



**KING EDWARD VI
SHELDON HEATH
ACADEMY**

Educational excellence for our City

Recruitment at KESH Academy

Why should you join our team?





Recruitment at KESH Academy

A welcome from the Principal – Rebecca Elcocks

Welcome to King Edward VI Sheldon Heath Academy – or KESH for short. We are an oversubscribed 11-18 Academy serving a vibrant and diverse community. As part of the King Edward VI Academy Trust in Birmingham, our vision is to enable students to reach the highest personal and academic standards making Birmingham the best place to be educated in the UK.

Our £26 million building was first opened in 2013 and as a consequence we have state of the art facilities in which we deliver a broad and balanced curriculum. Our core values of compassion, aspiration, respect, and equality underpin everything we do, making KESH a fantastic place to work and develop as a professional.

Our highly skilled staff provide excellent academic and pastoral support. Each child has a dedicated Pastoral Manager and Head of Year to guide them through their journey and we place significant emphasis on recognising and rewarding student's achievements with our extensive rewards programme.

We have high expectations of our students conduct and clear systems and processes in place to make every learning environment one in which our students can thrive. Attendance is consistently above the national average for secondary schools demonstrating that students enjoy coming to school and feel part of our community.

Our year 11 students achieved a progress 8 score of +0.18 in the summer of 2023, the best score in the Academy's history, and we offer a wide range of academic and vocational courses to students in our Sixth Form. In addition we continue to invest in the site to provide students with the best experience. We recently opened our all-weather pitch and have just finished extending our dining area to improve our provision for students and staff at break and lunchtimes.

Students have the opportunity to partake in a wide range of activities beyond the classroom including clubs, sporting fixtures, music events and trips ensuring they are well equipped to thrive, both on their journey through school and beyond.

We are looking to recruit committed and dedicated staff who are keen to go above and beyond and share in our mission to provide the best quality of education for our learners.

We look forward to receiving your application.





Recruitment at KESH Academy

Staff Wellbeing

The Academy understands that the well-being of staff is of critical importance in providing the best level of education possible and to aid this the Academy have a designated well-being committee who meet half termly to look at ways of improving and supporting staff well-being.

Our well-being committee were also responsible for the development of our Wellbeing charter that highlights our key aims and rationale as well as the current provision and support. Our priorities change from year to year depending on staff feedback.

There are a range of initiatives in place to support staff wellbeing and some of these are listed below:

- **Regular meetings with a Line Manager**
- **Fresh fruit available in the staff room on a daily basis**
- **Free Tea & Toast Friday, available in the new staff room kitchenette**
- **Staff team building and social gatherings**
- **Star of the month which recognises a member of the Academy who has gone above and beyond in their role**
- **Termly staff questionnaire each term enabling staff to share their view on how well-being could be improved.**
- **Access to an all-purpose Gym**
- **A thorough performance development programme**

In addition, all staff that work at the Academy have access to the Employee Assistance Helpline who offer confidential support, counselling and advice on a range of issues.

WELLBEING CHARTER

Introduce wellbeing leaders
A designated leader / team can monitor and maintain the effectiveness of wellbeing initiatives
We provide...
• Wellbeing committee
• Staff to be given access to CPD training to support, develop and enhance wellbeing initiatives. Networking opportunities provided with Wellbeing Governor and other schools in the Foundation, to share good practice.
• Foundation Conference which offers Wellbeing sessions.

Healthy Relationships
Healthy relationships with colleagues are incredibly important for wellbeing, good relationships has been linked to improved job performance
We provide...
• Social event team who organise after school events
• Wellbeing on the agenda during departmental meetings. Findings fed back to line managers to help address/discuss issues/concerns.
• Everyone adhering to our core values of CARE.
• Team building activities
• All staff are given a birthday card from the Academy.

Survey your teams
Collecting regular feedback will determine how they are feeling and allows effect decisions to be made and focus on what's most important for the team
We provide...
• Termly survey to staff
• Meetings with line managers to discuss wellbeing concerns/issues/initiatives
• Wellbeing a standing agenda item at department meetings.

