

January 2019

Dear applicant,

Post of Deputy Headteacher

We are delighted that you have decided to respond to our advert for the above post. You will find the following documents on our website:

- Job description
- Person Specification
- Application form

The Stanway School is a community in which every student matters.

Students respond to our high academic, cultural and sporting expectations. We recognise and celebrate success wherever it occurs: in the classroom; on the pitch; in the studio; or in contributions to the wider community. High expectations for behaviour, attendance and punctuality help our students make good progress and we endeavour to match our teaching to students' individual needs, interests and aptitudes. All members of the school community are expected to strive to beat their previous best and take pride in their achievements.

High Performing, school of choice

- Our cohort progress 8 score of + 0.1 is above national average, and has been for the last 3 years.
- Our cohort combined % of 4+ and 5+ grades in English and Maths exceed national averages over time.
- Results in English, Maths and Science in 2018 continue to be above national outcomes.
- In 2018 achievement at 4+ was in line or above the National Average in the vast majority of subjects.
- The progress of students with SEND continues to be a strength of the school. Progress 8 scores are amongst the highest in the country.
- The progress of students receiving the Pupil Premium grant has improved significantly over a 5 year trajectory.
- Current KS4 data indicates that headline results for 2019 are in line to equal or exceed 2018 results, but with improved outcomes for disadvantaged students.
- In September 2018 the £7m building work was completed and the newly expanded school is in full use for all students.

Our outstanding staff encourage students to develop their own opinions and find their own voice through a broad and balanced, exciting curriculum. At the heart of our curriculum is a strong commitment to teaching modern British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and belief. Our young people develop informed opinions and are able to play a

Headteacher: Mr Jonathan Bland BSc (Hons)

☎ 01206 575488

✉ admin@stanway.essex.sch.uk

🌐 www.stanway.essex.sch.uk

📍 Winstree Road, Stanway, Colchester, Essex, CO3 0QA



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full part in their school community and are ready for their next stage of education, work or training. Everyone in our school community is valued.

The Stanway School is a trusted and respected member of the local community and works exceptionally hard to provide the very best start for our young people through outstanding teaching and the highest quality guidance and support.

The Stanway School continues to strive to achieve excellent outcomes for all of its students and recognises the hard work and dedicated commitment of all its staff. Staff well-being is therefore a leading priority for the school and its leadership and there is a strong ethos of building upon previous best so as to celebrate successes. This is reflected in all aspects of teaching and learning, including lesson observations where no formal grading system is used and instead clear and supportive development points are discussed and agreed to help further enhance the quality of teaching and learning in the classroom. Furthermore, the academic year is carefully planned and key pressure points are carefully mapped to help manage the demands of the profession and school meetings are all scheduled on one day so as to allow greater flexibility and balance to manage workloads.

We firmly believe that our school is a community and that only through working and supporting each other can we continue to offer our students the standard of education of which we feel proud. To this end, the school also offers dedicated Staff Well-Being opportunities where staff are encouraged to avoid taking work home and there are no school meetings. Instead a range of staff centred well-being sessions are organised that staff can opt into, including speaking to a financial advisor, trying a new craft or sporting activity, or simply catching up with work colleagues about non-work related subjects.

If you would like to work in a supportive and collaborative environment and you feel that you have the enthusiasm and commitment required to join, please complete the application form and, in a separate supporting letter of no more than two side of A4 (Arial 12), outline the qualities and experience that you would bring to the school.

You are advised that your contract of employment will be with The Sigma Trust. Previous continuous service will be recognised as set out in your statement of employment particulars. The Sigma Trust will be a scheme employer for the purposes of the Teachers' Pension Scheme so that employees may continue to be members of that scheme and pension entitlement will be unaffected.

The closing date for application is 12.00pm on 31st January 2019 and completed applications should be sent directly to recruitment@sigmatrust.org.uk.

Yours sincerely,



Mr J Bland
Headteacher