



A Science Specialist College
Learn • Dream • Achieve

Sharples School, Hill Cot Road, Astley Bridge, Bolton, BL1 8SN
Tel: 01204 333 253



Sharples

SCHOOL

Recruitment Pack



Welcome to Sharples School



A Science Specialist College

Welcome to Sharples School

Thank you for your interest in Sharples School.

Within this pack you will find details about our school and of the many benefits of working with us. We are a vibrant learning community and we welcome your interest in working with us to build on our many successes. In return we offer excellent continued professional development opportunities both within our school community and beyond.

Sharples School is a successful and over-subscribed 11 -16 mixed community school. Our motto is 'Learn, Dream, Achieve'. We have high expectations for our pupils and aim to nurture in them a self-belief that will enable them to achieve their best and realise their dreams and ambitions through hard work and involving themselves fully in what school has to offer them.

We are proud to be the only Specialist Science College in Bolton and a Silver Award winner for 'Secondary School of the Year' in the Pearson Teaching Awards for 2023. Our focus is on high academic standards and providing a first-rate, all round education for children of all abilities. Our teachers are highly qualified and our facilities are second to none, with excellent ICT resources.

Our most recent Ofsted report describes Sharples as 'a good school where attainment is high and many students make outstanding progress': with 'outstanding teaching at both key stages'; where 'students behave outstandingly well'; and 'students physical well-being is good'. Staff and pupils are proud of the school and our aim is to be an outstanding school. Outcomes are improving year on year and pupil progress is excellent. In 2023 our Progress 8 score was +0.85, which showcases the academic success we achieve year on year. The vast majority of Sharples pupils go onto further education at 16 and large numbers enter higher education at 18.

The school's ethos is friendly, caring and disciplined, focused on the school behaviour code of the 4Cs - Community, Consideration, Co-operation and Common Sense. We believe that a powerful curriculum also provides opportunities for students to develop their character as well as their mind, therefore we encourage pupils to be involved in a range of enrichment activities. Our Key Stage 3 Sharples Baccalaureate programme offers a wide programme of extra curricular activities for students to access. As students move up through the school, these skills are developed further through the completion of the Duke of Edinburgh Award Scheme. This builds on the attributes developed in Key Stage 3 and further develops skills of team building, leadership and community involvement.

I have worked at Sharples school for over 30 years and I am fully committed to leading it forward from strength to strength. It is a very supportive learning community and it is a place where staff arrive and they want to stay.

We believe education should be a challenging and enjoyable experience, where hard work and a desire to achieve the very best bring their own rewards. We support our pupils to gain the appropriate qualifications they need for further education and life after school.

A warm welcome awaits you at Sharples School.

Ms. A. Webster
Headteacher

School Aims

Sharples School encourages its learners to view education as a 'life-long process'.

Aims:

- To be a learning community which promotes a culture of excellence, equality and high expectations for all;
- To raise attainment and enhance learning for the 21st century through the provision of our specialist subjects (STEM) within our learning community, meeting the demands of the constantly evolving digital age;
- To develop confident, intelligent, independent and enterprising learners who take charge of their own destiny;
- To constantly strive to raise the aspirations of all our pupils;
- To enhance the life chances of all learners; using our scientific and technological excellence by contributing to the transformation of education locally and nationally;
- To ensure all young people understand the rights and responsibilities of being an active, caring and valued member

'You will meet a class full of children eager to learn.'

Year 8 student

'Come to Sharples to work with the best teachers who really care about pupils'

Amaan, Year 11

Facilities

We have a range of well maintained facilities, including bespoke classrooms for specialist subjects, such as state of the art Science laboratories, computing suites and technology workshops. We also have our unique Sharples Community Observatory to support our Astronomy GCSE and the Bolton Astronomical society which hold star parties at Sharples School.

The Health Hub at Sharples provides excellent sports facilities, which is an important resource for our P.E and BTEC Sports courses. Facilities include, a large sports hall, a fully equipped fitness suite, all weather football pitch and a swimming pool. The Health Hub is available for the community to use during evening and weekends and we offer free membership to all Sharples School staff members.