Create a comfortable work environment
Our environment greatly affects our wellbeing.
We provide...
• New, well-equipped building
• Designated staff room
• Developing staff room / work rooms
• Colourful displays
• Reflection room
• Free secure parking

Make it easy for staff to make healthy choices
Offering healthy snacks will encourage staff to prioritise their physical wellbeing, while also reducing any post sugar rush slumps
We provide...
• Free Fruit in staff room
• Football Friday
• Staff Rounders
• Promotion of fitness suite which is available for staff to use on a Friday from 3.10pm and week days from 4pm
• Cycle Scheme

Encourage Real breaks
Real breaks are critical to wellbeing, they come back feeling physically and mentally refreshed
We provide...
• Allocated Staff room
• Tea & Toast Friday brings people together and encourages a break
• Designated kitchenette with full facilities
• Free tea and coffee at Parents' Evening for all staff and volunteers.

Assistance programmes
An EAP provides confidential counselling to staff to help with problems affecting their well being
We provide...
• Employee assist.org.uk
• Staff wellbeing webpage.

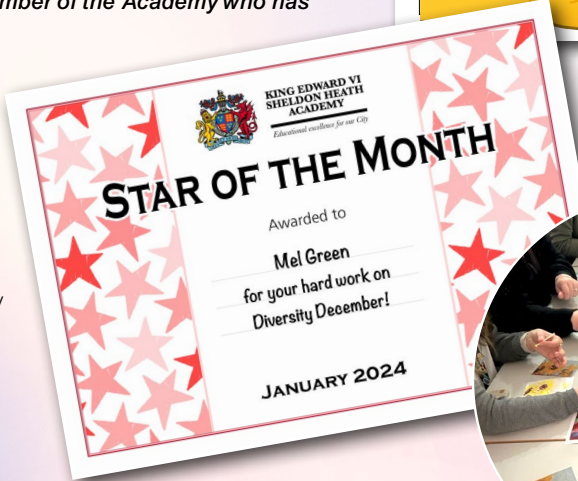
Help employees to work towards long term goals
Helping Employees develop their careers and achieve their goals is a key way of encouraging mental wellbeing.
We provide...
• Training
• HoDs to discuss career aspirations during performance process and things put in to achieve them.

Reward & Recognition
Rewarding and recognising staff increases confidence and is valued for the contribution
We provide...
• "You have been mugged"

STAR OF THE MONTH
Awarded to
Mel Green
for your hard work on
Diversity December!
JANUARY 2024

Someone has given you a FIVE STAR REVIEW!

Arrange well being workshops
Holding sessions on mindfulness, stress management, yoga can help relieve stress
We provide...
• Cooking/drumming/creative workshops.
• Baking workshops
• Meditation and sound healing





Recruitment at KESH Academy

Professional Development

At KESH we firmly believe that providing staff with high quality, bespoke professional development is critical in enabling them to be the best practitioners that they can. In each term we undertake a range of in house CPD that focusses clearly on our school development plan priorities. A high proportion of CPD time is also devoted to subject specific work in curriculum meetings, led by Heads of Department and middle leaders.

Staff are encouraged to further their development by attending courses outside of school, for example we currently have a number of staff completing NPQs as well as courses with SSAT and support staff completing mental health courses, first aid and encouraged to complete distance learning courses with Solihull College.

We support new staff to teaching well, with a robust ECT program, experienced subject specialist mentors and a senior mentor who provides weekly CPD.





**KING EDWARD VI
SHELDON HEATH
ACADEMY**

Educational excellence for our City

The Multi Academy Trust

The King Edward VI Foundation puts schools at the heart of strategy and decision-making. We believe that successful School Governing Bodies and Headteachers should be able to have significant autonomy delegated to them, which is why our Scheme of Delegation delegates most leadership responsibilities to schools and why we aim for schools to retain a high proportion of their General Annual Grant so that they can make decisions for their own communities based on their knowledge of need.

However, our schools understand and respect that as a legal entity the Academy Trust has a set of accountabilities set out by the Education Skills and Funding Agency (ESFA) which cannot be delegated, that common principles and ways of working are required, and that there is significant value in the sharing of resources and an overarching strategy.

