

# THE DE MONTFORT SCHOOL CANDIDATE PACK



**TDMS**

PART OF FOUR STONES GATEWAY



**FOUR STONES  
GATEWAY TRUST**

# A WELCOME FROM OUR HEADTEACHER

## Dear Candidate

Thank you for your interest in our school and for taking the time to consider working for our Trust in the advertised position.

I am proud to serve as the Headteacher of a school that is determined to make a positive difference to the future of our students and their families, the careers of our staff, as well as contributing to the local and wider community. This post is a great opportunity for you to work with a group of fantastic staff who believe passionately in what they are doing.

At TDMS, we are proud to be a smaller than average secondary school where every student is known, valued, and supported. As a school that offers education from Year 6 through to Year 13, we provide a unique opportunity for young people to enjoy a consistent, high-quality educational journey. We believe they deserve the very best teachers, leaders and support staff and therefore we are looking for an exceptional candidate for this key post.

As a school, we have four lived values: ambition, commitment, creativity and integrity. We also have very specific culture. It is called The TDMS Way and we ask the students to 'show us their best' in all that they do. We believe in traditional manners, in a community where everyone is polite, caring and courteous and where we have respect for each other, our environment and, importantly, for ourselves.

Our dedicated staff team are committed to delivering a broad and ambitious curriculum that challenges students to achieve their very best, while offering a wealth of extra-curricular

opportunities to help them develop confidence, grit, and a strong sense of self. Our inclusive teaching model is simple and straight-forward and we pride ourselves on our outward-looking perspective and use of the latest research in the field of education and cognitive science.

I believe that a successful school is founded upon communication and teamwork and so staff contributions are essential in helping us move our school forward. The welfare and development of all of our staff is of paramount importance to us and we are relentless in our quest to ensure all of our staff have the opportunity to access welfare and CPD opportunities.

If you feel excited by our ambition and interested to learn more about us, then please, I encourage you to make contact and come visit us as part of your application.

We look forward to welcoming you soon and receiving your application in due course.



Anna Allen,  
Headteacher, TDMS

# THE TRUST

**The De Montfort School is part of Four Stones Gateway Trust (The Trust) who are a family of like-minded schools, that collaborate to provide mutual support, share their good practice, and learn from each other to achieve our core purpose: to provide excellence and opportunity for all.**

Our Trust consists of four secondary schools and three primary schools across Worcestershire and Shropshire – a Teaching School Hub, a Maths Hub, and a SCITT (School Centred Initial Teacher Training).and we have plans for further growth. As a team, our work is underpinned by our four core values: Ambition, Commitment, Creativity and Integrity – these values act as an inseparable thread woven into the fibre of our organisation, strengthening our efforts to achieve our Trust Dividend.

## WE ARE AMBITIOUS FOR OURSELVES AND OUR STUDENTS

We set high expectations and standards and strive to achieve excellence in all that we do. We are unashamedly ambitious for the students we serve. We want to provide access to opportunities within the classroom and beyond. We will continue to strive to be the best we can be.

## WE ARE COMMITTED TO BEING THE BEST WE CAN BE

We consistently deliver on expectations and go the extra mile to get the job done, approaching everything with a "can do attitude". We constantly look to improve ourselves and our service, cultivating our knowledge, skill, and attitudes to achieve excellence

## KNOWLEDGE AND LITERACY MAKE CREATIVITY POSSIBLE

Our schools, where students develop the literacy skills on which all further learning depends, cultivate creativity by providing a broad base of academic knowledge that students need to be properly creative. The knowledge we deliver is powerful in that it changes students' perceptions, values and understanding. It encourages students to ask new questions and explore alternate explanations

## INTEGRITY IS ABOUT DOING THE RIGHT THING

We treat others with respect and honesty. We take care of our environment and utilise knowledge and understanding wisely. We nurture our students so that they become young adults of principle and character who support each other in their quest for excellence.

We are committed to delivering research-informed education across our Trust, where evidence-based practice drives teaching, learning and leadership. Our schools foster creativity, curiosity and high expectations, underpinned by a strong culture of professional development that offers clear career pathways and leadership opportunities for staff at all levels. We work in close partnership with local organisations, universities and national networks to influence educational excellence beyond our own schools, and through these collaborations, we craft meaningful opportunities for every student to thrive – academically, socially and personally – regardless of their background or starting point.

Whilst our core purpose is the same in all our schools, we acknowledge and celebrate the differences and uniqueness in each school's community. Therefore, our Trust's approach is two-fold: we work closely in supporting schools where centralised systems and services enable leaders to focus their attention on the biggest levers at local level. In contrast, our support is more facilitative and bespoke where local context is key in determining the strategy. Ultimately, our students deserve the best and we do this most effectively by knowing our schools well and working together.

# THE TRUST

As part of our Trust Development, we have the following aims which we call our Trust Dividend



We grow our own future leaders at all levels; we have high-quality CPD. We care about staff development, no matter the pay grade or position.



