



POOLE SCHOOL HIGH DORSET



Poole  
High  
School



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Thank you very much for your interest in Poole High School. I hope this information conveys a sense of 'who we are' and gives you a foretaste of our thriving learning community. We look forward to receiving your application - confident that if successful, you will be part of a dynamic team- wholly committed to continuously driving and refining our year-on-year successes.

Investment in our staff development is a key visible feature, however, the tone or ethos of our community – and the culture of respect and hard work among students has been driven relentlessly over the last few years so that positive individual behaviours have become normalised. By the time you take up this role, our superb middle leaders will undoubtedly have refreshed their teams and re-established a vibrant dialogue to further fine-tune teaching and learning. We are proud of our comprehensive ethos and we are committed to ensuring that all excel. Our staff appreciate that the contingent nature of learning in this context for subject experts requires an even higher level of specialist insight.

We were inspected in 2016, and the HMI described Poole High School as a good school that is 'rapidly improving'. Since then, we have made significant progress at both GCSE and A Level once again, placing us on the 17<sup>th</sup> percentile nationally for KS4 progress. In the last six years we have seen an unparalleled pattern of improvement. More of our sixth form students have gone on to top university courses than ever before, unsurprising given our position in the first and second quintile for A level progress nationally.

We place immense value upon the quality of relationships at all levels in the school and our middle leaders play a highly significant role in sharing and sharpening best professional practice. Recently we have used external support from some of the best in the country to further develop our thinking and practice. Our staff are highly effective and we are very mindful about workload and looking after our most precious resource!

Given our location, the school is a hub of activity for our community partners. Facilities such as our swimming pool, theatre and fitness suite are in use before and after hours and at weekends. These facilities are maintained to the highest of standards and free access is provided to staff. Many colleagues start their day with an early swim or workout. You will be reassured too to hear that an informal survey of staff found that they have found the school's response to workload "highly attentive". Staff also expressed the view that the reason that there are so few behaviour issues in school is because the immediacy of response by senior leaders to even low-level disruption means there is an embedded culture of responsiveness by students. This is further borne out by the fact that we are now heavily over-subscribed and a significant number of staff send their children to the school.

There are many hugely positive traits in the school, and I am confident about our future success. If you have a social conscience, great interpersonal skills, a strong work ethic and love creating new insights within your specialist subject, then I would very much like to hear from you. One of my favourite quotes from a student who joined us from another school: "The difference between Poole High School and my last one is that staff here smile and laugh". We are serious about standards, but there is humanity to our ethos, and this is very precious to us. In the past, families and staff have held the view that the shift in the school culture is rapid and significant. Today, that is the norm. A common comment from newly appointed colleagues is that they receive more support in this school than in any other in their experience. When I say 'learning is sacrosanct' we mean it. Just ask our students!

My personal principles for education are quite straightforward. I believe that everything that we do in school should be centred upon improving students' future life chances. Also, our infectious enthusiasm in the classroom and genuine sense of care for every individual student, should be evident in great 'day to day' teaching. I look forward to meeting you if you feel that this is the sort of school which matches your ambition, your sense of service and your vocation for future generations.

Yours sincerely

Mr Paul Gray  
Headteacher





## About us

At Poole High School you will see a vibrant and thriving place of learning, committed to the well-being and future prospects of the young people that we work for. We are a large school – this alone brings enormous benefits for our community, but we also pride ourselves upon the positive ethos and warmth of relationships in which our young people flourish. We have established a very successful pastoral system, which reflects the value we place upon each individual – it sustains our reputation as ‘a big school with a small school atmosphere’.

The foundations for our school are high expectations and supportive relationships. To that end, we work closely with parents to ensure that every student is supported and challenged. The combined features of a dedicated team of support staff and teachers, our extensive campus with its vast range of extra-curricular opportunities and, most of all, the year-on-year success of our students ensures our school is an immensely rewarding place to fulfil ones professional calling. We expect our pupils to work hard, to take pride in themselves, their achievements and their school and to contribute to the learning ethos of the rest of the school.

