



THE FITZWIMARC SCHOOL

TRADITIONAL VALUES — LASTING SUCCESS

Dear potential applicant

It is both an interesting and exciting time to be joining the school. The school has long held a reputation for high academic attainment and excellent standards of behaviour. The school opened its doors to its first cohort of sixth form students in September 2016 and we are delighted that the students achieved a very strong set of initial A Level results that have been graded ALPS 4 and 3 respectively in 2018 and 2019. GCSE Progress has consistently been at least 'average' in recent years with attainment typically well above national averages. Despite a disappointing recent Ofsted inspection, all staff remain committed to demonstrating the high quality education we provide. We recognise the areas we have to work on and are doing everything we can to address these as soon as possible. The FitzWimarc School continues to enjoy enormous support from the local community and we are keen to develop both our place at the heart of the local community and the range of educational experiences that our students receive.

Our high standards of behaviour have not slipped and are guarded closely: we want teachers to be able to teach, and students to be able to learn. Very high importance is attached to teaching and learning. We foster a creative environment where all our staff are supported in developing reflective and innovative classroom practice. We believe in a balanced curriculum that introduces and develops a wide range of skill areas. A high emphasis is placed upon reinforcing literacy and numeracy skills across the curriculum. This ensures that all students receive a consistent experience and become effective communicators and empowered individuals.

As the school has balanced the financial pressures faced by all schools, the post of deputy Headteacher has been unfilled for nearly two years. We are now in a position where we are able to reappoint to this position and believe that this is an extremely prestigious post that will suit an applicant looking to move on to Headship in the future. Because of the strong skillset of the existing Deputy Headteacher we are prepared to appoint a senior leader to either the Teaching and Learning position or Pupil Progress which takes an overview of interventions for a range of students needs. We are looking for an experienced senior leader with a track record of school improvement and an ability to inspire and lead a committed team of staff.

In addition to undertaking normal senior leadership duties, we require an individual who can keep the school at the very forefront of best practice. For the Teaching and Learning post you will need to have a very good knowledge of, or willingness to develop an understanding of, educational theory, developments and best practice. For the Pupil Progress post an ability to organise evidence based interventions within a tight budget is an essential prerequisite. As an excellent classroom teacher, you will ensure that the school retains and develops its reputation as an exciting and inspiring place for a modern education with traditional values

There is a real energy and enthusiasm about this school and we invite you to be a part of this exciting journey as we strive to do the very best we can for the students. 'Good enough' is not acceptable. We will continue to strive for academic, sporting and cultural development and success. This ensures that the young people of Rayleigh are well served by the school. Every student, subject and grade is valued; the hard-earned GCSE grade 4 is celebrated just as much as the copious number of 8 and 9 grades that are achieved. We believe that the modern education we offer at The FitzWimarc School will prepare young people to be thoughtful and responsible members of society. In an ever changing world, they leave equipped for lasting success.

Should you wish to join us on this journey, please complete the application form in full. There is no need to send a curriculum vitae (C.V.) but you should complete in detail the section of the application form detailing how your aptitudes and experiences to date meet both the person specification and the aims of the school.

To view our prospectus and for departmental and general information about the school, please visit our website: www.fitzwimarc.com Shortlisted candidates will be advised shortly after the closing date. I hope that you will take the time to make an application and appreciate the interest you have shown in the post.

Yours faithfully,

Robert Harris

Headteacher