



Wellsway Campus

(Wellsway School & IKB Academy)

Role: Teacher of PE



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 Director for PEO. 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 Wellsway School

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 Wellsway School continues to be judged 'Good' across all areas following our December 2024 Ofsted inspection. Inspectors praised our high ambitions for every pupil, noting that students achieve well and benefit from a broad, ambitious and well-sequenced curriculum. They highlighted that "enrichment opportunities run through the veins of the school", recognising the exceptionally varied clubs, trips and extensive pupil leadership programme which allow students to thrive both academically and personally.

Pupils were described as highly positive about their school, behaving respectfully and engaging well in lessons. Inspectors celebrated our strong culture of reading, the high-quality music and performance opportunities, and the continued strength of our sixth form, where students progress confidently to universities and apprenticeships. Safeguarding was judged effective, and the school's inclusive, supportive ethos was strongly affirmed.

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, such as the 97% of staff who feel INSET in 2020-21 has been useful and 100% positive staff voice around our overall CPLD offer. Some quotes from our most 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 2025
Basics 4+	76%
Basics 5+	57%

A Level

Grade range	Wellsway Exam Results 2025
A*-B	46%
A*-C	69%
A*-E	98%

Curriculum

As 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 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 schools are 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: PE and Performing Arts

PE and Performing Arts at Key Stages 3 to 5

PE and Performing Arts at Wellsway School have been consistently high-performing subject areas at all key stages. The team offer a range of academic courses and an extensive extra-curricular programme. By working together as a team, we are able to share teaching and learning strategies to ensure our students have the best possible experience.

As a dedicated and ever increasingly successful curriculum team, we are committed to providing students with an enjoyable, challenging and high quality experience of PE, inclusive of all abilities, whilst providing the opportunities and support necessary for the success of our most talented and high performing young sportspeople and teams. Our curriculum structure offers both GCSE PE and Dance, and A Level PE. We are committed to providing opportunities for Sports Leadership and firmly believe that the skills students develop through their experience of PE are transferable across subjects and throughout their later lives, which begins at Key Stage 3 with students running festivals and sporting events for our primary feeder schools.

Our schemes of learning are regularly reviewed and developed in light of changing specifications to ensure that all students receive an engaging, motivating and successful physical education that equips them with a solid understanding of the topics around PE and sport.

We are proud of the extensive and successful extra-curricular programme offered at Wellsway School and our team are fully committed to student engagement with recreational participation for enjoyment, health and fitness as well as providing support to those competing at all levels, from B&NES through to national level.

Key Stage Three

At Wellsway School, students in KS3 have two music lessons, three drama lessons and four PE/Dance lessons a fortnight. The schemes of learning in Key Stage 3 PE ensure we cover a broad range of sports and activities in preparation for the GCSE course.

Key Stage Four

At KS4 within the department we offer the following curriculum choices:

- GCSE Drama
- GCSE Music
- GCSE Physical Education (AQA)
- GCSE Dance (AQA)

Key Stage Five

In the sixth form, the department offers the following curriculum choices:

- A Level Music
- A Level Physical Education (AQA)
- A Level Theatre Studies

The PE Department has a vision to provide a range of academic courses, along with an extensive extra-curricular programme and links to our local community. As part of the PE and Performing Arts team, there is a wide range in experience which is used to share teaching and learning strategies and run extra-curricular activities.

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
PE	0%	16.3%	55%	4=
Drama	0%	17.6%	76.5%	5-
Music	13%	34.8%	78.3%	6-

- **Key Stage 5**

A level	A*-B	A*-C	A*-E	Average Grade
PE	0%	33.3%	100%	D=
Music	0%	33.3%	100%	D+
Theatre Studies	0%	100%	100%	C=

Enrichment

We are proud of the wide range of extra-curricular activities on offer across the week, some of which are led by students. These clubs include various sports teams including hockey, netball, rounders, athletics and many more. We have a significant number of students taking part in dance, which include performances at the Dance umbrella, GCSE and A Level Evening of Dance and an interhouse dance competition.

The department has organised a number of trips recently including Team Bath Netball, Wimbledon and Bath University. We have strong links with community clubs and teams and regularly work collaboratively with them.

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 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.

Further Information: IKB Academy

Established in 2015, staff at IKB 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 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, 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 the joint post 16 provision 'Futura Sixth', 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

Staff Benefits

- 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.
- Free on-site parking

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.