HEALTH
at Sharples **HUB**

CPD Menu

Sharples CPD Menu for 2023-24

Each member of staff must choose one area of focus for 2023-2024

BEHAVIOUR AND RELATIONSHIPS - Caroline Bentley - Davis - Independent Trainer

Learners' attitudes to their education or training are positive. They are committed to their learning, know how to study effectively and do so, are resilient to setbacks and take pride in their achievements

Session 1 - Wednesday 20th September 2023

Session 2 - Thursday 11th January 2024

DIRECT INSTRUCTION AND EXPLANATION - Sophie Casey - Harper Green

Teachers present subject matter clearly, promoting appropriate discussion about the subject matter they are teaching.

Session 1 - Friday September 22nd 2023

Session 2 - TBC

ADAPTIVE TEACHING - Gina Stafford - Rumworth

Teachers check learners' understanding systematically, identify misconceptions accurately and provide clear, direct feedback.

In doing so, they respond and adapt their teaching as necessary, without unnecessarily elaborate or differentiated approaches

Session 1 - Wednesday 27th September

Session 2 - TBC

FORMATIVE ASSESSMENT - Anna McDonnell -St Joseph's

Teachers and leaders use assessment well, for example to help learners embed and use knowledge fluently or to check understanding and inform teaching.

Session 1 - Monday October 2nd 2023

Session 2 - Monday January 22nd 2024

MEMORY AND PRACTICE AND RETRIEVAL - Hayley Sweetman - MSJ

Over the course of study, teaching is designed to help learners to remember in the long term the content they have been taught and to integrate new knowledge into larger concepts

Session 1 - Monday 25th September 2024

Session 2 - TBC

TERM 1

Week 1-4 Professional Development Session - CPD input with an expert in that field. Includes action planning for this term.

TWO SESSIONS Period 1 and 2 and Period 3 and 4 - both include refreshments for staff

During Term - Coaching conversation half way through the term with LM to assess progress

End of Term - Community Meeting with all teachers working on that area to discuss progress

TERM 2

Week 1-4 - Professional Development Session - CPD input with an expert in that field

Includes action planning for this term.

TWO SESSIONS 9-11 and 11-1 - both include refreshments for staff

During Term - Coaching conversation half way through the term with LM to assess progress

End of Term - Community Meeting with all teachers working on that area to discuss progress

TERM 3

Reflection and Impact Assessment

Thursday 20th June - Whole School TWILIGHT - Showcase learning and progress in community groups

All teachers keep a "Learning Log" of development of practice. To include CPD, research, visits to other lessons or schools etc.

BASE - Behaviour and Safeguarding

All 3.20pm start
Monday 11th September
Monday 13th November
Monday 15th Jan
Monday 4th March
Monday 15th April
Monday 10th June

Focus on SEND CPD

Thursday 30th November - Twilight

SEND Breakfast sessions are once per half term with subject reps feeding back through dept meetings.

The National College

All staff should sign up to the online CPD platform - The National College.

Elective Sessions

Video Shorts

A series of short videos have been produced to explain the systems and protocols that are used at Sharples. These encompass everything from the Vision of the Headteacher for our school to the policies we use e.g. feedback, behaviour etc. These can be found in the Virtual Staff Room or by clicking the link below:
https://drive.google.com/drive/folders/108NACgd6I0-UltIDnQ2f_G5JD-kXQMYP

Bespoke Programmes

NPQ Course can be accessed through discussion with your Line Manager

Growing Leaders - begins January 2024

CPD courses relevant to your role or aspirations can be accessed by discussion with your Line Manager and a request made to CMX.

Other Optional Sessions

Subject Mentor Training Sessions – with Farzana Khan - Professional Mentor

Online Resources Drop in's – , Google Meet, CPOMS, Google Drive, SISRA, SMHW

ECT/ITT Sessions

ECTs or new staff welcome

2023-2024 ECT/ITT Induction Programme

All meetings will be held on Wednesday at 3.25pm in the library unless otherwise specified.

