recruitment@walkwoodms.worcs.sch.uk](mailto:recruitment@walkwoodms.worcs.sch.uk).

Should you read the information and consider that you match our criteria, do progress to making an application. A standard application form must be completed. Letters of application should be written to the person specification and job description, being no more than 2 sides of A4, and can be offered within section H of the application form or as separate document. Please send your application to [recruitment@walkwoodms.worcs.sch.uk](mailto:recruitment@walkwoodms.worcs.sch.uk) by 5pm on Monday 7<sup>th</sup> May. Short-listed candidates will be contacted soon after this date, with interviews currently scheduled for Friday 11<sup>th</sup> May. I regret that feedback to unsuccessful applicants will be limited to those who are called for interview. Tours of the school will be part of the interview day.

If you feel you are ready for a new role, working collaboratively with pupils and staff, then I look forward to receiving your application. In any event, I thank you again for your interest in Walkwood Church of England Middle School.

Yours sincerely,

Rev. Clive Leach  
*Principal*