



Wellsway Campus

(Wellsway School & IKB Academy)

Role: Teacher of Art



Wellsway Campus

We are fortunate to have a number of Futura Learning Partnership schools in close proximity – Chandag Infant and Junior Schools, IKB Academy and Wellsway School, with a number of other local primary schools within walking distance of our campus. IKB Academy's excellent STEM facilities and Wellsway School's science department are located within a few yards of one another, making for a true cross campus curriculum team. Teachers from IKB and Wellsway School work across both schools under the strategic direction of the Curriculum for Science and Deputy Curriculum Directors for KS3 and 5, with teachers having one school as their usual base. Teachers from both schools work closely together as one curriculum team and the schools share teaching and learning and behaviour policies and practices, but each school maintains a unique identity within this shared provision.

Further Information

IKB Academy

Established in 2015 we aim to prepare young people aged 14–19 of all abilities with the skills, knowledge and experience they need to succeed in and enjoy life. We offer a dynamic approach to learning where rigorous academic and vocational qualifications are taught in our new state of the art facilities. This helps students develop the skills they need to succeed in the next stages of their education, life and the workplace. It is the perfect choice for students looking to study STEM based subjects at university or move on into higher and degree apprenticeships.

Key Stage 4 students study the core subjects of

- GCSE Maths, English Language, English Literature, Biology, Chemistry, Physics, core PSHE and PE

In addition, students can choose from a variety of option subjects. At IKB we teach:

- GCSE Computer Science, GCSE Product Design, Level2 BTEC Engineering, L2 BTEC Construction, L2 BTEC Digital IT.

Students can also choose subjects that are taught at Wellsway School and these include:

- History, Geography, Textiles, Child Development, Food, French, German, Art and Music etc...

Key Stage 5 students embark on a study programme that includes work placements, study skills, PSHE and they then choose up to 4 option subjects. At IKB we teach:

- A level Maths, L3 core Maths, A Level Biology, A Level Chemistry, A Level Physics, A Level Product Design, A Level Computer Science, L3 BTEC Engineering, L3 BTEC IT and L3 BTEC Applied Science

Through a joint provision, students can also access a wide variety of other A Level and Level 3 BTEC courses at Wellsway School and SBL Academy.

Reforming the local educational landscape requires us to think differently and more flexibly about the ways we nurture and develop the innate human capacity for curiosity, creativity and critical thinking and to ask whether our current educational system stunts, stimulates –or at the very least sustains – these capacities that young people require and that employers and universities so desperately seek. Our vision for high quality education is deliverable and characterised by three key pillars:

- High quality, ambitious teaching and outstanding student outcomes
- High quality education with exceptional and sustainable employer and Higher Education engagement
- A separate and clearly identifiable academy both in terms of governance but also in terms of local, regional and National innovation

Further Information Wellsway School

Introduction

Wellsway School is a successful, high-performing 11-18 mixed comprehensive that is popular and over-subscribed, with almost 1300 students on roll. The school is set on the east side of Keynsham, eight miles north-west of Bath and seven miles south-east of Bristol and we are fortunate to have a large, semi-rural setting with excellent transport links for students and staff. Being a Futura school has brought many benefits to the school community, such as a shared curriculum that ensures progression from Early Years to Key Stage 5 and opportunities for students and staff to join in a wide range of projects. A real strength of the Futura Learning Partnership is its cross phase nature, allowing us to work with leaders with a wide range of experiences and students across all the age ranges.

Our school has an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. The school has an ability profile which is above the national average, with a significant proportion of very able students. We are fortunate to have a supportive parent body who have high aspirations for their children.

We were delighted that Ofsted judged us to be 'good' in every category in June 2019, noting that "pupils benefit from positive relationships with staff" and that "leaders' actions are improving behaviour and the quality of teaching". Inspectors praised how Wellsway "classrooms are calm places... because of the mutual respect that exists between staff and pupils. Pupils behave well; they are attentive to what staff and each other say, are punctual to lessons and settle to tasks quickly" and teachers "teach with confidence".

