

Recruitment Pack

South Wilts Grammar School, Salisbury



SOUTH WILTS
GRAMMAR SCHOOL



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Welcome

South Wilts Grammar School (SWGS) in Salisbury, Wiltshire is a high performing girls' grammar school with a distinctive coeducational Sixth Form. The information in this pack, together with that available on our website, is designed to give you an understanding of the school, our vision and ethos, and we hope that this will encourage you to apply.

With a heritage of promoting secondary educational excellence, South Wilts has developed and grown significantly in the 12 years since it became an academy. The Trustees face the future with confidence in their track record and a real appetite to explore what it means to be a grammar school in the 2020s, how collaboration with other schools should be approached and how to continue to enable students to thrive and achieve in the digital world.



01

About us

We are an 11 to 18 grammar school, which opened in 1927.

Entry for Years 7 to 11 is through selection using the 11+ assessment.

The school has been a standalone academy since January 2011, and from September 2020 it became co-educational in the sixth form, taking boys on roll.

There are currently 1130 students on roll, including 340 in the sixth form.

Our catchment includes the City of Salisbury and its wider geographical area.

The school is a five-form entry school with a PAN of 160. The school is oversubscribed both for entry into Year 7 and the sixth form.

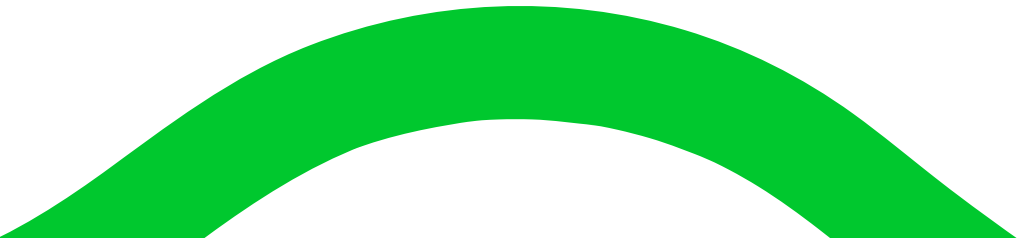
The school was judged to be good overall, with behaviour and attitudes being rated as Outstanding by OfSTED in October 2019. They found the school to be thriving, with pupils proud of the school and pupils' eagerness to learn made a significant contribution to the success of the school.

We are fortunate to be located in the thriving city of Salisbury, which is most famous for its Cathedral and is close to many historic sites such as Stonehenge. Salisbury is near the New Forest and has a busy market, up-to-date shopping facilities and a lively Arts scene. It has good rail and road links with London, Southampton, Bath, Bournemouth, Bristol and the West Country.





**South Wilts
Grammar School**
Salisbury, Wiltshire





02

Our vision & values

Our School Vision embodies our determination to prepare our young people to be the best they can be and to empower them to live highly successful and fulfilling lives.



Success

Wellbeing

Growth

Service



Governors are enthusiastic in their commitment to the school. Their vision has maintained the high quality of education through a period of expansion.

OFSTED 2019

We will enable all students to achieve **success** in their education and future lives and will support, sustain and strengthen their physical and mental **wellbeing**.

We will skilfully promote **growth** in students' academic learning competencies and their personal resilience. By preparing them for life's opportunities and challenges we will enable them to **serve** their communities positively, in their own unique way.



03

Academic information

The school places great emphasis on an academic, but broad and balanced, curriculum, through which students flourish in their learning experiences.

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An environment where students can develop their full potential, and where academic studies and pastoral care are valued equally.



Years 7-11

Students in Year 7 start with two languages, French and German, and then begin Spanish in Year 8.

At key stage 4 the school does not make studying a language to GCSE compulsory, but actively encourages students to continue with at least one language.

Three separate sciences are studied at GCSE and some students take Level 2 Further Maths in addition to GCSE mathematics.

Students are also given the opportunity to follow the Level 1 course in Sports Leadership. Students take on average 10.2 subjects at GCSE.

Admission to the school in Year 7 is by 11+ examination, which comprises verbal reasoning, mathematics and English tests.

The school admits approximately the top 20% of the national ability range, drawing students from a large number of primary schools. In 2023, students came from 73 different primary schools and from a radius of up to 25 miles.

There is a well-developed primary outreach programme in maths, MFL, computing, science and DT.

