



SOUTH WILTS GRAMMAR SCHOOL



INFORMATION FOR APPLICANTS





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Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will need to undertake an enhanced DBS check.

South Wilts is an 11 to 18 selective grammar school that became an Academy on 1st January 2011. From September 2020, we became co-educational in the sixth form, taking boys onto roll. There are currently 1142 students on roll, with 356 in the sixth form. The entry requirements for the sixth form is 6 GCSEs graded 5 or above with a 5 in English and maths. In Year 7, there are five forms of entry of 160. Entry to the school in Year 7 is by the 11+.

The school was judged to be good overall, with outstanding for behaviour and attitudes, by Ofsted in October 2019. South Wilts is a high performing school and in 2022, 79% of grades at GCSE were awarded grades 7 to 9, with 58 graded 8 and 9 and 30% grade 9. 99.31% of students achieved five grades 5 to 9 including English and maths. Value added is positive at GCSE. Unvalidated Progress 8 for 2022 is 0.68 and Attainment 8 was 77.34. At A Level, 72% of the grades awarded were A* to B, with 18% at A* and 45% A* to A. In 2022, a high proportion of students went on to study at a Russell Group university.

The school values its broad and balanced curriculum. Students take on average ten subjects at GCSE and students can choose from 27 different A Level / Level 3 qualifications in the sixth form. We have strong links with schools outside the UK, including longstanding links to schools in France and Germany.

South Wilts is a member of the South West Academic Trust (SWAT) whose members are Bournemouth School for Boys, Bournemouth School for Girls, Churston Ferrers Grammar, Colyton Grammar School, Devonport High School for Boys, Devonport High School for Girls, Parkstone Grammar School, Plymouth High School for Girls, Poole Grammar School, Torquay Boys' Grammar School, Torquay Girls' Grammar School and Exeter University. Students meet together at each other's schools or at Exeter University for Learning Walks and to develop skills of negotiation, delegation and motivation through practical and fun activities. Teaching staff from the Trust meet to work together developing innovative approaches to teaching and learning.





The **Senior Leadership Team** comprises the Headteacher, two Deputy Heads, two Assistant Heads, the School Business Manager and the HR Manager. The subject areas within the school each have a Head of Department. All departments have their own work area and have allocated departmental support time. The school day has eight periods of 40 or 35 minutes a day, 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. We are currently reviewing the structure of the school day, with plans to move to a two week timetable. There are no plans to change the start or finish time of the day.

The Deputy Head with responsibility for quality of education is in charge of our curriculum and is also our Careers Lead. They oversee our literacy programme, as well as staff induction and training, and support our work around Ethnic Diversity and Inclusion.

The Deputy Head with responsibility for student wellbeing is in charge of our pastoral system and oversees the school's SENDCo. They are also the Designated Safeguarding Lead and Mental Health Lead. This role is assisted by joint Directors of Sixth Form as well as Heads of Years 7 to 13.

We also have a part-time School Counsellor, Lay Chaplain and a Careers Advisor. 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 students who request a mentor. The Head Student team and Senior Prefects are invaluable in the organisation of the school.

Parent 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. A face to face briefing for the parents of each year group takes place once a year.



At South Wilts we not only focus on academic excellence but also help our students to become independent and resilient learners. Our students follow our Live Well programme, which is a holistic approach to positive physical and mental well-being and comprises eight elements:

- Learn well
- Eat well
- Connect well
- Choose well
- Move well
- Sleep well
- Talk well
- Think well

We encourage our students to follow our three core values:

- Be kind
- Be involved
- Be aspirational

We have two 'Golden Threads' running across all aspects of school life:

- Equality, diversity & inclusion
- Sustainability

Admissions - Entry to the school in Year 7 is by 11+ examination, which comprises verbal reasoning, maths and English tests. We admit about the top 20% of the national ability range and girls attend from over eighty different primary schools drawn from a wide radius of up to twenty-five miles. There is a Late Entry Test procedure for girls wishing to enter South Wilts in Years 8 to 10 when spaces are available. The entry to the sixth form is six grade 5 at GCSE with a 5 in English Language and Maths. Approximately 90 students join South Wilts in the Sixth Form from other schools.

Science, maths, MFL, Technology, PE and computing activities and master classes are held for primary schools.



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 seven 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.

Parents and Governors are particularly supportive and involved in the life of the school, and we have an active PTA. Students do a lot for local causes through community activities and charity work and last year raised over £11,000. Local businesses are involved with the school in various ways such as: interviews for Year 11 students; Scientists in School Day, where local scientists give talks and demonstrations to Year 10 students; Industry Days, where Year 9 students solve problems for local businesses; and Languages Day.

The school has a strong staff commitment to sustaining **extra-curricular activities**. Many of these activities take place during our long lunch time, as many students travel to school by bus or train. There is a wide range of extra curricular provision at lunchtime including academic support and a wide range of student clubs, many run by students themselves. There is also a wide range of trips and visits, including residential visits in geography, history trips to World War One battlefields and Washington, biannual ski trip and many subject-specific day visits. There is wide participation in sports clubs and competitive teams. Music is strong across the school, there is Senior Choir, a Junior Choir, A Cappella, Senior Orchestra, Jazz Band, Wind Band, Chamber Orchestra and Guitar Ensemble. We have regular concerts for our choirs, bands and orchestras. The Duke of Edinburgh Award programme operates from the school, with large numbers of students participating at Bronze, Silver and Gold Level.

Staff welfare and 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 major teaching unions, including the Senior Leadership Team holding regular meetings with staff union representatives.

South Wilts is a happy and supportive environment where students and staff care about one another. The school's motto is "Learning for today, preparing for tomorrow". Other 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 non-teaching 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 organise regular social events
- A large staff room with plenty of work stations as well as space for socialising
- Discounted membership at 5 Rivers Gym & Swimming Pool and all other Wiltshire Council leisure facilities
- Free on-site parking
- Cycle to work scheme
- Free on site staff flu vaccinations
- School laptops for all teachers
- On-site canteen and sixth form cafe
- Free cakes in the staffroom on Fridays!

Salisbury is a thriving city most famous for its Cathedral and close to many historic sites such as Stonehenge. It is near the New Forest, with 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.

Our school's prospectus, school policies and detailed examination results are available on the school's website www.swgs.wilts.sch.uk. Regular newsletters, also on the website, show the range of activities that the school is involved in.