We are particularly proud of the CPLD we offer to staff, which is bespoke to staff's career stage and individual needs and is largely practitioner led. Our staff voice consistently confirms this, with all aspects of our CPLD receiving extremely positive feedback, exemplified by the following staff voice: "Different opportunities for all levels of experience"; "...having such a range has already informed my teaching massively..."; "clearly considered sessions that tackle emerging and known areas for development, not just 'this is a nice idea'"... "my leadership credentials becoming enhanced as a result of my involvement"; "that it comes from staff to staff – doesn't feel like being told what to do like in other schools I have worked in".

Exam results

Staff at Futura are dedicated to supporting and encouraging students, and giving them the tools and the confidence to explore what life and the world have to offer. The five years plus that students spend here will be the foundation on which they build their futures and we strive to deliver an education that allows students to succeed in all aspects of life in keeping with our school motto: "Futura Aedificamus – we build for the future". Examination success is a cornerstone of our work and we are delighted with our examination results in recent years, which put us among the top-performing schools in the region.

GCSE Results Summary

| Performance Measure | Wellsway exam results 2023 |
|---------------------|----------------------------|
| Basics 4+ | 79% |
| Basics 5+ | 61% |

A Level

| Grade range | Wellsway exam results 2023 |
|-------------|----------------------------|
| A*-B | 54% |
| A*-C | 80% |
| A*-E | 95% |

Curriculum

As a Futura schools, we follow the Futura Curriculum that has been developed by cross-phase subject specialists and encapsulates our core values: respect, opportunity, collaboration and aspiration. This curriculum spans the 2-19 age range and has been planned to give the optimum knowledge sequence for building secure schema, with knowledge underpinning and enabling the application of skills. Progression through the curriculum is by shared age related expectations and at each phase the curriculum draws on the latest thinking and research and focuses on closing gaps, early intervention, and developing core literacy and numeracy skills for success.

We believe a three year Key Stage 3 is important to allow students to fully experience a broad and balanced curriculum before they make option choices in Year 9 and begin a more personalised pathway at Key Stage 4. We have a well-developed care, advice and guidance programme to support students at each point in their school career, especially around the time when options are made in Year 9 for Key Stage 4 subjects and in Year 11 for Post 16 pathways. This is enhanced by our tutor group structure that allows for year group specific support and by events such as our Year 9 Pathways Evening and Parent/ Carer Information Evenings.

Cross curricular elements, including PSHE (personal social and health education), SMSC (spiritual, moral, social and cultural development), CEIAG (Careers education, information, advice and guidance) and British values, are delivered through dedicated PSHE lessons, the subject content of lessons, the tutorial programme, assemblies and discrete activities for year groups or identified groups of students.

We are proud of our rich and varied curriculum and the wide range of enrichment and extra-curricular opportunities available in our sixth form and being part of Futura Sixth significantly increases the opportunities available to students both in terms of the courses on offer and the expertise that the schools have.

The curriculum is enriched and extended through an ever-increasing extra-curricular offer, which we believe is essential for student development and for students to leave school with long lasting and positive memories of their time with us at Wellsway School/IKB Academy. Our Challenge Programme and opportunities for student leadership aim to extend students' knowledge and understanding whilst developing essential skills for success in later life.

The school is currently organised into curriculum teams: English; Mathematics; Science; Humanities; Languages and Business; Design, Technology and Art; Physical Education and Performing Arts and Inclusion. Each team is led by a Curriculum Director and supported by Deputy Curriculum Directors and Subject Leads.

Further Information: Design Technology and Art

Design Technology and Art at Key Stages 3 to 5

Design Technology and Art is a large and very well-resourced curriculum team. Design technology and art are extremely popular at both GCSE and A Level, and we offer a wide range of subjects. Each subject area (product design, textiles, food, art, engineering, construction, creative technology and child development) consists of at least 2 specialist rooms with a compliment of specialist resources (inclusive of a bespoke built kiln) as well as our own computer suite. The large curriculum team consists of experienced teachers and 3 technicians who will always offer help and guidance to make staff feel welcome and supported both within the team and the school. There will be lots of support and guidance on offer with well written and pre-prepared resources should the candidate choose to use them. We also welcome new and innovative, creative ideas and are always open to giving teachers the autonomy to experiment with new skills and techniques. The curriculum team are supportive and state how much they enjoy working at the school.

