



Wellsway School

Teacher of Humanities



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. Some quotes from recent staff voice exemplifies this: "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 Wellsway 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 2024
Basics 4+	79%
Basics 5+	58%

A Level

Grade range	Wellsway Exam Results 2024
A*-B	44%
A*-C	72%
A*-E	98%

Curriculum

As a Futura school, 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 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. 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: Humanities

Key Stage 3

Key Stage Three

Our students study a three-year Key Stage 3 syllabus that introduces key geographical, historical and religious concepts that equip students with essential knowledge, understanding and skills. In years 7, 8 and 9, students study geography, history and religious studies as separate disciplines. This allows students to develop a deep understanding of each subject in their first 3 years at Wellsway School.

Our Schemes of Learning are regularly reviewed and developed in light of changing specifications to ensure that all students receive an engaging, enjoyable and successful education.

Geography at Key Stages 4 to 5

The geography GCSE course is following the AQA specification and includes units based upon physical and human geography including physical landscapes in the UK, resource management, deserts, hazards and the economic world. GCSE Geography is extremely popular at Wellsway, with currently 5 classes at year 11, 4 in year 10 and another 5 classes prospectively signed up next year. This is taught across five periods per fortnight.

At A Level, the course follows the AQA GCE Specification. In Year 1, students study coastal systems and landscapes, water and carbon cycles, changing places and global systems and governance. During the year, students have four fieldwork days which includes their collection of data for the Geographical Investigation. In Year 2, students study the Hazards and Population and the Environment as well as completing their non-examined assessment. Delivery is organised so that two specialist teachers share the teaching over nine periods per fortnight.

As a team, we offer students a range of trip opportunities. In KS3, this involves an around the site fieldwork on microclimates. In Y10 and 11 there are fieldtrips to the Quantock Hills for a river study and Bristol for a redevelopment study. In the Sixth form, students complete fieldwork at Chesil beach, Weymouth and go on a 3 day residential trip to the Field Study Centre, Slapton. Students in the Sixth form also have the opportunity to go on a residential trip to Lanzarote in February Half Term.

History at Key Stages 3 to 5

The team is proud to deliver a history curriculum that engages and motivates students of all abilities whilst providing the stretch and challenge necessary for students looking to pursue competitive history related careers. Our curriculum structure offers history at GCSE and A Level and our Schemes of Learning are regularly reviewed and developed in light of changing specifications to ensure that all students receive an engaging, enjoyable and successful history education that equips them with a good grounding in all aspects of history and critical thinking ready for the wider world.

Key Stage Four

We teach the AQA syllabus following units on Germany 1890-1945, International conflict and tension 1918-1939, Britain health and the people c.1000- today and Elizabethan England c.1568-1603. Our schemes have been developed internally.

Key Stage Five

We teach the OCR A Level syllabus, following units on: 1547-1603 Late Tudors: Religious change, unrest and rebellion; Russia 1894 - 1941 and Civil Rights in America 1865-1992. Our schemes have been developed internally.

A key driving element at all key stages is academic rigour alongside opportunities outside the classroom, with all teachers committed to the use of wider academic reading in the development of key historical knowledge and skills.

Religious Education and Philosophy at Key Stages 3 to 5

Our KS3 aligned curriculum is designed to give every student the opportunity to learn about important religious and spiritual beliefs that shape the local, national and global community we live in. It is a progressive and diverse curriculum and challenges students of all abilities to think deeply, question their own beliefs, enquire and listen to each other, as well as empathise with others locally, nationally and internationally. We want students to know about Christianity and other major world religions but we also want them to learn from religion and consider how this learning may be applied to their own lives, whatever their personal beliefs are. Our curriculum structure offers RE at GCSE and then Philosophy at A-level, which is a highly regarded subject which demands academic rigour.

Key Stage 3

Our students study a three year KS3 syllabus, which covers all the major world religions, both east and west, as well as thematic and philosophical subjects like Ethics and Crime and Punishment in year 9. This gives those students who may be interested in studying RE at GCSE a good foundation for their future learning.

Key Stage 4

We teach the Eduqas syllabus, focusing on two major world religions – Christianity and Islam. This includes units on the beliefs and teachings of these religions as well as their religious practices. We also look at four more thematic and philosophical units – relationships, life and death, good and evil and human rights.

Key Stage 5

For Sixth Form, we teach the AQA straight Philosophy syllabus, which covers units on Epistemology, Moral Philosophy in the first year, moving onto the Metaphysics of Mind and God in the second year.

Social Sciences at Key Stages 4 and 5

Our current curriculum structure offers Law, Criminology, Psychology and Sociology at A level and Psychology at GCSE with the Deputy Director (Social Science) taking responsibility for these subjects at Key Stage 4 and 5.

Key Stage 4

At GCSE students study the AQA Psychology course which includes units on memory, social influence and research methods.

Key Stage 5

At KS5 students study the AQA Psychology course including units on attachment, psychopathology and research methods. For Sociology we also follow the AQA course and teach units on beliefs in society and

families and households. Criminology follows the WJEC Level 3 applied diploma specification. We have chosen the AQA A level law course covering contract and tort law.

A key driving element at all key stages is academic rigour alongside opportunities outside the classroom, with all teachers committed to the use of wider academic reading in the development of key subject knowledge and skills.

Enrichment

We offer a range of enrichment activities within the school and department, including:

- Enrichment study visits in the UK and abroad
- Humanities Scholarship competition
- Study support groups
- Internal and national competitions

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	9-7	9-4	Average Grade
Geography	1%	30%	76%	5
History	4%	26%	63%	5
RS	10%	31%	90%	6

Key Stage 5

A level	A*-B	A*-C	A*-E	Average Grade
Geography	56%	93%	100%	B-
History	43%	81%	94%	C+
Psychology	53%	65%	100%	C+

What will success look like into the future?

We believe that a successful Humanities 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 – informing a programme of teacher improvement driven from both inside and outside of the team.
- 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.
- Have a curriculum which is coherent yet inclusive and offers clear progression routes at all key stages and provides a broad range of opportunities for learning both in and out of the classroom.

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

Pastoral Provision

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 of houses helps to foster.

Wellsway Sixth Form is a very special part of the school, and we work together with IKB Academy and SBL Academy as part of Futura Sixth. Each year we are pleased to welcome students not only from Year 11 and other Futura schools, but also many other local schools. We have vertical sixth form tutor groups who are attached to each house to ensure cohesion across the school both for tutors and students. Our Head Student team works across the whole school community, contributing to the school's culture and ethos, and we want to continue to grow and develop their leadership.

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.

Wellsway's 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:

- A large and well-appointed staff room that provides free tea and coffee throughout the day in addition to free freshly brewed tea and coffee being served at break alongside freshly baked food for purchase.
- 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. Relationship counselling and weight management is also provided.
- Maintaining contact with staff when they are absent for long periods, sending gifts and cards and a generous absence policy allowing up to 5 days pro-rata for carers' leave each academic year.

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.
- 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 School is a hardworking school. 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 is a true community school 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 school site is a very busy place, including in the evening and at weekends.

Wellsway School 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.