

# THE RADCLYFFE SCHOOL

“Working Together for Excellence”



## SCHOOL INFORMATION FOR CANDIDATES

### 1. INTRODUCTION

We hope that you find the following information useful when making your decision to apply for a post at The Radclyffe School. If you do not apply and it is because any of the information provided is insufficient or has discouraged you, please let us know why as we aim to continuously improve our recruitment information and practices.

### 2. OUR PRIORITY: THE STUDENTS

The school is popular and we have expanded steadily over the last few years. We have over 1450 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.

About 50% of students are from ethnic minority backgrounds, 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.

### 3. OUR SUPERB ENVIRONMENT AND FACILITIES ARE SECOND TO NONE

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 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.

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. The school is a no-smoking site.

The on-going attention to detail and maintenance of the site ensures that working in The Radclyffe School environment enables all staff to excel and perform to a high standard.

#### **4. THE SCHOOL PHILOSOPHY, AIMS AND ETHOS WILL SUPPORT YOU**

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.

Employees who embrace the school philosophy, aims and ethos cannot help but be inspired, motivated and uplifted and give of their best. We call this '*The Radclyffe Way*' and feel this is at the heart of the school's success.

#### **5. THE CURRICULUM AND FACULTY STRUCTURE IS STRONG**

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.

#### **6. THE STAFF GIVE OF THEIR BEST**

There are around 180 staff (approximately 95 are teachers) with a very good age profile, from newly appointed to very experienced. We are expanding again this year. The role of many of the support staff is to work with 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.

There is a supportive and effective management structure in place to help staff with advice as and when needed. 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. The role of all staff is changing through technological advances and through the changing relationship we have with students and parents. The professional development of all staff is therefore crucial to the success of the school.

The school is unashamedly focused on continuously improving learning and teaching. Each member of staff receives 90 minutes of high quality staff training each week through our pioneering 'Enrichment in Learning and Teaching' programme. Current initiatives include: excellence visits to other cutting edge schools around the country; the Outstanding Teaching Programme, and; an in-house Excellent Teacher Scheme aimed at utilising our outstanding teachers to support and coach colleagues in accordance with a structured and bespoke development plan. The school has established and developed the roles of key support staff (e.g. Year Managers, Learning Managers, Teaching Assistants, Learning Mentors, Internal Exclusion Manager) who directly support teachers and students and enable teachers to focus on learning and teaching. The on-going development of these staff and their roles in school are important to the school's success.

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. Through this role and others, 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.

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 and a number of support staff are 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'**.

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.**

The Radclyffe School is committed to equality of opportunity and this is enshrined in all our employment practices. In particular, the school aims to be disability friendly when recruiting staff and throughout their time with us, making adjustments as and when necessary and practicable to do so. We value and wish to retain the expertise and commitment staff bring to the school. As with pupils, the school also sets high standards for staff attendance, aiming to always improve on the national averages for both public and private sectors.

The safety of children at The Radclyffe School is of paramount importance and an enhanced criminal records check is undertaken for all staff applying to work here.

## **7. A SHARED COMMITMENT**

Our goal is **Corporate Excellence** as we strive **to become the best secondary school in the country.** Our staff will enable us to realise this ambition. 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.**