Key Stage Three

At Wellsway School students in KS3 are offered a considerable amount of Design, Art and Technology lessons per fortnight. Students really enjoy their technology lessons! Students follow a rotation system where they experience lessons in Product Design, Textiles Technology, Food and Nutrition and Art. The schemes of learning are in place and well-resourced for candidates, however we also welcome new ideas and enjoy working with teachers to create fun and interesting lessons for our students. Bookwork includes topics taken from the AQA GCSE Design Technology/Art specifications as well as a large practical element. Design, Art and Technology are very popular subjects at GCSE with large numbers opting for all areas of Design and Art.

Key Stage 4

Students at Wellsway School are encouraged to choose a creative subject as an option choice for GCSE. This has resulted in large numbers of students studying 1 or 2 of the following subjects:

At KS4 the Curriculum Team offer the following curriculum choices:

- GCSE AQA Art and Design
- GCSE AQA Product Design
- GCSE AQA Creative Technology (Art and Design 3D Design)
- GCSE AQA DT Textiles
- GCSE Eduqas Food and Nutrition
- BTEC Pearson Child Development
- BTEC Engineering
- BTEC Construction

Key Stage5

Design, Art and Technology offer a range of Post 16 subjects which are popular choices for our students. Work experience and extra accreditations are encouraged for some areas, such as food hygiene, first aid training and pre-school placements. We have growing numbers within DT and art who have access to their own art studio area as well as the 6th Form Centre. Our students are very hard-working and it's a pleasure to teach enthusiastic A Level students. Many of our students then go on to study our subjects at university or to take apprenticeships. In the sixth form, the department offers the following curriculum choices:

- A Level AQA Art/Textiles
- WJEC Food Science and Nutrition
- BTEC Engineering
- BTEC Construction
- AQA A Level Product Design
- AQA A Level Art and Design

Enrichment

The curriculum team offer a wide range of clubs for all key stages. Clubs are popular and well attended by our students. Clubs range from craft, pottery, food, art, product design, STEM and textiles. Enrichment also includes cross-curricular STEM trips to London, The Good Food Show, Yeo Valley and the Victoria and Albert Museum. Work experience is encouraged through the range of BTEC courses on offer and include early year's placements and first aid.

Exam Results

We are constantly looking to improve our exam results at all key stages and this role offers the chance to be a part of this.

Key Stage 4

| GCSE | 9-7 | 9-4 |
|------------------------|-----|------|
| Food and Nutrition | 13% | 59% |
| Textiles | 31% | 100% |
| Product Design | 9% | 53% |
| Creative Technology | 7% | 93% |
| Art | 22% | 97% |
| BTEC Engineering | 15% | 37% |
| BTEC Construction | 9% | 57% |
| BTEC Child Development | 17% | 72% |

Key Stage 5

| A level | A*-B | A*-C | A*-E | Average Grade |
|-------------------------|------|------|------|---------------|
| Textiles | 50% | 100% | 100% | B |
| Food | 50% | 50% | 50% | Pass |
| L3 Engineering (double) | 50% | 50% | 50% | Pass |

What will success look like into the future?

We believe that a successful Design Technology and Art team will:

- Have outstanding teaching, learning and student progress as a priority.
- Conduct rigorous self-evaluation to ensure high quality teaching and learning secures excellent progress at all key stages for all students.
- Have excellent communication and team work so that all staff share and understand the vision and how to implement it and ensure consistency across all key stages and subjects.
- Develop a programme of teacher improvement driven from both inside and outside of the team.
- Have a curriculum which is coherent yet inclusive and offers clear progression routes at all key stages.
- Ensure that students have access to a broad range of opportunities for learning both in the classroom and outside of it.
- Promote a values driven culture that inspires each student to be the best person they can be.
- Form partnerships with those who can support our work to help deliver key outcomes.

