The Joseph Whitaker School

An Academy specialising in Sport and Performing Arts

Proud to be Me. Proud to be Us.

Be Ready Be Kind Be Safe

The Joseph Whitaker School is part of the East Midlands Education Trust. The Trust was established to improve the life chances of all students in every partner school.

The mission of the East Midlands Education Trust:

'To ensure all our students realise their full potential and develop into young citizens who make a positive contribution to society.'

Dear Candidate,

Thank you for your interest in joining the staffing body of The Joseph Whitaker School.

We believe that we have created a culture and ethos which enables every child to thrive and develop into a confident young adult, whilst achieving excellent qualifications in readiness for their future. This is a wonderful school where we cater for all students' needs and ambitions, whatever their starting point.

Examination outcomes are strong and we offer a broad and balanced curriculum throughout key stages three, four and five. In addition to the taught curriculum, we offer a multitude of additional opportunities that we encourage the students to take full advantage of. As a Challenge Partners School our recent Quality Assurance Review (January 2025) saw us awarded an Area of Excellence for Personal Development - extra-curricular activities, something that we are very proud of.

The welfare of our students is of the greatest importance to us and we pride ourselves on the high standard of pastoral care that we provide through the House and tutoring system. We maintain an orderly and calm environment, with high standards of uniform and behaviour. All of our students are expected to be polite and courteous at all times. We are unapologetic in our drive for excellence.

The school had a full graded Ofsted inspection in November 2024, it was a positive visit with us awarded Good in all categories. The verbal feedback from the visiting inspection team was also very positive and will support us in our journey to outstanding. In April 2024 we welcomed a National Association for Special Education Needs (nasen) review through which we received positive feedback about the provision that is in place for the students, one quote in the report reads *'There is a real drive amongst all staff to 'get it right' for the students and a willingness to develop knowledge and skills in pursuit of excellent provision and practice',* it is this culture that we wish to build upon and develop even further.

I hope that you find the information within this booklet useful in giving you a flavour of our school.

I wish you the best of luck with your application.

Carey Ayres

Headteacher

The Joseph Whitaker School is part of the East Midlands Education Trust

East Midlands Education Trust (EMET) is a partnership of schools, originally formed in September 2014. The Trust now consists of 23 schools with a geographical focus on the counties of Nottingham City, Nottinghamshire, Derby City, Derbyshire and Leicestershire.

The collective mission is to raise the educational standards and improve the life chances of all the children within our partnership. Our schools are high performing schools and we place great emphasis on collaborative working across the Trust, within a *family of schools* approach.

Our schools enjoy a high degree of *aligned autonomy,* whilst being supported by a central team who help to ensure our schools provide the highest quality of provision possible.

Schools within the Trust are committed to supporting each other in providing the very best quality of education for all our students.

All partner schools pledge to achieve the Trust's mission through following our six guiding principles:

- Providing outstanding opportunities for everyone associated with our Trust and delivering a lasting legacy for each individual student.
- Helping all our students realise their full potential by raising aspirations, boosting self-esteem and growing the confidence to aim high and achieve well.
- Developing work-ready students with the skills, knowledge, expertise and character aligned to the needs of employers in a global world, which will prepare them for future success in further and higher education as well as employment.
- Developing active citizens with a sense of moral purpose who will contribute positively to their local community, wider society and by leading successful economically independent lives.
- Reducing disadvantage by closing the gap through inspirational teaching and outstanding enrichment opportunities for all students regardless of ability, social background and cultural diversity.
- Ensuring, through collaboration with all stakeholders, that each school is the preferred choice within its local community.

The Joseph Whitaker School Curriculum

Our Curriculum is underpinned by our core **values**

Ambition	Inclusivity	Excellence
Kindness	Resilience	Leadership

The Joseph Whitaker School aims to provide a curriculum which:

- Is **rich, broad** and **balanced** - designed to **inspire** and **motivate** students and to broaden their horizons
- Is well **sequenced** to ensure that foundations are well placed to enable future progression
- Provides appropriate levels of **challenge,** and is **ambitious** for students of all abilities
- Is adapted to ensure **inclusivity** for students who require a bespoke approach to education
- Continually provides **opportunities for reading**, leading to the development of students' **fluency, confidence** and **enjoyment**
- Provides students with the choices and support to secure a broad range o**f academic** and **vocational qualifications** and high levels of academic success
- Uses the school's specialism of Sports and Performing Arts to provide students with opportunities to promote and support the development of their **character**, **health** and **well-being**
- Enables students to **nurture existing talents** and **interests** as well as supporting the **development** of new ones
- Invites all students to take their **learning beyond the classroom**, participating in activities beyond their comfort zones, and encouraging them to **think creatively**
- Supports students to **raise their aspirations**, by facilitating the development of the knowledge and skills required for their chosen careers
- Enables students to become **knowledgeable** and **confident** through the various **leadership** opportunities provided
- Engenders a culture for students to play a positive role in creating a school environment in which all are educated to **appreciate** and **value our individual differences** and understand that bullying, harassment and violence have no place in our society. Ensuring that students are **well-rounded** and fully prepared for life in modern Britain

