Ousedale School
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Our Ref: SSC/kb

January 2020

Headteacher:
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Dear Applicant

Thank you for your interest in the Senior Assistant Director of Maths post at Ousedale School.

Ousedale is a dual-campus academy: our Newport Pagnell site for 11-16 students from its local area and the 6th Form; our Olney site (8 miles away) for 11-16 students from its locality. The majority of staff teach in one location. A single system of governance, leadership and management operates over both campuses, with some individuality allowed! Ousedale is a dynamic and evolving organisation, so development and independence is vital for its improvement and success.

So many facts and data relating to schools are now readily available online and prospective candidates will clearly wish to make use of these though, of course, we know that they can never tell the whole story. You'll discover that our students achieve highly against national measures and that levels of attendance and parental support are very good.

Our results this year 2019 are, once again, outstanding at GCSE and A Level. We are consistently placed in the top three for comprehensive schools in Milton Keynes at GCSE and in 2018 the DfE ranked Ousedale the top school at GCSE in MK. Our 6th form has been in the top 2% in the country for the last 10 years. We consistently outperform all schools in Milton Keynes in relation to academic performance; those achieving AAB or better in the 6th form. For September 2019, 770 students have applied for the 360 places in Year 7 and 385 students applied for the 240 places in the 6th form.

Our Ofsted report in May 2016 rated the school good with outstanding features in all areas: achievement, quality of teaching, behaviour and leadership. The lead inspector made reference to our strong pastoral care and support for vulnerable students. She also concluded the quality of teaching and outcomes had improved since the last inspection. We were delighted to receive such a good report on the new, more rigorous framework.

Most significantly, at Ousedale we know that we are responsible for education in its widest sense. In all teachers whom we appoint we look for that often ignored quality of *humanity* and a realistic acceptance that it is in the nature of young people to make mistakes – it's such a crucial part of our job to ensure that they learn from them. A rarely published statistic is the number of staff who choose (or move) to have their own children attend the school which employs the parent – we have many, and what greater testimony is that!

You'd expect us to say that Ousedale is an excellent place to work and learn and, I suppose that it's only by visiting us and talking to students and colleagues, that you could properly test this opinion. We've always believed that good relationships, at all levels, are the key to success. However, we are a very energetic and motivated senior team and are determined to raise the standard of education still further, in that regard we have the highest expectations of our staff. There is a significant amount of in-house professional development and we are licensed to run accredited training courses for middle leadership. We invest significantly in training and development activities for all staff and potential applicants should also know that we have excellent support for teachers new to the profession and an established mentor scheme for other staff.

Staff questionnaires, issued on an annual basis, indicate that over 97% of staff are proud to be a member of staff at the school, 94% said the school was well led and 99% said the teaching is at least good. Our students and staff are intensely proud and loyal to the school. We place significant emphasis on staff wellbeing; staff have access to a gym; daily tea & coffee and are contracted to work from 8.30 am until 3.15 pm, unless attending a Parents' Evening, training or department meetings. Governors are extremely supportive and play an active role in the life of the school. We have continued to use the national pay scale for teachers but have also introduced an annual bonus scheme of up to 3% for those on UPS3 or at the top of the leadership spine.

You'll find much more information about Ousedale on our website, www.ousedale.org.uk, to help your decision about whether to apply. I enclose some information about the department and an application form which should be completed and accompanied by a supporting letter of no more than two sides. These should be received by Monday, 27th January 2020.

I do hope that you'll make an application to join us and that we will have the chance to meet.

With best wishes,

Yours sincerely

S. M. Carbert

Headteacher