6th Form

In the sixth form, students can choose from 27 different A Level / Level 3 qualifications. The school works hard to respond to the needs of its students: it recently introduced environmental science A Level into the curriculum, and from September 2024 it will be delivering sociology. Most students study three A Levels with a small percentage studying four subjects.

The entry requirement for the sixth form is six grade 5s at GCSE including English Language and mathematics.

Approximately 90 students join South Wilts in the Sixth Form from other secondary schools each year.



Achievement

South Wilts Grammar school is a high performing school.

69.11%

of 2023 grades at GCSE were awarded grades 7 to 9, with 46.31% graded 8 or 9; 30% were grade 9.

96.2%

of students achieved five grades 5 to 9 including English and mathematics.

64.27%

of A Level grades were awarded A* to B; 10% were at A* and 32* were at A* to A.

0.61 score

Value added is positive at GCSE; the estimated Progress 8 score for 2023 is 0.61.

High%

A high proportion of students go on to study at a Russell Group university.

7

Attainment 8 was 7.

A full profile of the examination results can be viewed on the school website.



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The teachers knew their students well and there was an obvious element of trust between the students and their teachers. The atmosphere in each of the classrooms was warm and welcoming and students were keen to ask and answer questions.



04

Extra curricular activities

There is a wide range of extracurricular provision including academic support and a variety of clubs, many run by students themselves.





The majority of these activities take place during lunch time (which is an hour long), as many students travel to school by bus or train. Please refer to our website for the full programme of activities.

There is also a wide range of trips and visits, including residential visits to France and Germany, history trips to World War One battlefields and Washington, an RE visit to Rome, biannual ski trip and many subject-specific day visits.

There is wide participation in sports clubs and competitive teams. Music is particularly strong across the school, with a Senior Choir, Junior Choir, A Cappella, Senior Orchestra, Jazz Band, Wind Band, Chamber Orchestra and Guitar Ensemble. We have regular concerts for our choirs, ensembles, and orchestras.

The very popular Duke of Edinburgh Award programme operates from the school, with students participating across bronze, silver and gold levels. We currently have over 500 students taking part across Years 9 to 13.



SWGS promotes the children to not only achieve a high level in academic success but to also have increased self confidence and respect.



05

Pastoral care and wellbeing

At South Wilts, the focus is not only on academic excellence but also on enabling students to become independent and resilient learners. Ensuring that all students are supported in their needs is a priority, whether those needs relate to wellbeing, special educational needs, health or disability or other barriers in their lives. The pastoral Deputy Head is the DSL and oversees the role of the school's SENDCo, Year Heads and the Director of Sixth Form.

“

The ethos of care and concern is one of SWGS's key strengths.



Consultation evenings are held online during the year, when parents can discuss their child's progress with subject teachers. All teachers are expected to be form tutors and the form tutor is the first point of contact for parents. We also have two Pastoral Managers, a part-time School Counsellor and Lay Chaplain.

A strong academic mentoring programme operates to help students who are finding work difficult. A team of senior mentors allocates sixth form students to help younger girls who request a mentor.

The Head Student team and Senior Prefects are invaluable in the organisation of the school, along with the House Captains. The school introduced a new House System in September 2023.

Student voice is an important aspect of the school. The school has a School Year Council chaired by the Head of Year, with two representatives from each tutor group.

There is also a School Parliament, with two student representatives from each year group and chaired by Year 11 prefects. There are many student leadership opportunities across all key stages.

Students follow the successful Live Well Programme, which is an holistic approach to positive physical and mental well-being.