Teaching and Learning

At The Joseph Whitaker School we pride ourselves on securing quality first teaching of a broad and ambitious curriculum, through our GREAT teaching model. This encompasses all the strategies needed to produce high quality lessons that allow all students to achieve their potential. In the past year we have been focusing on adaptive teaching and developing our students' oracy skills. OFSTED (November 2024) noted strong practice across the school, in particular with regards to subject knowledge and curriculum, and we are now embedding our strategies to provide consistency in all areas.

Investment in staff development is key to the progress of our students and consequently, we provide a multi-faceted approach which includes in-house training, alongside external deliverers and qualifications. Our decisions around professional learning are research led, using resources such as those produced by the Education Endowment Foundation (EEF). We have invested heavily in training from When the Adults Change and teaching learning behaviours continues to be a key thread through INSETs and Twilight sessions.

We offer the full suite of National Professional Qualifications (NPQs) with high success and participation rates. Internal-led CPD is delivered through a teaching and learning team who work closely with pastoral leads and the Assistant Head for Culture and Ethos to ensure staff are trained to deal with emerging issues.

We believe that subject teachers are the experts; departmental time is focused on ensuring whole school policies are adapted to suit subject area needs and are implemented successfully. Middle leaders work with their teams to shape and resource their own curriculum, which meets the needs of the students within our school. Middle leaders are supported by senior leaders through additional training and regular line management meetings.

We understand that the beginning years of teaching may be challenging and so we offer a comprehensive package for Initial Teacher Trainees (ITTs) and Early Career Teachers (ECTs). We work with a range of universities and outside providers; these partnerships are valued and they help us to support teacher development as mentors whilst we train the teachers of the future. For Early Career Teachers we work closely with EMTTP (East Midlands Teacher Training Partnership).

Culture and Ethos

Our school values are *Be Ready, Be Safe and Be Kind.* With our values, we expect our students to demonstrate kindness, be ready to learn and consider their physical and emotional safety at all times.

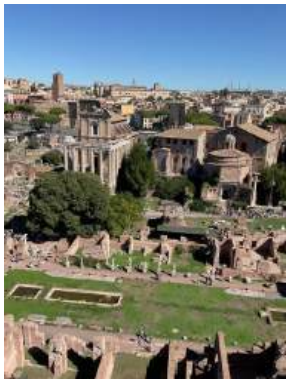
We want our students to value themselves and others through the school motto, *Proud to be me, Proud to be us.* We believe this highly inclusive culture of accepting each other's differences allows all students to thrive, succeed, and celebrate their achievements.

We want to help students to make the right choices. In order to do this, we operate a robust praise and rewards system. Rewarding students and recognising achievements brings about a sense of self-worth and raises self-esteem. It helps students to appreciate their strengths and recognise success in others. This school culture provides a positive, caring and purposeful environment, which encourages students to develop to their full potential in all areas.

As part of our Proud to me, Proud to be us culture we have many opportunities to celebrate all the achievements of our students with day to day celebrations using positive noticing, a reward house point system and emails and post cards homes. For exceptional performance we have several formal rewards events, half termly house reward assemblies, feel good Friday, *Students of the Week* awards and the half-termly Headteacher's Afternoon Tea celebration.

Extra-curricular activities are a key part of our school with an exceptional amount of opportunities offered. The highlight being sports and performing arts, with students able to join a range of sports teams, become sports leaders and work with the performing arts team on the many concerts and annual school production. The Duke of Edinburgh Award is a well-established in-house programme with hundreds of students annually partaking. We pride ourselves on ensuring that students from all backgrounds can overcome the barriers to widening their horizons and playing an active part of school life. These activities are led by our teaching and non-teaching staff which helps build relationships with students that are invaluable in the classroom and day to day school life.

Students conduct themselves well at JWS both within and outside of lessons, demonstrating positive attitude to learning. Students are able to articulate what it means to Be Ready, Be Kind and Be Safe in an environment of pride. Low level disruption is not tolerated and student behaviour does not disrupt lessons. Where challenging behaviours are evident these are managed proactively by staff. Leaders support staff with understanding and managing student behaviour.



Our Curriculum Experience

The Joseph Whitaker School has clear values and ambition for all our students both academically and in the wider curriculum. It is important that our students gain a variety of experiences and skills that will ensure our young people are ready to thrive in the world. We endeavour to achieve this through our formal and informal curricula which runs in parallel to our extra-curricular offer.

