

**Department of Education
October 2018**

**"Surrey's Most Improved
Secondary School."**



Blenheim

**Ofsted Inspection
Spring 2019**

**"The pace of lessons is fast, and
pupils acquire knowledge and
understanding securely.
Expectations are invariably high."**

IT Services Manager

**Salary Band Surrey 10 £38,888 - £42,992
Full time & Permanent covering 52 weeks per year**

September 2019



BLENHEIM HIGH SCHOOL

LONGMEAD ROAD, EPSOM, SURREY, KT19 9BH

www.blenheim.surrey.sch.uk

BACKGROUND INFORMATION

Blenheim is Surrey's most improved Secondary School (DfE 16.10.18) after a record breaking set of GCSE results in 2018.

Blenheim is a dynamic, exciting and supportive environment in which to work. The school opened in September 1997 with one year group and has grown to its current size of approximately 1275 students on roll including 200 in the Sixth Form. Blenheim is a mixed comprehensive and our reputation in the community is excellent and as a result the school is very popular. The intake comprises of students from all surrounding areas and ability levels are favourable.

The school has been under new leadership since April 2017 and a number of comprehensive measures have been put in place, designed to improve the consistency of teaching, the quality of assessments and the impact of feedback, so that all students make good or better progress.

The ethos of Blenheim now revolves around a growth mindset where all members of the school community are actively encouraged to develop the characteristics of hard work, resilience, innovation and improvement. 2017 – 18 saw much change including the implementation of a new permanent Wider Leadership Team, an extended day, a comprehensive Easter Revision programme with appropriate staff remuneration and improved whole school consistency.

Several major changes were introduced with effect from September 2018. These included:

- The recruitment of a number of high quality middle managers and teachers.
- A six period school day.
- A fortnight October half term & seven week Summer holiday.
- A three year Key Stage 4.
- A Chelsea Girls' Sixth Form Football Academy.
- An alternative pathway for our less academic Key Stage 4 learners providing access to high quality local vocational provision.

In a short amount of time, many issues have been addressed and, according to our visitors, Blenheim now feels like a 'good school'. Of course, we want to continue to be better and as Headteacher I have made a long term commitment to Blenheim.

Blenheim converted to Academy Status in March 2012 and we have developed many community and primary school links. We are a well-resourced school and are fortunate to have outstanding facilities including our own grounds, grass football and rugby pitches and an artificial pitch. We are not part of a Multi Academy Trust, although we continue to investigate this. However, with a significant capital reserve, from which we have complete autonomy to invest, we are genuinely in charge of our own destiny. Together with a very supportive governing body this has meant we have been able to 'move quickly' and invest significantly in several areas, not least in the appointment of high quality teachers and site infrastructure. Our buildings are modern and have just received an internal £150,000 face lift. Visitors now comment on the calm, purposeful learning environment that pervades. A recent peer review from the Sutton Alliance cited significant improvements and few development areas.

We have an iPad for learning scheme under which all students have access to an iPad with the overwhelming majority having their own personal device and, naturally, teaching staff need to be willing to engage with new technologies.

Blenheim GCSE Results 2018 - Attainment

2018 saw a significant increase in Blenheim's GCSE results. A combination of well researched teaching and learning practices, rhythmical assessment and feedback, frequent reporting, well timed interventions and consistent monitoring of student performance led to increases in almost all areas of GCSE performance. This improved performance compares favourably with both Blenheim's 2017 GCSE results and 2018 National GCSE results.

In 2017, apart from Maths and English, grades were attributed A* - G grades with A* - C being considered 'higher' grades or passes. In 2018 all subjects (bar a minority) were attributed 9 – 1 grades with 9 – 4 being considered 'higher' grades or passes.

Maths and English

	Blenheim 2018	National Average 2018
5 + 9 – 4 or A*- C incl. Maths & English	64%	58%
Maths 9 - 4	74%	60%
English Language 9 - 4	72%	62%
English Literature 9 - 4	78%	73%

9 – 7 and 9 – 4 Grades

	Blenheim 2018	National Average 2018
9 – 7 grades	27%	20%
9 – 4 grades	76%	67%

English Baccalaureate Subject outcomes

% of students achieving:	Blenheim 2018	Blenheim 2017
English 9 – 5	66%	65%
Maths 9 – 5	51%	39%
English 9 – 4	75%	70%
Maths 9 - 4	74%	68%
The English Baccalaureate pass	23%	18%
Combined Science (Double Science)	66%	45%
Biology 9 - 4 or A*- C	96%	88%
Chemistry 9 - 4 or A*- C	92%	82%
Physics 9 - 4 or A*- C	92%	84%
Geography 9 - 4 or A*- C	68%	61%
History 9 - 4 or A*- C	62%	65%
French 9 - 4 or A*- C	82%	74%
German 9 - 4 or A*- C	68%	56%
Spanish 9 - 4 or A*- C	75%	75%
Computing 9 - 4 or A*- C	81%	35%

Individual performances

	Blenheim 2018
Average grades of 7 or higher	32 students
Average grades of 8 or higher	18 students

Blenheim GCSE Results 2018 – Progress (value added)

Blenheim students made significantly more progress in 2018 than 2017 (Alps, 2018). The English Baccalaureate subjects saw significant change with all subjects substantively improving, resulting in a Progress 8 score of +0.22 (DfE 16.10.18) in 2018 compared to an equivalent score of -0.12 in 2017. Blenheim is Surrey's most improved school for 2017/18.

