Theale Green School

# CANDIDATE BRIEFING PACK



ACTIVATE LEARNING EDUCATION TRUST

September 2019

## WELCOME FROM THE CEO OF ACTIVATE LEARNING EDUCATION TRUST

Thank you for your interest in a post at Theale Green School. We are very pleased to welcome Theale Green School as the newest member of Activate Learning Education Trust (ALET), part of the Activate Learning group.

Theale Green School is a vibrant secondary school in West Berkshire which joined the Activate Learning Education Trust on 1 April 2018, taking it to the next exciting stage on its path to excellence. With a revised curriculum and our new head teacher Jo Halliday, who started - in September 2018, this is an excellent time to join an up-and-coming school within a well-respected and rapidly expanding MAT. We are seeking to appoint new members to our talented and inspirational team of teachers and middle leaders; those with the drive and passion to take the school forward in the next phase of development. These are rare opportunities for talented learning professionals with the aspiration to grow their career within a successful MAT.

You will join the school and ALET team, fellow educational leaders, teachers and support staff united by the shared mission to deliver excellent education which changes lives. In being part of ALET you will benefit from:

- Membership of a group of like-minded institutions for collaboration, sharing of expertise and experience, along with peer-to-peer support
- The ALET track record of school improvement and establishing new schools on stable foundations with talented staff in place
- Access to expertise in teaching and learning through the Activate Learning group's dedicated Applied Learning Foundation which provides a rich resource of professional development
- Potential progression opportunities building on the current ALET track record of moving teachers, middle and senior leaders to higher level roles, which retains talent and knowledge within the group.
- Our expectation is that you will work with us to move the school to a good OFSTED rating very rapidly and then have the ambition, vision and expertise to make Theale Green an outstanding school.

If you a dedicated professional committed to transforming young lives; an aspiring leader of the future; ready to be a part of a school with firm foundations in place and able to propel it forward with the right support behind you - then this opportunity will be a career-defining move for you. If you would relish this challenge and appreciate the invitation to become a key member of a successful, forward-thinking MAT, and are ready to make a contribution to the re-birth of Theale Green School, then we would very much welcome your application.

Joanne Harper
CEO, Activate Learning Education Trust



# ABOUT THE SPONSOR AND TRUST

## Activate Learning

Activate Learning is a pioneering education group with a distinctive approach to learning.

The group includes secondary, further and higher education, apprenticeship and workforce training, consultancy, commercial business and social enterprise provision.

All parts of the Activate Learning group are united by a common purpose – to transform lives through our learning philosophy and guarantee a positive destination to further study, an apprenticeship or employment.

Activate Learning comprises:

## Activate Learning colleges

- Banbury and Bicester College
- City of Oxford College
- Reading College
- Bracknell and Wokingham College
- Guilford College Group

## Activate Learning schools

- The Bicester School
- Bicester Technology Studio
- UTC Oxfordshire
- UTC Reading
- UTC Swindon
- Theale Green School
- UTC Heathrow

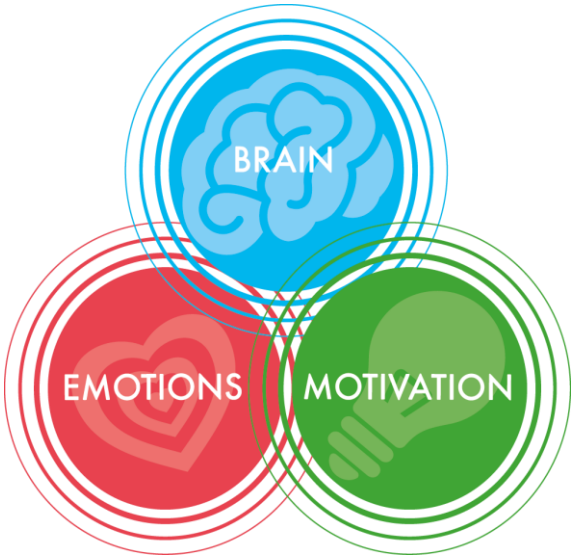
## Apprenticeship training and consultancy

- Activate Apprenticeships
- Activate Business School
- ATG Training

## The Learning Philosophy

Our Learning Philosophy is at the heart of everything we do at Activate Learning.

Rooted in the dynamics between the brain, motivation and our emotions our Learning Philosophy recognises that:




BRAIN: Everyone has the capacity to learn effectively and to high levels. Understanding the brain and its capacity to learn allows us to open up new opportunities.

MOTIVATION: Motivation is essential to success. By giving students a clear purpose for their learning, autonomy and involvement through the co-creation of their learning programme, and by providing opportunities to practice, practice, and practice again, they become highly motivated.

EMOTIONS: The biggest block to learning is our own emotions and feelings of inadequacy. We create learning environments where students feel emotionally safe and secure, able to experiment and learn, and able to manage their feelings
so they gain confidence and self-worth and become independent, emotionally secure, mature individuals. We achieve this through coaching, individual sessions and group work. We help students to become positive people who can give and receive feedback.

