

THE RADCLYFFE SCHOOL

“Working Together for Excellence”



SCHOOL INFORMATION FOR CANDIDATES



1. INTRODUCTION

We are an 11 – 16 mixed Specialist Technology College and in February 2008 moved into a stunning brand new purpose built school, **the winner of ‘The Best Educational Building in the North-West’**. The facilities for both students and staff in our new ‘state of the art’ school are excellent and are second to none. We have particularly strong provision in electronic information resources that are available to all students and staff including over 30 fully equipped ICT suites. All teaching staff and many support staff have wireless laptops. **All classrooms are fitted with digital projectors and interactive whiteboards.**

For sport the school has an indoor athletics facility, which together with our all weather floodlit track, our two new sports halls, dance studio and floodlit astro turf will make The Radclyffe School Sports Village one of the leading sports complexes on a school site in the country. Due to these ‘world class’ facilities the school has been identified as a training venue for the 2012 Olympics.

2. SCHOOL PHILOSOPHY, AIMS AND ETHOS

The ethos of The Radclyffe School is that of a caring and positive place of learning where rules and standards are seen to be in the best interests of all. The school exists to provide children with a safe and happy environment in which they are encouraged to grow, and develop in all areas to the best of their abilities, a learning environment which is lively and stimulating, and which promotes equal opportunities for all children. Each child is encouraged to have a sense of personal responsibility towards themselves, others and the world in which we live.

Our school will strive to create an environment where each child feels that highest possible standards of academic and personal achievement are the norm, and are positively encouraged. The school welcomes and encourages the close involvement of parents, and other members of the community in all aspects of school life. Each student is provided with a school locker.

The school will strive to build a strong partnership between staff, students, parents, governors, the local education authority, the community and other stakeholders in order to provide the best education possible for each youngster at The Radclyffe School. This is encapsulated in our *mission statement*, **“Working Together for Excellence”** which underpins everything we do. We have recently become a Foundation School supported by a charitable Trust called The Radclyffe Co-operative Learning Trust which supports our whole philosophy and vision.

3. CURRICULUM STRUCTURE

We believe in a broad and balanced curriculum. We have a Faculty structure. The faculties are Achievement and Access, English, Humanities, Mathematics, Modern Foreign Languages, Science, ICT, Sport, Performance and the Arts (SPA) and Technology. There is a good deal of autonomy in the faculties with many decisions delegated to the ‘local’ level. Each faculty has a member of the

Senior Leadership and Management Team (SLMT) attached to it. Their role is to monitor progress, support, advise, inform and represent at SLMT meetings. Each faculty is represented on the Curriculum Leadership and Management Team (CLMT), which is the major policy making body. Faculties are expected to develop relevant subject related policies and also implement whole school policies. Each faculty must, for instance, ensure that the requirements of the Code of Practice with respect to special needs are met.

4. THE STUDENTS

The school is popular and we have expanded steadily over the last few years. We have over 1400 students and for the last three years we have been oversubscribed, for example, last year there were over 400 first choice preferences expressed for a place in our school when only 300 places were available in our new Year 7. We now have a long waiting list.

There are about 50% of ethnic minority children, mainly Pakistani and Bangladeshi in origin. Some 30% of students qualify for free school meals or a clothing grant to help with the purchase of school uniform.

We recognise that our principal aim is to help students to achieve their full learning potential, and that this is best managed when their self-esteem is high and they feel involved in setting their goals. Staff conduct regular reviews with students and set challenging targets for achievement. Our G.C.S.E. results are improving with 2010 being our best year to date. For the record: 5+ A*-C grades 90%, 5+ A* - C including English and Maths 51%, 1 A*-G grades 100%, average point score 532 points and 627 A* and A grades. Due to the systems, structures, staffing and facilities we have in place, we are confident that the upward trend will continue.

5. THE STAFF

There are around 170 staff (approximately 90 are teachers) with a very good age profile, from newly appointed to very experienced. We are expanding again this year. The Personal Learning Guides are key figures in our structure and enable our students to succeed through the mentoring and guidance they provide throughout their school career. This is seen as innovative practice and featured on the Gabby Logan Show on Radio 5 Live.

All staff contact and meet parents when the need arises, and there is a lot of trust that this will be done professionally and effectively. There is a management structure in place to help staff with advice as and when needed.

There is a large team of support staff under the management of our Human Resource and General Manager. Many of the support staff are there to help teaching staff and students directly. The whole emphasis of the school is on **teamwork** and there is no artificial divide between teaching and support staff. In line with LA policy, the school is a no-smoking site. We are one of only 13 secondary schools throughout the country that were selected to take part in a prestigious DFE Pathfinder project, to reduce bureaucracy and workload for teachers. We are at the cutting edge of using ICT to reduce bureaucracy and workload. **Every teacher at The Radclyffe School is provided with a high spec. personal laptop computer for planning and preparation.** Each laptop has a wireless connection enabling internet access in every room. **Every classroom is also hard wired to enable access to the internet and our VTLE (Virtual Teaching and Learning Environment).** We have a team of six Virtual Teaching and Learning Assistants, who support our VTLE which is available to staff, students and parents at anytime and anywhere. Our school has been selected as a member of the SSAT's (Specialist Schools and Academies Trust) 'Most Improved Club' and has been designated by the DFE as a **High performing Specialist School.**

The professional development of all staff is crucial to the success of the school and staff are now engaged in excellence visits to other cutting edge schools around the country. The role of the teacher is changing through technological advances and through the changing relationship we have with students and parents. We want our teaching staff to have time to plan, prepare and deliver high quality lessons. **We are a 'NO COVER SCHOOL' which means teaching staff are not expected to provide cover for absent colleagues.** We are proud of our Investors in People Award, signalling a commitment to the right of staff to a high quality programme of professional development and training. Each faculty has its own Staff Planning, Preparation and Assessment room with full access to ICT. In addition we have a **main social staff room where complimentary refreshments** are available all day. Our goal is **Corporate Excellence** as we strive to become the best secondary school in the country.

We hope that all who apply to come to work in the school will find us welcoming, good humoured, supportive and professional.

In turn we need staff who will be committed, creative, dynamic, and ready to learn and ready to give a lot of themselves to our purpose and mission statement.

FOR SAFEGUARDING CHILDREN THIS POST WILL BE SUBJECT TO AN ENHANCED CRB AND STATUTORY CHECKS