Progress made by students
Progress in the top 25% nationally
Progress in the middle 50% nationally
Progress in the bottom 25% nationally

GCSE Results 2018	GCSE Results 2017
Subject	Subject
German	Drama
Dance	DT Food
Spanish	DT Graphics
Music	DT Res Mats
Health & Social	Leisure & Tourism
Combined Science	Art
DT Graphics	DT Textiles
Leisure & Tourism	German
History	Dance
French	English Language
Geography	English Literature
Computing	History
Religious Studies	Sociology
Drama	Spanish
English Language	Biology
English Literature	French
Biology	Geography
PE	ICT
Chemistry	Music
Maths	PE
DT Res Mats	Chemistry
Art	Health & Social
DT Textiles	Child Dev.
Sociology	Maths
ICT	Physics
Child Dev.	Science Additional and Core
Physics	Business
Business	Computing
	Religious Studies
	Economics



Job Profile

The aim

Monitoring, maintaining and managing a wider range of IT Systems and the strategic development of the school's IT infrastructure.

Accountable to

Director of Finance & Operations.

Safeguarding

To be familiar with school policies, in particular safeguarding procedures and to promote the welfare of children.

Key Accountabilities

- Maintain a safe, secure and effective IT environment for all users.
- Lead and manage the IT Services team.
- Be responsible for the security of all data on the network including-
 - ✓ Ensure Anti-Virus software is installed and updated on all school computers/servers.
 - ✓ Onsite & offsite daily backups completed and tested regularly in line with Disaster Recovery Plan.
 - ✓ Monitor the O365 tenant for suspicious logins or account breaches.
 - ✓ Monitor O365 spam filters and advanced e-mail protection features.
- Maintain Office 365 tenant and onsite Active Directory.
- Maintain the school Wi-Fi network and plan future upgrades.
- Be involved in the long term planning of all aspects of the school network.
- Maintain all school IT systems to ensure network availability.

- Ensure the IT systems enable the school priorities as identified in the School Improvement Plan.
- Keep an inventory of all IT hardware and software licenses ensuring the school does not breach any license agreements.
- Responsible for the IT Services budget.
- Liaise with the Head of Digital Learning to ensure the school network can fully support the iPad for Learning scheme.
- Keep fully informed of new computer hardware and software developments and how they can be used effectively within the school.
- Liaise with suppliers to obtain 'value for money' across all purchasing and contracts.
- Ensure helpdesk support requests are prioritized and effectively dealt with in line with agreed SLAs.
- Undertake out of hours maintenance on school servers.
- Plan and implement a rolling replacement and maintenance programme for IT hardware and software in conjunction with the Director of Finance & Operations.
- Be an active member of the H&S committee and ensure IT staff adhere to H&S policies.
- Any other reasonable request as directed by the Head of Department/Headteacher, which is commensurate with the role.

Person Specification

Essential

- Proven track record in a similar role.
- Extensive Windows Server OS experience (2012R2/2016/Hyper-V).
- Extensive Office 365 and Microsoft Azure experience.
- Familiarity with Group Policy and Active Directory.
- Extensive knowledge of iOS 12+ and Mac OS 10+.
- Good working knowledge of managed Wi-Fi networks.
- Knowledge of managed network switches.
- Experience with managed firewall service.
- Excellent verbal and written communication skills.
- Common sense and a logical approach to problem solving.
- Capable of producing accurate documentation.
- An innovative and positive attitude.
- Ability to line manage team.
- Ability to work as part of a team.
- Ability to work to tight deadlines and manage time well.
- Flexible approach to working hours.

Desirable

- Educated to degree level or similar in a relevant or related discipline/subject.
- Experience with Ubiquiti network equipment.
- Experience with VDI servers.
- Experience with Microsoft Data Protection Manager (DPM).
- Knowledge of the Netsweeper web-filtering platform.
- Knowledge of Apple Device Enrolment Program (DEP).
- Knowledge of Lightspeed MDM/ZuluDesk.
- Familiarity with SIMS.
- Previous experience in a school environment.
- Microsoft qualifications such as MCP/MCSA/MCSE.

- Project management qualification.

General

- A genuine interest and enjoyment in working with students, educators, schools and learning.
- A willingness to embrace a growth mind set.
- A motivated individual who can inspire.
- The ability to 'absorb' the challenges of the day and still maintain high standards of professionalism.
- A team player putting students first and working with colleagues efficiently and effectively; recognising the 'greater good'.
- Strong interpersonal and communication skills both orally and in writing.
- A genuine interest and enjoyment in working with students, educators, schools and learning.
- Ability to demonstrate flexibility and tenacity.
- Confident, assertive and able to thrive in a challenging environment.
- Commitment to individual continuous professional development, wanting to 'get better' by building on strengths but also recognising development areas and actively seeking to improve them.
- Demonstrate a keen interest in all aspects of school life.
- To show solidarity by supporting school policy, and the senior leadership team, publicly.
- To challenge school policy, and the senior leadership team, privately.



The Application Process

Please complete the school's application form including a Statement of Application outlining achievements to date and detailing why you are the right person for the role given the candidate brief. Please ensure this is no more than two sides of A4.

Deadline

Please email your completed application to recruitment@blenheim.surrey.sch.uk. Applications should be received by **12.00pm (noon) 18th July 2019** and interviews will be shortly afterwards. The school reserves the right to interview and appoint this position ahead of any advised application closing date should an appropriate candidate be found. Therefore, it is advisable to submit applications as early as possible.

Please be reminded that you are liable to prosecution if you are included in the Disclosure and Barring Service's/Disclosure Scotland's Children's Barred List and engage, or seek or offer to engage, in work which either involves contact with children or provides opportunities for contact with children.