Values	Formal Curriculum	Informal Curriculum	Extra-Curricular
• Ambition • Inclusivity • Kindness • Resilience • Excellence • Leadership	• 25, 1 hour, lessons each week • Broad and balanced • Catch-up/intervention • Reading focus • Lexia and Switch-on read-ing • PSHCE • Online learning e.g. Sparx mathematics • Google classroom	• Student mentoring • Leadership opportunities • Sports and Performing Arts specialism • Assemblies • Careers • Well-being and mental health support • SMSC • British values • Celebration of diversity • Remembrance	• After-school clubs • School performances • Music recitals • Student leadership groups/council, student voice • Trips and visits • Competitions • Charity work • Rewards and celebration events

Key Stage 5 Curriculum

The Post-16 Curriculum is broad, balanced and ambitious. The curriculum is both academic and vocational in order to provide first rate transition either to university or employment/further training. A full suite of A levels is offered alongside a selection of Vocational, Applied and BTEC choices.

English and Mathematics GCSE resit lessons are fully embedded into the students' timetables to best ensure all students leave school with (at least) a standard pass in English and Mathematics

Alongside the academic curriculum is an outstanding enrichment programme to prepare our students for their next steps which includes, UCAS preparation, apprenticeship opportunities, employment, study skills, Oxbridge support, wider careers advice, mental health/stress awareness, current affairs and work experience. In addition to the timetabled enrichment session, all Sixth Form students use two of their non-teaching periods to complete additional enrichment activities which may include: Directed Study, completing an Extended Project, supporting the School Reading Programme or acting as a mentor for younger students.

Provision for SEND

Students with SEND are supported in a variety of ways, starting with high quality first teaching of a broad and balanced curriculum. Some students receive regular in-class support from teaching and learning support assistants. Students may receive support through scheduled sessions in the Student Support Centre (SSC).

The SSC has a number of rooms, of various sizes, enabling formal teaching to take place, as well as independent, or supported, computer-based learning, art therapy and other learning activities. It is a vibrant hub for many of our vulnerable learners to access before, and after, school as well as during lunchtime.

In addition to the SSC, we also have a Learning Inclusion Centre (LINC) which is a space for students who are struggling to access learning in the main school. Students are based in here for some allocated periods, and are taught by specialist, well-qualified staff. The LINC is staffed by a strong team which includes the LINC manager, a Teaching Assistant who specialises in supporting students with Social, Emotional and Mental Health (SEMH) needs and a qualified teacher. Other teachers are often timetabled in the LINC to deliver lessons to small groups, or give 1:1 support.

Additionally, we have a Primary Trained teacher who works with small groups of students to boost their literacy and numeracy skills.

We have a fully qualified SENDCo, who is an Associate Assistant Headteacher; he is supported by the Deputy SENDCo (also a qualified teacher), SSC Manager and Literacy & SEND Learning Manager.

The Joseph Whitaker Sixth Form

The Joseph Whitaker School has a high performing Sixth Form with outstanding academic success. Each year a significant number of our students successfully go on to Russell Group universities. We also welcome applications from students currently attending other schools. Many such students join us each year and have a very positive experience both academically and socially.

- Last year 33% of our students got at least one A grade
- 68% went to University; 20% to Apprenticeships
- 100% passed (at least one L3 qualification)
- Intervention Systems – extra lessons and study support
- Students are also encouraged to speak to their subject teachers, in order to gain more information about each individual subject, alongside reading the Post 16 Prospectus.

The wider benefits of Sixth Form life

- Enrichment opportunities
- UCAS Support
- Careers Advice
- Work Experience
- Leadership
- Duke of Edinburgh Award
- EPQ - Students have the opportunity to extend their studies and take up an Extended Project Qualification
- The Sixth Form Centre in which both the café and the private study areas unique to our sixth form students are based
- Annual 6th form Ski Trip to Austria
- Trip to Morocco with TravelTeer – Unique experience to raise funds towards a once in a lifetime trip during the summer holidays
- First Aid Training
- University Open Day visits
- Apprenticeship Advice and Support
- Mentoring Programme

Staff Wellbeing

The Joseph Whitaker School is passionate about staff wellbeing and offers access to Schools Advisory Service which offers health and wellbeing services (as shown below)

The Joseph Whitaker School can also offer the following

- a strong team environment that takes staff well-being seriously
- a dedicated Senior Leadership Team who want to see colleagues progress and flourish in their careers
- support from the wider Trust including numerous CPD opportunities
- generous employer contribution to Local Government and Teacher Pensions Scheme
- free onsite parking
- cycle to work scheme
- school admission policy favours applications from current members of staff