Oldbury Wells Information Pack

Oldbury Wells School is a popular and successful 11-18 secondary school in the picturesque market town of Bridgnorth. It was the founding and lead member of the TrustEd Schools' Partnership which on 1st May 2022 merged with the Central Shropshire Academy Trust to form the TrustEd Schools Alliance (http://www.trusted-schools.com/)

The Trust is a family of nine schools based in South Shropshire and Shrewsbury. We are passionately committed to providing an excellent education for all our pupils and we are working together to secure that aim.

Oldbury Wells has secured strong Ofsted results for many years, most recently in 2023 when it was confirmed as 'Good' by Ofsted. The inspection report captures the strong practice which takes place throughout the school which make Oldbury Wells a 'great place to be and great place to learn' and captures well our values and ethos. School results at KS4 are strong and result from a well planned curriculum which is adapted to meet the needs of all. There is every reason for the school to aspire to be 'Outstanding' and this is something we continue to work towards.

In relation to student's outcomes, in 2023 Progress was in line with national average with target groups such as Pupil Premium students, SEND and Low Prior Attaining students' progress well. Our intake is slightly higher than national in terms of prior attainment, but not significantly so. High Prior Attaining pupils perform in line with national expectations, this group of students remain a key focus for us in terms of stretch and challenge across the curriculum.

We use school self-review and improvement planning thoroughly to guide our work. Our strategic objectives and clearly articulated development plans express our ambition to be an even better school. All members of the team contribute towards the development of the plan, with each area developing a plan which links directly into whole school objectives.

The school has been well subscribed in recent years and we have around 780 pupils on roll from Year 7 to Sixth form. Our current sixth form is called Bridgnorth Sixth Form which will continue to support students through to the Summer of 2025 when it is scheduled to close under its current arrangements. There are initial plans being developed do continue a post 16 and adult education offer on site in partnership with Telford College and our closest local secondary school provider.

Our pupils are fantastic and actively join in with all aspects of school life with parents who are keen to support us and for their children to do well. We enjoy a strong local reputation, and our school community is proud of their school and wants it to enjoy further successes. Pupils arrive to us from Bridgnorth town, local Shropshire villages and from further afield (largely South Staffordshire / Wolverhampton). Our rural catchment means that more than 70% of our pupils arrive at school by bus, either local authority buses for Shropshire pupils, or from our own chartered buses for out of area pupils (at cost to those parents).

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OLDBURY WELLS SCHOOL

Our students enjoy good facilities in a spacious, green setting with impressive views overlooking the town. Our campus feels semi-rural, fringed by a quiet residential road, a primary school, with fields to our west and a steam railway to our east! Our school is spread across two sides of a small cul-de-sac and we are technically a split site school, being originally a separate boys' and girls' schools. In practice we treat our site as if it were one and have the added benefit of two sets of things (including fields and playgrounds).





Our buildings are grade two listed and are an example of modern post-war architecture. We effectively manage and maintain our facilities which ensure that students have access to facilities which support their progression. We have a purpose-built sports hall and two gyms, and one of the largest playing fields in Shropshire! Our departments are, for the most part, organised into areas/zones of the school and are all overseen by established Heads of Subject, very ably led and supported by Directors of Learning.

Our secure pupil numbers and the consistent careful management of our budget means that our school enjoys a healthy financial position. Shropshire has historically been a low funded authority, so we have become used to working within tight controls. At the present time we are projecting a stable and strong financial future.

We offer a three-year KS3 and two-year KS4 program to ensure that our students maintain a broad and balanced curriculum, we offer all National Curriculum subjects and more at GCSE. Our core subjects use setting, and most other subjects have mixed ability teaching due to the nature of our open option lines.

Our academic work is organised through seven faculty areas. Our faculty leaders are a highly effective team. We work hard to support and retain our staff ensuring appropriate professional development opportunities to support all colleagues no matter what stage of their career.

We take pride in our pupils' sporting achievements and our strong extra-curricular work. We are very high performing in terms of competitive sport – this is both in terms of participation in competitions and in terms of competition success. Other extra-curricular areas are too many to mention but include our school productions, various clubs and Duke of Edinburgh Award; our website and social media pages show further detail.

Our inclusion work is also very strong. Our SEND team are brilliant, and this is an area of consistently high performance for us in terms of progress measures. We also invest in pastoral staff, employing a part time Counsellor and five Student Support Workers to work alongside our Heads of Year. They are an excellent team of dedicated and effective staff.