## Activate Learning Education Trust

Activate Learning Education Trust is a MAT established by Activate Learning in 2015. Originally made up of two schools, the Trust now comprises seven schools and has a growing number who want to join the group.

We deliver excellence in education and transform lives through learning by providing exciting and innovative education for young people.

In a short space of time ALET has made some notable achievements:

- UTC Reading is the first and only UTC to gain an outstanding rating from Ofsted

- Gained recognition at UTC Reading as a National Support School with a National Leaders in Education, and has been recognized as a World Class school

- Has built and successfully opened three new schools, all on time and to budget

- Created new schools that have quickly become over- subscribed

- Gained fantastic destinations for students to higher education, apprenticeships and employment – these include Cambridge entrants and progression to some highly sought after national apprenticeship schemes with BMW, Williams F1, Fujitsu and CISCO

- Raised Year 7 recruitment at the Bicester School, within two years of re-brokerage, from 106 to 235 in September 2017

- Established all schools as PIXL schools, to facilitate shared school improvement strategies

- Created subject networks across schools to support sharing of best practice and assessment moderation

- Created capacity for school improvement, with peer to peer QA; whole MAT CPD days on teaching and learning; and a MAT-wide middle leadership development programme to support development and succession planning

## Activate Learning Education Trust – our vision, values and ethos

Our mission is "to deliver excellence in education and to transform lives through our learning philosophy", bringing to life our core values of empowerment, enterprise, connectedness and transformation..

Activate Learning Education Trust has developed a model for a high quality learner experience, which:

- Supports student progress, attainment and preparation for progression

- Focuses on secondary education, aligned to regional business needs and destinations

- Operates a delegated model of school governance and leadership, striking the right balance between autonomy and sharing the best in class

## Building capacity and expertise

The Trust's cultural approach to operating a MAT is to ensure that:

- Leadership capacity and capability is built from within

- A collegiate focus on school improvement

## School Improvement

The Trust encourages its teachers and leaders in schools to work across schools and foster a culture of mutual support and development to drive school improvement and school-to-school improvement.

Examples include:

- Teaching and learning fairs and conferences

- English and mathematics cluster groups

- Middle leadership development and succession planning

- Data capture and assessment point validation and moderation

## Our business model: providing business process support to schools through Professional Services

We help school teachers and leaders focus on teaching, learning and assessment and the learner experience. Back office services are provided by the Sponsor's appointed Group Services teams, established by the Sponsor to support schools and colleges in the Activate Learning group.

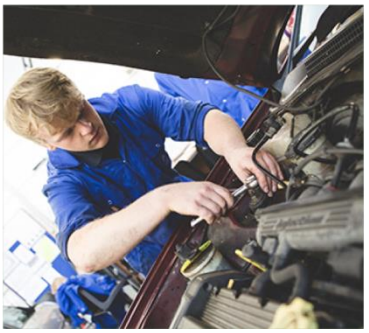
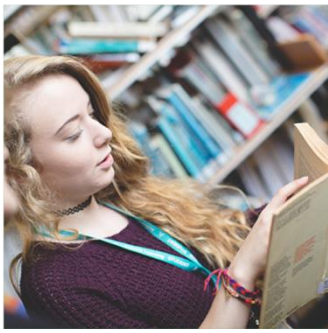
Schools in the MAT benefit from a range of back office services. These include:

- Education leadership
- Finance
- Marketing and communications
- HR
- MIS, data and exams
- Property and estates







## Activate Learning Education Trust – the Trust's priorities for Theale Green School

The school has some considerable strengths:

- A good sixth form provision with outstanding results
- The outgoing sponsor has been very successful in ensuring a flow of capital investment in the fabric of the buildings
- A loyal, committed and stable staff team
- Polite, courteous and engaged students
- A broad curriculum with a strong enrichment offer, notably in Sport, Arts and the Duke of Edinburgh programme

In joining ALET and Theale Green School you will focus on:

- Delivering excellent teaching, learning and assessment, specifically focused on improving student progress, embedding high expectations and developing good learning habits and behaviour
- Playing an active part in the professional learning community within the School and the wider MAT, contributing to and benefitting from the wide range of opportunities for sharing of expertise and professional development
- Developing your career as a potential leader within the School and MAT



