

## Welcome Message from our Headteacher, Neil Wallace

This is a great place to work. We are no ordinary school. There are many excellent schools around, but they all have a very different feel. We are a lovely school with a genuine 'feel good factor' throughout. Our mission is summed up by 3 words, Engage, Enthuse & Inspire, which underpin what we're all about. As a result, visitors are invariably struck by the energy/enthusiasm of our staff & the excellent relationships evident with students. We're looking for kindred spirits to join us. We:

- have had a very positive inspection by Ofsted under the new framework (see our website for details)
- are a genuinely inclusive school. People matter; everybody matters. We live and breathe by our values
- have strong leadership at all levels. This is a deliberate way of working and the school 'is well led by many'
- have a really strong pastoral system and structures, resulting in high levels of behaviour and buy-in from our students and parents
- are in the process of developing/expanding our site due to our increasing popularity and increased admissions applications. This will further enhance our already excellent working environment/facilities and provide additional opportunities for your future development
- have a talented, supportive staff who share and uphold the school's values. They are committed to improving the school further and creating the best possible experiences for our students
- are part of a very special local community. Stratford upon Avon is a wonderful place to work.

Just as every parent wants a very good school for their child and every child deserves one; every member of staff wants to work in a very good school, and that is what we are. We have delightful students, outstanding facilities and an extremely bright future.

We seek

- To enable young people to play a positive role in society by providing them with the knowledge, skills, attributes and qualifications to become educated citizens and flourish in the future.

Our values are summed up in the following lines:

- We hold these truths to be self-evident; that everyone is entitled to feel safe, happy and successful. We believe in, value and care for young people and want to help them to become resilient, responsible, respectful citizens. We aim to engage, enthuse and inspire. We work better and are more productive when we feel good about ourselves and trust each other.

Over the next five years we will:

- Introduce students to the best that has been thought and said and help to develop an appreciation of human creativity and achievement
- Provide meaningful, manageable and motivational experiences, enabling our students to acquire the knowledge and skills to Learn, Contribute and Lead
- Improve achievement and raise standards by adding value to students based on their prior knowledge and attainment
- Provide rich and deep educational opportunities to help understand and appreciate the wide range of social and cultural influences that have shaped our own heritage and that of others.
- Continue to review and revise our approaches to make them fit for purpose in an ever-changing world
- Set a balanced budget which supports investment in teaching and learning, development of facilities and provision of a diverse range of cultural experiences.

We believe that youngsters have an innate love of learning and their enthusiasm is ours to nurture and develop. Our job is to engage, enthuse and inspire; to create an environment where ordinary people can achieve extraordinary things.

From the moment you first approach the school, you realise what a special place to work this is. Our superb main school buildings and grounds, opened in 2002 and the Sixth Form Centre opened September 2010, provide an outstanding learning environment. . The buildings have been really well looked after and are constantly improved. The town of Stratford upon Avon is a particularly lovely place to work and we are proud to be part of the vibrant local community. We work closely with local institutions including The Royal

Shakespeare Theatre and the Stratford Literacy Festival. We are delighted to feature as 'Bond Street' on the Stratford Monopoly board. We have a talented staff and strong structures. Behind the scenes, careful husbandry has meant that the school is in a healthy financial position that has enabled us to continue to invest in our infrastructure.

Stratford upon Avon School is an 11-18 mixed comprehensive school currently catering for over 1600 students, including approximately 265 in the sixth form. This is likely to grow to 2000+ over the next few years.

In March 2016 we were graded 'Good' in every category by Ofsted. However, the school has improved further since those judgements. Our last inspection reflects those improvements and makes for encouraging reading. September 2017 saw the introduction of teaching Progress Leaders responsible for the academic progress of a year group and non-teaching College Leaders responsible for our vertical tutoring/pastoral system. This has led to a sharper focus on student progress, particularly of disadvantaged students, and swifter, more effective handling of behavioural and welfare issues. In September 2018, the school amended the timings of the school day to further improve the culture of the school, performance in lessons and attendance.

Quite simply, the school has undergone a transformation over the last few years and we are now reaping the benefits of significant changes that have contributed enormously to the positive atmosphere permeating the school and the improvements in exam results across the board. External examination results show consistently good performance across Years 11 and 13. In a nutshell, our intake comes to us at national average, yet leaves performing better than that and above national average. Students are very well prepared for the next stage of their education, training or employment. Careers provision is exemplary and the school has been awarded the gold standard Quality in Careers Award.

The current pandemic has served to highlight the strengths of our school and why it is such an excellent place to work. Our priority is the welfare of staff and students and this is reflected in the proportionate, precautionary, professional approach we have adopted. As a result, we are benefitting from the understanding, support and confidence of our wider school community. The Covid-19 page on our website will give you an insight into the clear messages, effective communication and safe, supportive culture we have established. We have made great strides in developing our use of Microsoft Teams and blended learning. When the going gets tough, it is important to feel supported by your employer and our staff and parents speak highly of how well the school is managing these unique circumstances.

We are equally proud of our creative approach to staff CPD and will help support your ongoing professional development according to your bespoke needs. We have some early closures throughout the academic year to focus on curriculum development and benefit from PiXL membership. We work closely with other local schools and are a Strategic Alliance Partner in the Shires Teaching School Alliances.

We are committed to becoming one of the best schools in the country and that ambition is shared from the governing body through every member of staff. Can you help us on our journey? If so, this is an excellent place to spend the next stage of your career as we strive to improve further.

I hope you are particularly excited at the prospect of joining us. If you think we sound like a community you're keen to be part of, then please submit a completed application form and supporting letter by the closing date. I look forward to hearing from you.

Neil Wallace, Headteacher

October 2020