Current priority areas for the future are:

- To ensure there is sufficient stretch and challenge for all students across the curriculum, but particularly at KS5.
- Ensure that students are sufficiently supported in their studies, with particular focus on our weaker students for whom retention of large amounts of information is difficult in light of the linear exam requirements.
- To develop teaching and learning strategies and develop outstanding pedagogy.
- To develop our enrichment offer across all key stages

Further Information: School Life

The schools have significantly improved the provision of PSHE led by the PSHE Coordinator and the Futura PSHE Curriculum Development Group. A specific timetabled lesson has been allocated for dedicated teaching of PSHE in each year group in the 2022/23 timetable.

PSHE (including statutory requirements for RSE), SMSC and British Values have been audited and mapped across the curriculum and audit used to identify and address any missing areas. Tutor time sessions (age appropriate in horizontal tutor groups) supplement PSHE lessons with fortnightly careers top up session, economic education sessions in term 6 and Health and well-being assemblies. SMSC and British Values are promoted at tutor time and through 'The Big debate' sessions and the assembly programme and supported across the curriculum through subject lessons.

House Community Action weeks work to develop kindness, respect and living without harm. Each House delivers a community action week focussing on raising awareness, educating students and raising money for local and national charities an example is creating Christmas cards and positive messages to deliver to local nursing homes and the Keynsham Mencap Society than run alongside tutor sessions promoting kindness and respect.

Key preventative safeguarding topics are delivered through year group PSHE assemblies and tutor times with group discussion activities. Topics covered include: Stand Up Against Racism and Equality, Online Safety, Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE), Mental Health, Prevent, substance misuse and child on child sexual harassment / violence, Anti – Bullying and LGBTQ+IA awareness.

Our PSHE curriculum continues in KS5 and is aligned with Futura Sixth. Students have a weekly timetabled hour-long session and the content and themes builds on that of lower school; these are further supported during tutor time activities.

Pastoral Provision at IKB Academy

IKB Academy runs a house system with three tutor groups in Year 10 and three tutor groups in Year 11, with the houses named after inspirational scientists or engineers: Edison, Tesla and Schrodinger. Tutor time consists of: Check and Read, PSHE Assembly, PSHE follow up session and Votes for Schools.

All teachers at IKB are expected to participate in the tutor programme and are the first point of contact for any pastoral issues and build positive relationships with students and parents due to the small nature of the school.

Pastoral Provision at Wellsway School

Pastorally, Years 7 – 11 are organised through a house system with horizontal tutor groups. There are four houses: Burnett, Compton, Newton and Stanton, each named after a local village. Each house is led by a head of house, ably supported by a non-teaching learning mentor. The friendly rivalry and competition that this system engenders is another strong aspect of the school alongside the friendly, family feel that the vertical organisation helps to foster.

Wellsway Sixth Form is a very special part of the school and each year we are pleased to welcome students from other local schools who join our returning Year 11s. Alongside this, as a Sixth Form we are proud to work with IKB Academy and SBL Academy as part of Futura Sixth. We have vertical tutor groups who are attached to each house to ensure cohesion across the school both for tutors and students. We have a student leadership team which allows students to lead activities within Sixth Form and across the whole school community, taking responsibility for contributing to the school's culture and ethos.

Staff Benefits

- Free on-site parking
- Training and career development as part of The Great Western Teaching School Alliance

All colleagues can access the 'MyBenefits' platform - a one stop shop for all staff benefits and wellbeing support, which offers:

- **Healthcare Cashplan** - You'll be automatically enrolled into a tailored Cashplan. This includes cash back on dental, optical, prescriptions, chiropody, physiotherapy and much more. Add your partner and increase your level of cover to maximise your benefits
- **Free flu jabs:** Take advantage of a free flu vaccination up to the value of £10.
- **Free eye checks:** Annual eye check and contribution of up to £60 towards glasses.
- **Counselling Support:** Colleagues also have access to counselling either face-to-face (up to 6 sessions) or telephone sessions as appropriate.
- **Colleague Assistant Helpline:** Provides colleagues and their families with free confidential support and legal advice. Available 24 hours a day, 365 days a year.
- **Colleague Discounts on Top Brands:** Multiple discounts, reloadable cards, cash back and instant voucher options available across high street retailers, most supermarkets, restaurants, days out and travel companies as well as discounted gym memberships and much more.
- **Discounted sports centre/gym membership:** All Trust colleagues can benefit from a huge discount at Trust School Sports Centres and receive exclusive rates.
- **Childcare vouchers:** Tax free childcare Government backed scheme which gives eligible families 20% off childcare costs and can be used for afterschool clubs and nurseries. To find out if you are eligible and apply <https://www.gov.uk/help-with-childcare-costs/tax-free-childcare>
- **Cycle scheme:** You can save at least 25% on a new bike and/or accessories. Deductions are made via salary sacrifice which attracts tax and NI savings all over 12 months' interest free.

Pension: If eligible you will be automatically enrolled into the relevant scheme - either the Teachers' Pension Scheme, Local Government Scheme or NEST pension scheme.

Staff Wellbeing

Staff are our most important resource and are valued, supported and encouraged to develop personally and professionally within a learning and caring community. We believe there is a relationship between healthy, positive staff and school improvement and are committed to our duties as an employer to ensure policies and practices are sensitive to staff wellbeing.

Our practices aim to support staff health and minimise the harm from stress and to create a school ethos where all staff feel valued, with respect, empathy and honesty forming the cornerstones of all school relationships.

Leaders at all levels take wellbeing seriously: staff wellbeing is an area on the school improvement plan and staff voice is regularly considered alongside the work of the staff wellbeing committee which meets every term and has representation from the whole staff body. The committee agrees its own agenda, minutes are

published and key points are highlighted to staff in the staff bulletin. The group organises staff social events and a staff fund for gifts and cards.

We invest in **staff welfare** through:

- Free tea and coffee throughout the day
- Opportunities for all staff to socialise and relax, through parties and social events
- Supportive services such as a counselling programme to provide professional help and confidential stress counselling either face to face or via a telephone helpline.
- Responding sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of the school.

We encourage and invest in **staff health and fitness** through:

- On-site free health screening, free flu jabs and a 24 hour GP telephone helpline.
- Reduced membership fees for the gym in the modern and well equipped sports centre.

We support staff wellbeing through our **school organisation**:

- Team meetings provide time to share resources and lesson plans, and teams have greatly improved schemes of learning to aid teacher planning time.
- We have a strong student behaviour policy and system that supports teachers in the classroom and in undirected time
- A common teaching and learning policy underpinned by clear and sensible principles of effective teaching
- New staff are supported with a thorough and supportive induction programme.
- A welcoming and tidy staff room is sensitive to issues of race, gender, homophobia, culture and disability.

Effective communication aims to support staff via:

- A printed diary, an electronic calendar, a weekly bulletin and briefings to reduce email traffic to all staff.
- A range of strategies to involve staff in school decision making processes and regular line management meetings to provide time for real dialogue around any concerns and issues. No concern is too small to be taken seriously, and everyone has someone they can speak to – we believe in an open culture where staff feel encouraged and able to speak about pressures and where staff are empowered, through training and support, to deal positively with stressful incidents.

In Summary

Wellsway Secondary Campus is a hardworking yet friendly and supportive environment. We are here to ensure that every student achieves as much as possible during their time with us. We want every child and young person to leave us as a well-qualified and well-prepared young person who will be ready to move on confidently to the challenges of adult life.

As well as having high expectations of our staff and students, we also look for commitment from parents, families and carers. Wellsway and IKB are true community schools and we work hard to ensure that this is the case. We are lucky to have an excellent sports centre and an artificial pitch that are available for community use through Sport Wellsway, the company that runs the sports centre and lettings. As a result, our site is a very busy place, including in the evening and at weekends.

Wellsway Secondary Campus is a fantastic place in which to work. Students are respectful and committed to succeeding and staff are enthusiastic and committed to delivering the best possible learning outcomes and school experience for our students.