Introducing our Trust

We are a Multi Academy Trust, based in south and central Shropshire. We are a Trust of nine academies, working together as a supportive local family of schools. All our schools are highly ambitious for our pupils and we share a strong vision of service to our communities through the provision of excellent education.

Our schools serve the communities of Bridgnorth, Craven Arms, Church Stretton, Pontesbury and Shrewsbury. We work hard as a Trust to build on our schools' current strengths and support cross-phase collaboration. We are a Mixed MAT with both Church and non-Church schools in our Trust.

Our secondary schools Belvidere School, Mary Webb School & Science College, Meole Brace School, Oldbury Wells School and Church Stretton School, all work with their local primaries. Our family of schools also support each other, and we all work with the same focus, to provide excellent education to every one of our pupils.

Our central team is made up of experienced and dedicated colleagues. The team came together in May 2022 when CSAT and TrustEd amalgamated to become the TrustEd Schools Alliance.

It has been wonderful to see our Trust develop and our family of schools thrive. We are inspired to work together as a group of leaders and headteachers across all of our schools and with a common purpose. We cherish our schools' individuality but also appreciate how much we can achieve as a team working together.

For further information, please refer to our Trust website at: www.trusted-schools.co.uk



Standard Employment Matters & Safer Recruitment

The post is subject to:
The terms and conditions for teachers as set out in the School Teachers' Pay and Conditions Document; the other terms and conditions set out in the various national collective agreements in force from time to time; the Trust's terms and conditions including any local agreement entered into with the Trusts' forum (including recognised trade unions); the conditions set out in the Job Description and in the letter of appointment.

Salary and Pension:
This is a main scale post and will be finalised based on the successful candidate's previous experience. The post is pensionable in accordance with the Teachers' Pension regulations, and relevant contributions will therefore be automatically deducted from the post holder's salary other than where or until such time that the Academy/Trust receives notification that they have elected to opt out of the Scheme. More information can be found online by visiting www.teacherspensions.co.uk

Safer Recruitment Statement:
Our Trust is committed to safeguarding and promoting the welfare of children and young people within all Trust schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children in accordance with statutory guidance including 'Keeping Children Safe in Education Guidance'. In order to meet this responsibility, this includes a rigorous recruitment and selection process to discourage and screen out unsuitable applicants. Trust Job Descriptions and Person Specifications make reference to safeguarding and child protection and that all posts are subject to a Disclosure and Barring Service certificate (DBS). All advertisements include our safeguarding statement and commitment.

Interview and Appointment:
Shortlisted candidates will take part in an in-depth interview and selection process. Candidates called for interview should bring with them a form of identification e.g. driver's licence or passport. Any offer of appointment will be subject to satisfying any arising safeguarding matters at interview and also formal pre-employment checks. All checks will be made in the strictest confidence and used solely for the purpose of considering applications for the post. A Disclosure and Barring Service Enhanced Certificate (DBS) with Barred List Check will be required for all appointed posts. The Trust will carry out other appropriate pre-employment checks, these include: Qualifications and Status e.g. QTS, Prohibition check, EEA check, Section 128 Directive check and Disqualification under the Childcare Act 2006 check. A Fitness to work declaration will be required following appointment to ensure that a candidate has the health and physical capacity for the job. Further identity checks to determine identity and proof of eligibility to work in the UK**.** Inclusion on the Trust/school's Single Central Record (SCR).

Probation and Mobility:
New staff may be subject to the probation procedure for a period of six months, according to Trust policy. The probation period, where applied, is to enable the assessment of an employee's suitability for the job for which they have been employed, which includes the monitor and review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Our Trust's Mobility Guidance applies to new staff which specifies how and when staff may be deployed to work in another Trust school. This Guidance specifies how deployment across schools operates, for promotion, staff development, secondment or redeployment. A copy of this Guidance is available on request.

Equal Opportunities:
Our Trust recognises the value of, and seeks to achieve, a diverse workforce which includes people from all backgrounds. TrustEd Schools Alliance takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community. TrustEd Schools Alliance is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation:
Our Trust is committed to ensuring that all employees' privacy is protected. By signing a contract of employment, you will agree for TrustEd Schools Alliance, and/or agents appointed by the Trust, to process your personal data, including "sensitive personal data" as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administration, as well as, complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to our Trust. A full list of these organisations is available upon request.

Further Information for Applicants:
Any canvassing in respect of this selection process will disqualify the applicant. The appointment may be terminated upon three months' written notice by either side taking effect on 30 April or 31 December, or upon four months' written notice by either side taking effect from 31 August, except in the case of dismissal for misconduct or any other cause.