As such, the relationship between school governors and leaders on the one hand and Foundation/Academy Trust governance and executive on the other is based on shared responsibility and an understanding that compromise and collaboration are a positive force.

All our Headteachers are members of the Foundation Education Group, contributing to and leading educational strategy for all our schools alongside the Headmaster of the Foundation (the Chief Master of King Edward's School) and the Chief Executive Officer.

Although technically our Foundation consists of two legal entities (the King Edward VI Academy Trust, comprising our ten academies, and the Schools of King Edward VI, which is the legal name of the Foundation Charity and Independent Schools), we operate as one organisation: King Edward VI Foundation, Birmingham.

The King Edward VI Foundation is committed to being an inclusive employer as this helps to create a diverse community, enhances teamwork and a greater sense of belonging and allows individuals to excel within their roles. We also believe that having an inclusive workplace, where people of different backgrounds can be themselves and work together, will achieve greater educational outcomes for pupils and will support the community we serve.

From application to interview, we place inclusion at the heart of all we do. We strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join King Edward VI Sheldon Heath Academy.



**KING EDWARD VI
FOUNDATION
BIRMINGHAM**

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Recruitment at KESH Academy





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Staff Testimonials

My time at KESH so far has been invaluable for my professional development as an early career teacher. Working in a diverse, multi-cultural school has proven to be an exciting and incredibly rewarding experience. We teach wonderful children who have an enormous amount of potential. At KESH, we have the privilege of not only imparting our subject knowledge to pupils, but also the opportunity to teach our pupils life skills. In my two years as an early career teacher, I have led school trips, run extra-curricular clubs, been well supported by mentors, and engaged in continued professional development. Now in my third year of teaching, I have been promoted to 'Second in Department' and am enjoying the additional responsibilities that this brings. At KESH, you will learn how to be a resilient, empathetic and determined teacher which makes it a fantastic place to begin your journey as a qualified teacher.

Roseanna Conway – Second in department – Spanish

I joined KESH in 2020 as a Science Technician and my job is to prepare equipment and materials for experiments and teacher demonstrations for their Science lessons. One of the great things about KESH is that they encourage the professional development of support staff. Having started with relatively no experience, I have been on a Physics course (my least favourite subject!) and technician conferences that have boosted my confidence and knowledge exponentially. KESH is a fantastic place to work as my colleagues are very friendly and supportive and we all work collaboratively as a team to create a positive learning environment for our students.

Sin Tse – Science Technician



This is my seventh year at KESH and I am thrilled to be able to give a testimonial for the workplace that has supported me through my Pastoral career. As Head of Year 11 I am privileged to have the rewarding role of guiding and mentoring students through a crucial milestone of their education. The

school has high expectations for developing the whole child and this is seen in the extensive support provided through character development programmes, mentoring and the vast array of extra-curricular activities on offer. The school has provided me with opportunities to develop my skill set, become a Designated Safeguarding Lead and to study an NPQ on behaviour and Culture for Middle Leaders. With great trust and faith, I was also given the opportunity to become the first non-teaching Head of Year. I have a strong belief that our school and its culture harnesses compassion, aspiration, respect and equality which can help to support all.

Carl Blair - Head of Year 11





Recruitment at KESH Academy

What Ofsted say:

In February of 2023 we had a section 5 inspection from Ofsted achieving a good in every category. Here is just a sample of some of the comments from the report.

“Leaders have developed an ambitious and well-sequenced curriculum, including in the Sixth form”

“Leaders are proud of the broad range of enrichment activities on offer. There are many clubs that pupils attend.”

“Leaders have high aspirations for every pupil”

“Warm and respectful relationships characterise life at this school”

As part of their wider development, pupils are well supported to gain insight into a broad range of work and employment opportunities.”

“Leaders prioritise pupils’ well-being and personal development. Parents and carers are very positive about this support,”

“Pupils are happy and safe”

“Pupils value the support that staff give them. This motivates pupils to achieve well, and they do”





Recruitment at KESH Academy

Job description

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Recruitment at KESH Academy

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