Poole High is a successfully over-subscribed, non-denominational comprehensive serving the historic town of Poole. With over 75 years of service to the education of our community, we are a learning community built around traditional values. Staff are absolutely determined that any child who attends Poole High School will have an excellent educational experience. We want our students to leave, having:

- enjoyed the mutual respect and trust which are our hallmarks;
- developed self-confidence and personal integrity;
- made outstanding progress academically;
- felt known and cared for as an individual;
- experienced superb opportunities, nurtured personal ambition and developed a sense of service to others;
- realised highly ambitious academic aspirations.

Governors, support and teaching staff are passionately committed to working cohesively to support the families of Poole.





## Ethos & Values

At Poole High School, we believe that our mission is best summed up in the terms 'Valued, Inspired, Empowered'. Our intake may come from the spectrum of postcodes that we serve, but each child is regarded with an intrinsic sense of their own dignity. Their exposure to brilliant teaching and hard work – immersed in the challenges of a knowledge-rich curriculum, will inspire new connections in their learning. Finally, through the disciplined work ethic, superb relationships and the emerging realisation of their future potential, we are confident that students will be empowered to sustain their appetite for learning through Russell Group universities, apprenticeships or FE alternatives and employment routes with additional training.

It is our duty to ensure that every student has the best possible opportunity to achieve their full potential, in all that they do.

We believe that if we are to enable all of our students to achieve this, then school must be a secure, happy and well-ordered environment where learning activities are purposeful and rewarding, and where consistent expectations are the foundation from which this can happen. We work relentlessly to continue moving this ethos forward.

We recognise the diverse range of abilities among our students and we aim to enable each child to achieve the very best he or she possibly can.

We value equally the development of students academically, socially, culturally and in their sporting skills. We hope that when students leave us they have developed into well-rounded individuals who are fully equipped to contribute to society, both locally and globally, in a positive and thoughtful manner. We hope that they leave us with an appreciation of the value of ambition, honesty and co-operation and a respect for other people and their beliefs and cultures as well as an appreciation of their part in, and potential impact upon the local and global environment.





## Poole High School Team

We have high expectations of our staff, and we value them highly. The team morale and relationships between staff, students and the wider community are key to what makes our school so successful.

### Senior Leadership Team

Consists of the Headteacher, one Deputy Headteacher, currently 6 Assistant Headteachers and Director of Finance & Operations. We also have an extended leadership team consisting of Pastoral Care, Safeguarding and Vocational Education.

### Pastoral Team

The tone of each day is set by the tutors who form the pastoral team. These are led by a Head of Year ably supported by a Pastoral Officer for each year group. Since we moved away from a house system to a year group structure, the school has become a far more effective way of nurturing academic and personal development.

Currently, the 'team focus' rotates across year groups in years 7-11, but the Pastoral Officers have remained fixed – enabling them to focus upon the particular issues pertinent to their year group and key stage. Each key stage has a Progress Leader whose role is to monitor the vast array of data affecting pupil performance and to work across the school with other middle and pastoral leaders to effect rapid improvement.

We also have an Attendance team with a dedicated Attendance Officer for each key stage.

Alongside these, our team of Pastoral Support Assistants and Learning Support Assistants who are able to offer individual support to students where required.

### Operations (Wider Support Team)

We also have a large operations team who provide invaluable support for the whole school community, including Admin support, Catering, Cleaning, Estates, Finance, HR, IT, Student Welfare and Technicians.

### Video

Please click [here](#) to view our video to find out more about the school and team.



## What we offer

The school has delightful landscaped grounds and is very well resourced, being located at the heart of the town with excellent access by road and public transport. The quality of life in Poole is very good and there is easy access to diverse range of cultural and scenic attractions.

- Professional development that is continuous and based upon national research schools
- A culture of openness and teacher-led self-improvement
- Students who are well motivated and co-operative
- Well managed behaviour systems so that senior leaders deal with the occasional case of low level disruption
- A culture of engaged learners – leaving you free to teach high quality lessons
- A school feedback policy that focuses around whole-class feedback helping to limit onerous marking
- No formally graded lesson observations and an emphasis on ‘coaching’ and enabling collaborative planning with shared units of work and resources
- A centrally managed set of extensive ICT facilities running Windows 10 on the latest hardware and all the expected software. Easy requests for any specialist software to be installed
- A genuine team approach engendering personalised care and development
- A school with the scale and structure to maximise opportunities and career progression
- Competitive salaries
- Comprehensive induction process
- Employee Assistance Programme
- Cycle to work scheme

