







## Headteacher's Welcome

Thank you for your interest in Glebelands School. I am delighted that you are considering applying for a position and hope that this brochure will provide you with the information you require about both the role and our school.

Glebelands School offers high quality teaching and learning which is central to the success of the school. It underpins the excellent progress students make and the standards they achieve.

All teachers at Glebelands believe they can, and do, make a difference to the lives of students they teach so that the young people who pass through the school leave as happy, confident individuals who have developed the skills to lead fulfilling lives and make a positive contribution to society.

We have a long tradition of developing individual talent and encouraging high aspirations through a broad curriculum. Relationships between all members of our school community are based on respect - respect for ourselves, respect for others, respect for the environment and respect for learning. Our students are bright and enthusiastic – their joy in life and spirit of curiosity makes education at Glebelands a real pleasure, both for them and for their teachers.

This is an exceptional opportunity for a dynamic educational teacher to become part of our team. The successful candidate will align to our strategic vision, share our core values, have a drive and energy to help shape the success of our school, and ensure the learning environment is one in which all of our students will thrive.

If this role sounds like a challenge and opportunity which excites you, and you believe that you have the necessary skills and experience, then we would be pleased to receive your application.

**Mr Russell Mitchell**  
Headteacher



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## About the School

Glebelands School is a hugely successful comprehensive school situated in the heart of the community in Cranleigh, Surrey.

The school has 670 boys and girls from Year 7 to Year 11. The curriculum offers a wide choice of academic subjects and a comprehensive extra-curricular programme ensures a rounded education for all.

Glebelands has substantial green areas which are regularly maintained to provide optional space for Physical Education lessons as well as space for students and staff to use and enjoy during social time, break and lunch.

The school is well connected, being a five-minute walk from Cranleigh village centre where there are a number of typical high street shops along with bespoke family run stores. In the centre of the village there is the main bus station which runs an excellent service to the local villages and the busier towns including Godalming and Guildford where there are mainline railway stations linking to London. There is ample parking on school site which is situated across two dedicated car parks.



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## Strategic Vision

Our aim for 2021-22 is the relentless pursuit of

### **EXCELLENCE:**

**Exceptional** progress for all students

**Curriculum** intent and implementation are embedded securely and consistently across the school

**Evidence** informed CPD for continual improvement of teaching and learning and assessment of the curriculum

**Leaders** at all levels drive improvement

**Links** with the community are expanded so staff and students make a positive difference to the wider community

**Extensive** extra-curricular and personal development programme which provides a wide, rich set of experiences and develops students' character so they have high expectations of themselves

**Non-stop** focus on our values of Respect and Achieve, so students behave with consistently high levels of respect for others and students' attendance at school is well above national levels

**Challenging** lessons that make students 'think hard', allowing all students to consistently achieve highly

**Effective** recovery from COVID-19 closure so there is no widening of the attainment gap



## Governance and Leadership

As with all comprehensive schools, day-to-day management of Glebelands and oversight of its standards and performance are the responsibility of the Headteacher, Mr Russell Mitchell. He is supported by the Senior Leadership Team and the Governing Body, which currently numbers 16 members.

In the educational leadership of the school, the Headteacher is supported by two Deputy Headteachers and by the rest of the Senior Leadership Team including two Assistant Headteachers and two associate members of SLT (who are Middle Leaders).

The school's Finance and Business Manager reports directly to the Headteacher and serves on the appropriate Governing Body Committees.

The Governing Body delegates specific duties to the following committees:

- Finance, Premises and Policy
- Financial Monitoring
- Pay
- Education and Progress
- School Business

The Board of Governors usually meets six times a year and all Governors are linked to academic and pastoral Middle Leaders where they negotiate a balance of challenge, offer support and monitor each Leader to ensure excellence is achieved. The Governing Body understands how the School operates and safeguards legal compliance including oversight of the School's commitment to promoting best employment practice.



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## Academic

Glebelands seeks to equip students with the skills and confidence they need to innovate, not replicate and the results at GCSE place us well above average. School results improve year on year.

During the first three years (Years 7 to 9), a broad curriculum encourages a love of, and interest in, learning. Subjects covered include Mathematics, English, History, Geography, Biology, Chemistry, Physics, Art, Drama, ICT/Computing, Design & Technology, two modern languages (French and Spanish), Music, PE, Religion & Philosophy, and Learning for Life.

For GCSE, all students take GCSEs in Mathematics, English (Language and Literature) and, Science (combined or triple award). They also take a mix of GCSEs in some of these optional subjects: Additional Mathematics, Art, Design & Technology, Drama, French, Geography, History, Music, Religious Studies and Spanish. They may also opt to take Latin as an additional GCSE which is run as part of our extra-curricular programme. Glebelands also has successes with offering alternative pathways utilising our strong links with local colleges to offer a broad variety of vocational courses including Child Education, Film Studies, Hair and Beauty and Construction.

In 2021 33% of all GCSE grades were at 9-7, 88% 9-4, with Basics at 4 above 80% in recent years. We will achieve 90% within the next few years.



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## Pastoral

Glebelands places great emphasis on creating a friendly and supportive atmosphere to enable the boys and girls to develop their own interests and talents.