W/b	Focus	Delivered by
04/09/23	Introduction and Welcome/ Protocols	Professional Mentor - FKH
13/09/23	Early Career Framework	FKH
03/10/23	Retrieval Practice	NAY
11/10/23	Behaviour / Safeguarding - Wednesday morning 8.30am - library	CWO
17/10/23	Assessment and Reporting - Tuesday Morning 8.30am in N1	CMX
	HALF TERM WEEK	
08/11/23	SEND: How to support pupils with learning needs	JPO & SBO
22/11/23	Closing the Vocabulary Gap	
06/12/23	Pastoral Support	PPA
	CHRISTMAS HOLIDAYS	
17/01/24	Using data to inform teaching	LSA
29/01/24	The Importance of the Extras - Tuesday Morning 8.30am in N1	CMX
14/02/24	Rewards and Motivation	CSM
	HALF TERM WEEK	
04/03/24	Group Work - Tuesday Morning 8.30am in N1	CMX
20/03/24	High expectations	LHT
	EASTER	
08/05/24	Supporting INAs	CLI
	HALF TERM WEEK	
12/06/24	Raising Aspirations	NPA
10/07/24	ECT Folder Review (ECTs only)	Professional Mentor

What Our Staff & Students Say

Once I was offered the opportunity of completing my NQT training at Sharples School, my initial thoughts of trepidation turned to excitement. The school has been amazing and has welcomed me into the Sharples family. I am part of an extremely friendly department who have truly made me feel like one of the team. Sharples School looks after all its staff members and I feel supported at all times knowing that there are always staff that I can go to if I have any concerns or queries. Receiving a wide variety of training and CPD sessions, both whole-school and NQT specific, has allowed me to develop my understanding and practice. I have grown and matured in a very good school where the focus is on teaching and the camaraderie between staff is really good and this has provided me with the chance to develop and nurture as a good teacher and practitioner. The pupils are focused and show a real want to learn attitude, I have built good rapport and mutual trust with my classes which has confirmed that I have made the right career choice. Working for Sharples School has been an excellent decision and I feel very fortunate to come to a school where I am enjoying my time and most importantly, a school where I feel truly happy.

Newly Qualified Teacher

Sharples School is a great place to work. There are many opportunities to develop as a practitioner at all levels and very often staff are promoted from within. CPD is regularly available and is tailored to individual need via annual 'skills audits'. The teamwork that exists is palpable and students appreciate the extra mile that staff go to ensure the best possible outcomes for all.

Member of the Senior Leadership Team

At Sharples the teachers really know us all as individuals. They make sure that we get involved in clubs and activities that interest us.

Year 7 student

I love being a Sharples pupil. I met Tim Peake and appeared on CBBC Newsround asking him a question! I want to be Head Boy when I am in Year 11.

Year 7 student



GCSE RESULTS 2023

Progress 8 +0.85

DFE Performance Tables

www.compare-school-performance.service.gov.uk

**Basics (English & maths) at Grade 5+
68%**

**Basics (English & maths) at Grade 4+
83.78%**



OFSTED INSPECTION MAY 2019

Meeting the pupils “brought to life the school’s motto, Learn, Dream, Achieve.”

Staff Wellbeing @ Sharples

Our staff are a most valuable asset to our school. Happy, healthy staff means a better experience for students.

We offer:

- Free membership to the Sharples Health Hub: Pool, fitness suite, a range of classes for all staff.
- A commitment to reducing teacher workload - if it doesn't benefit the students, we don't do it.
- Incentives for extra input with our students e.g. The Above and Beyond Award and Early Dart/Late Start for staff who support year 11 with extra revision prior to GCSEs.
- An outstanding CPD programme including the opportunity for all staff to take part in the fully funded week-long workshops in Spain, France, Finland, Latvia or Gran Canaria.