School structure

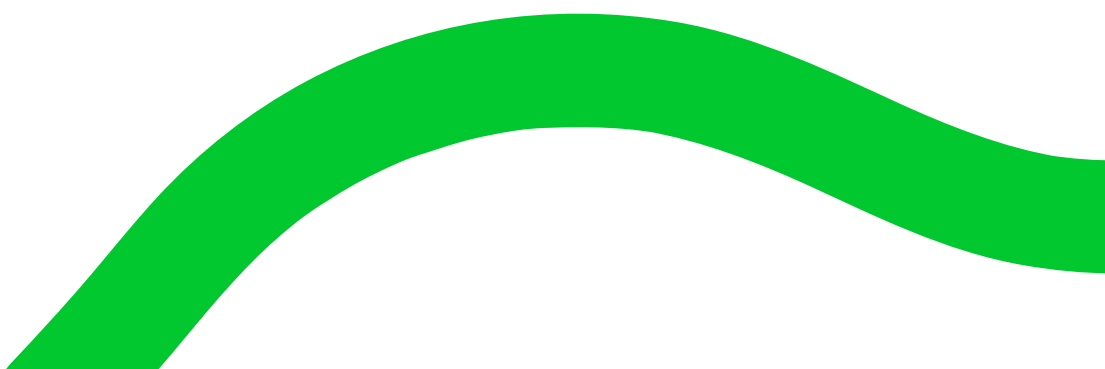
The Senior Leadership Team structure currently comprises the Headteacher, two Deputy Heads (one pastoral and one curriculum focused), two Assistant Heads, the School Business Manager and the HR Manager.

The school has always tried to develop leadership capacity in the school. In September 2023, the school introduced an extended senior leadership team. This includes five middle leaders who have taken on senior roles and responsibilities. In addition to these, the school currently has other staff working on secondments looking at:

- Literacy
- Sustainability
- Live Well programme
- House system

Subject areas within the school each have a Head of Department /Subject Lead. All department areas have their own work area and have allocated departmental support time.

The school operates a two-week timetable and a 5-period day, each period is one hour in length, with breaks both morning and afternoon and an hour for lunch to give time for the many clubs and activities. For students, the school day begins at 8.45am and finishes at 3.45pm. The new school day structure came into place in September 2023. Over 50% of students travel to South Wilts by public transport.



07

Our facilities

The main school block was built in 1927, with further building in the 1950s and 1960s. There have been more additions in recent years with a new Mathematics and Computing block, Sixth Form Centre, Music block, the Learning Resources Centre and an extension to the DT block with a new food technology room and textiles classroom.

There are six networked computer rooms, along with a suite of computers in the Sixth Form Common room and the Learning Resources Centre. The main applications used across the school are the Microsoft Office 365 suite and Adobe CC, as well as subject specialist software used in most curriculum areas. The school uses Microsoft Teams and this allows home access to school documents. There is a school Wi-Fi system that both staff and students access.

The excellent sports facilities consist of an all-weather running track, a gym, and netball and tennis courts. There is also a small theatre and a drama studio. We have outsourced our catering to Innovate who operate a popular sixth form café in addition to our main canteen.



Staff welfare & development

The school's most important resource is its staff, both teaching and support staff, and we believe that the measure of a school's success must be that all staff feel respected and cared for.

The Senior Leadership Team and leaders at all levels are approachable and care about the welfare and wellbeing of all staff. We also try to ensure that staff have a good work life balance, adhering to the advice provided in the workforce reform, such as a 'rarely cover' policy for teachers. There are good CPD opportunities for all staff and excellent support for ECTs.

We maintain good avenues of communication, keeping staff informed with a weekly briefing and bulletin, and we provide opportunities to contribute to policy making, listening to and using good ideas. Staff voice is strong, led by our staff governors who feed back to the SLT and Governing Body.

We maintain strong relations with all of the major teaching unions, including regular meetings between the senior leadership team and staff union representatives.





South Wilts is a happy and supportive environment where students and staff care about one another. The school's motto is...

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Learning for today, preparing for tomorrow.



09

Staff benefits

Include:


- Committed, motivated and high attaining students
 - Teachers Pension Scheme and STPCD/Burgundy Book terms & conditions (for teaching staff)
 - Local Government Pension Scheme and NJC/Green Book terms & conditions (for support staff)
 - A confidential and independent Employee Assistance Programme with a 24/7 support helpline for access to counselling and advice
 - 'Rarely cover' policy for covering teacher absence; very low levels of staff cover
 - An active staff committee who organize regular social events
 - A large staff room with plenty of workstations as well as space for socialising
 - Free on-site parking
 - Cycle to work scheme
 - Free on-site staff flu vaccinations
 - School laptops allocated to all teachers
 - Discounted membership at 5 Rivers Gym & Swimming Pool (conveniently located right next door) as well as all other Wiltshire Council leisure facilities
 - On-site canteen and sixth form cafe
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SOUTH WILTS GRAMMAR SCHOOL



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