All students have a Form Tutor whom they see twice each day, and who ensures that each child is fully settled and performing at their best. Form Tutors are supported by Heads of Achievement in each year group who lead weekly assemblies and organise a variety of tutor time activities to support mindfulness and character development. This wellbeing focus is integrated into all areas of school life and students are encouraged to support each other. In addition, a full-time Home School Link Worker can provide a confidential support service to students who need it and we offer a Mentoring programme to support students who may need guidance and advice.

Learning for Life is an important part of the school's pastoral provision and a parallel programme of talks from visiting speakers means the school and local community work together to help students develop positive relationships and deepen their understanding of the outside world.



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## Extra-Curricular

Glebelands School has a rich extra-curricular programme which promotes a curiosity and love of learning, and develops skills above and beyond what is already delivered through the academic curriculum. We are able to offer a range of activities during the school day as well as after school clubs and sporting fixtures.

The school has excellent sports facilities accessible to all year groups. Facilities include a dedicated sports hall and gymnasium, a newly refurbished weights and cardio room, netball and basketball courts, cricket nets and cricket club house, rounders pitches, a running track, a long jump pit, football pitches, tennis courts and rugby pitches. A wide range of sports are on offer at all levels with choices including cricket, tennis, football, netball, basketball, badminton, table tennis and use of the weights and cardio room. There is a comprehensive programme of inter-school and inter-year group fixtures in many other sports. We are also expanding our facilities by investing in a new 4G pitch which will be in ready to use in September 2022.

Students in Year 9 and 10 have the opportunity to take part in the Duke of Edinburgh Award.

Music, Drama, Art and Design and Technology are especially vibrant, with superb facilities and great opportunities for involvement at every level. Standards are consistently high. Music offers a comprehensive peripatetic programme alongside the opportunity to join the choir, rock band or become involved with annual performances such as a whole school production. The Drama Theatre is well equipped with lighting, sound and special-effects technology which supports the fantastic productions it is able to put on. Art and Design and Technology enjoy spacious and well-equipped workshops and studios.

We also offer our Thrive programme. This involves a variety of over 30 bespoke activities being offered on a Wednesday afternoon during the school day. This allows all students to try something different, to learn a new skill and to make new friends. The programme offers activities of which include; photography, softball, Harry Potter wand making, Warhammer, cookery, E-textiles, board game... to name but a few.

In addition to Thrive, there is a huge range of clubs and societies at the school designed to appeal to different ages and stages. These include chess club, debating, various art and craft clubs, science, technology, engineering clubs and Lego robotics to name but a few. This aspect of school life is vitally important to ensure students thrive. All members of staff partake in extra curricular clubs. Community outreach and charity forms part of our core values. Students take part in community service activities, including visiting a nearby Community Centre where our Year 10 students offer support during lunchtime by undertaking duties such as sitting and talking with the residents and serving and clearing lunch. We support many different charities such as The Shoe Box Appeal, Mental Health Awareness and Giving Nation where we raise and donate money each year to brilliant and well deserving causes.



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## Staff Development

Continuing Professional Development (CPD) is at the core of teacher progression and at Glebelands we believe in investing in our staff to ensure that we are continually evolving and striving for excellence. By offering a diverse CPD programme it drives improvement in the classroom and helps our staff feel engaged, empowered and valued as professionals.

Glebelands CPD provision is strategically mapped each year and offers a variety of compulsory and optional sessions to all staff at all levels. Typical opportunities include: one-off whole-school sessions, seconding experts who offer up to date pedagogical strategies, collaborative peer coaching, individual research tasks, online self-guided module tasks, bespoke skill builds such as developing IT and many more.

Where possible teaching staff are encouraged to engage with professional post-graduate qualifications such as recognisable NPQ programmes and Master level awards.

Glebelands welcomes Early Career Teachers (ECTs) by supporting their development through engagement with the Early Career Framework (ECF), a bespoke two year CPD programme centred around building on strengths but more importantly recognising areas for development. ECTs are provided with an experienced Mentor, timetabled weekly Mentor meetings and additional CPD. In addition all staff are provided with a Teaching and Learning period whereby departments collaboratively work on planning, developing resources, have robust discussions on data and support each other.

Glebelands also values how important the start of any professional career journey begins, and so we embrace the opportunity to offer to initial trainee teachers (ITTs) placements with us. As an ITT you are provided with an experienced Mentor, timetabled weekly Mentor meetings and are treated as part of the school community undertaking the role and duties as a normal teacher would, albeit on a reduced scale. This exposure and experience is invaluable and enhances employability as well as a smooth transition into the first year as an ECT.



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## Application Process

Interested candidates are invited to contact the Headteacher's Personal Assistant to arrange a confidential discussion with a member of the Senior Leadership Team handling the appointment. Candidates are also welcome to arrange for the opportunity to visit and tour Glebelands School.

**Mrs Gena MacVicar - Headteacher's Personal Assistant**

**01483 542400 | [GMacVicar@glebelands.surrey.sch.uk](mailto:GMacVicar@glebelands.surrey.sch.uk)**

**The deadline for receipt of applications is 12 noon 6 May 2022.**

The process is as follows:

- Candidates should complete the Glebelands School application form electronically and email it along with a covering letter addressed to The Headteacher, Mr Russell Mitchell.
- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact Glebelands School by telephone.
- Short List interviews will take place during week commencing **9 May 2022.**

*\* The arrangements for interviews may be subject to change in the light of any prevailing public health restrictions.*



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