We integrate our SCITT/Teaching School Hub into the work of the Trust. This helps recruitment, contributes to our CPD programmes and provides opportunities for diversification and networking.



We are research-based, we base our practices on what is proven to work.



Our curriculum is forensically researched, planned and thought through so that our students are equipped with the knowledge they need to be successful in examinations and adult life.



We have the best personal development programme as an entitlement for all students.



We have partnerships with outstanding provision eg music, sport, professional bodies, business and universities.



Our four values are at the heart of all that we do - influencing our culture and our students' beliefs and actions.



Our differences are a strength as schools; our context diversity influences our practice and ability to deliver school improvement.



Our approach to literacy is outstanding and changes students' lives and access to education



Our strong, central services ensure leaders have the capacity to drive school improvement. We are experts in our management of finance, estates, HR and ICT.



Teachers can teach, learners can learn because we create school cultures with high expectations of behaviour and conduct where learning is sacrosanct.



We are kind and driven; the two are not incompatible.

Further details can be found on our website [www.fourstonesgateway.org.uk](http://www.fourstonesgateway.org.uk)



# OUR OFFER TO STAFF

**We understand that happy, well-motivated and well-trained staff make the most effective teachers, leaders and support staff.**

Our jobs are demanding, and we are therefore always striving to remove barriers and find ways to make life that little bit easier.

Whether that's making sure that you have time for a cup of tea during the day or ensuring that you have access to the best professional development- it all counts! We want you to enjoy your time at work and thrive professionally.

We understand that working in our trust is only one part of your life and we recognise that balancing the needs of work and your needs, or the needs of others outside of work, can be difficult at times. Working more flexibly can help you achieve a better balance. That's why we are constantly reviewing our already extensive family friendly policies so that we can do our best to accommodate you where possible when you need it.

**When working for us you can expect access to an excellent package of staff benefits, which includes:**



## **Pension**

Access to teachers' or local government pension schemes.



## **Flu Jab**

Take a free annual flu jab each year.



## **Assistance Programme**

Access to our employee assistance programme scheme.



## **Cycle to work**

Help the environment with our cycle to work schemes.



## **Discounts**

Take advantage of our lifestyle discount schemes.



## **Special Leave**

Access to a range of paid special leave provisions to help with life's emergencies, unpredictable events and significant occasions.



# OUR OFFER TO STAFF

**But here are some of the established practices which we believe makes our Trust an excellent place to work:**

- A strong commitment to professional development and growth: we offer access to recognised, accredited training and leadership courses such as the National Professional Qualifications
- Opportunities for promotion: we focus on growing and developing our staff through succession planning and by providing opportunities for promotion from within our school
- Ringfenced mock-marking time: each December, we have a Trust-wide TED which gives teaching teams dedicated time to the marking and moderation of Year 11 mock examinations
- Designated buddies: we ensure that staff always have someone to work alongside in order to soundboard, discuss ideas and solutions, have their thinking challenged and to challenge the thinking of others
- A work life balance: we do not expect our staff to answer out of hours emails and we discourage the use of personal mobile phones to retrieve and respond to emails.
- Refreshments: on training days, parents' evenings and other evening events, food is always provided
- Admin support: we lighten the load of our middle leaders by providing admin support throughout the year so that they can focus their time and energy on strategy and the biggest levers to develop practice.
- A focus on wellbeing: in each of our schools, a member of the senior leadership team is in charge of wellbeing and workload to evaluate our practices and provide essential support to all staff



# HOW TO APPLY

**Informal and exploratory conversations are welcomed and encouraged. We would ask that you make contact with TDMS to discuss the post in confidence and arrange a visit to the school.**

Should you wish to discuss the post or arrange a visit to the school please contact Steph Moore (People Admin Manager) [smoore@fourstonesgateway.org.uk](mailto:smoore@fourstonesgateway.org.uk).

Please note the closing date for this position is xxxxxxxxxx and interviews will be held w/c xxxxxxxxxx

You are invited to submit an application form to Four Stones Gateway, People Team using [recruitment@fourstonesgateway.org.uk](mailto:recruitment@fourstonesgateway.org.uk)

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. All voluntary posts are subject to an enhanced DBS check.





# OUR SCHOOLS







**FOUR STONES  
GATEWAY TRUST**

**Telephone:** 01562 826580

**Email:** [recruitment@fourstonesgateway.org.uk](mailto:recruitment@fourstonesgateway.org.uk)

**LinkedIn:** [www.linkedin.com/company/the-four-stones-mat](http://www.linkedin.com/company/the-four-stones-mat)

**Twitter:** [www.twitter.com/tdms\\_evesham](http://www.twitter.com/tdms_evesham)

[www.fourstonesgateway.org.uk](http://www.fourstonesgateway.org.uk)