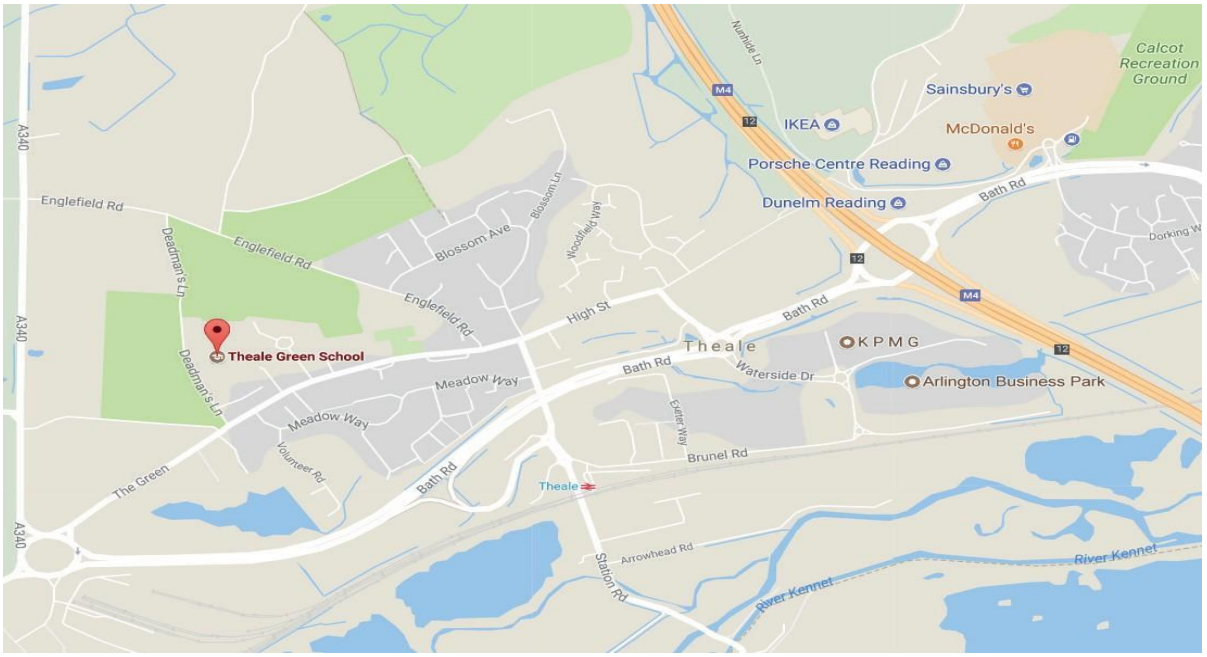
# OVERVIEW OF THEALE GREEN SCHOOL

## Key facts

Type of school; 11-18

comprehensive Size: 550 pupils

Location: The village of Theale, just off the M4 motorway to the west of Reading.




## Curriculum

Theale Green School provides a rich, broad and balanced learning experience for all students across all years. We see curriculum as being holistic, with our resources carefully planned to flow seamlessly from the moments students join us in Year 7 until the point they leave us at the end of Year 11 or 13. Our intention is to fulfil all requirements of the National Curriculum and beyond, and to cater for the needs of students of all abilities.

With a commitment to providing the best integrated, rounded education, we aim to ensure a personal experience where individuals can grow in a safe and supportive environment, be faced with realistically demanding challenges that match their current progress and potential, and take responsibility for their actions.

We are proud of our strong output of highly acclaimed dramatic and musical productions held throughout the year and recognition for our sporting achievements (having been awarded the School Games Gold Award for five consecutive years).

Theale Green School also runs one of West Berkshire's specialist resource units: the Autistic Spectrum Disorder unit (ASDu).

## Ethos

Progress, Hard work, Respect

Theale Green School is a proud member of the Activate Learning Education Trust and embody the learning philosophy "Transforming Lives Through Learning" in everything we do. On a day to day basis this is represented by our School Values.

1. Respect – we are polite and respectful to everyone
2. Hard Work – we make effort and a good impression in the workplace
3. Progress – we welcome challenges and persist when work is hard

Through embracing these values, we will raise our aspirations and open doors to the future. These values are further supported by both the learning philosophy of ALET, rooted in the dynamics between the brain, motivation and our emotions.

Furthermore at Theale Green School, we are knowledgeable, curious and creative with the ability to analyse the world around us; with positivity and moral purpose, we fully engage with, contribute to and feel valued by, our local and school community. Everyone welcomes their responsibility to share, preserve and celebrate our local and wider culture though our curriculum. We all adhere to the principle that developing our talents, valuing our education and achievements, expanding our cultural horizons and respecting each other, will prepare us well for contributing well to our society.

## Recent improvements

We have achieved a 'massive improvement' (DfE April 2019) in our first year and have done it by delivering what we set out to do.

For the third year in a row, students have achieved Oxbridge success. Half of all grades were achieved at A*-B and all students who took the L3 BTEC qualifications achieve the top grade of Distinction *. The results have secured students places on sought after courses at universities including Cambridge and Russell Group universities as well as places on prestigious apprenticeships with companies such as the National Grid.

Our year 11 students celebrated their GCSE results, some achieved terrific GCSEs, many we have welcomed into the Sixth Form, which has just been confirmed as a Grade 1 ALPS provider (the top 1% in the country for Sixth Form provision).

This year (2018-2019) has been a turning point for Theale Green School that has been long awaited by the community.

# HOW TO APPLY

## Application

Apply online on the Theale Green Website

**https://www.thealegreen.w-berks.sch.uk/**

## Recruitment Timeline

| | |
|---|---|
| 9.00am Wednesday 5th February | Deadline for submission of applications |
| 5th February | Shortlisted candidates invited to interview |
| Wednesday 12th February | Interviews take place at Theale Green School |