

Thomas Keble School



Applicant
Information Pack

Challenge and Aspire to Achieve More than You Think Is Possible....



Thomas Keble students will:

Experience a rich and broad curriculum and be encouraged to be lifelong learners

Achieve the highest possible standards

Become responsible members of the 21st century world community

Care for and respect themselves, others and the environment, with a strong foundation of moral and spiritual values

Develop the technological skills needed for the 21st century

Welcome from the Headteacher

Thank you for your interest in working as part of the Thomas Keble Community

Hopefully, this pack, when read together with our website content, will help you to decide whether Thomas Keble is a place **you** want to work in order to make an invaluable contribution to the life chances of the students within our community.

As a school, we are fortunate to attract staff who are fully committed to delivering our inclusive ethos. We work hard and go the extra mile to ensure our students achieve the very highest outcomes regardless of ability. In return, our staff are empowered to work within their area of specialism in a way that best supports learning within that subject. We aim to ensure that energy is directed in the best possible way, to promote effective learning. Our approach is personalised to each student and we recognise that this personalisation must be extended to individual subject areas to allow staff the flexibility to instill their passion for their subjects to our students.

As a staff, we are consistent in our approaches and expectations through our behaviour and discipline codes, with the aim of freeing up staff to focus on their craft. As a result, our student behaviour is recognized as extremely positive with children who are keen to learn.

In our recent Ofsted, July 2023, the Inspection Team said:

"Thomas Keble continues to be a Good School."

"Pupils with special educational needs and/or disabilities (SEND) are well supported"

"Pupils feel happy and safe at school."

In this pack, you will find an appropriate job description and a copy of the person specification for the post.

Choosing the school for the next stage of your career is a really important one and to that end, we welcome prospective applicants to come and have a look around before making the decision to apply. If this would be helpful please contact my PA, Ms Amanda Oxberry, who will make the arrangements to facilitate this.

If you feel that Thomas Keble is the right school for you for that next career step, please complete the following by the deadline of midday on Thursday 14th November 2024.

- The Thomas Keble Application form (available from the links within the advert).
- A letter of application (maximum 2 sides of A4) outlining your suitability for the post and how your experience to date has prepared you for the requirements of the person specification.

I look forward to reading your application.

Steve Shaw Headteacher

School Context

We are an 11-16 non-selective school situated above the market town of Stroud in the beautiful Cotswolds. We are regularly oversubscribed and strive to be the first choice for students and parents within the community we serve.

Student Outcomes

Our students regularly deliver on our ethos to aspire and achieve more than we ever thought possible. Our results in 2018 placed us in the top 30% of schools nationally for achievement. This is underpinned by the very best quality first teaching which we prioritise.

The 'TK Way'

We place the child at the centre of all that we do. We pride ourselves on traditional educational values and pastoral care system which underpin innovative approaches to learning and deliver exceptionally high standards of behaviour within a vibrant and forward-looking school community.



Thomas Keble Curriculum Statement

This statement deliberately does not seek to identify the skills required by a '21st century learner' or to second-guess the qualities that employers of the future will be seeking in our young people. Our aims are no less ambitious but, we hope, more realistic: to ensure all students gain the skills and confidence to become effective and resilient learners within a mutually respectful community that is caring and supportive of its members and considerate of the diversities of society more widely. Through such an approach, we aspire to encourage our learners to be adaptable to the evolving challenges of the 21st Century.

At Thomas Keble, we recognise that embedding effective curricular development takes time. We are determined not to be distracted by external accountability pressures and attempts to 'play the system'. Instead, we are committed to retaining a broad and balanced curriculum with equality of access for all; and to reviewing research into effective learning and its pedagogical implications to adjust our approaches in order to maximise their effectiveness. Our approach is to tweak what we know works, rather than embark on a series of fragmented initiatives.

We recognise that each subject is unique and so Heads of Department, as the experts in their areas, are empowered to develop and structure their curriculums with their department colleagues. From September 2019, a significant increase in subject Teaching and Learning Community (TLC) time was intended to enable departments to discuss and decide:

- **INTENT:** What elements of curriculum content they are teaching so that students can access each academic discipline and tradition.
- **IMPLEMENTATION:** When they are teaching each element so that students can appreciate the relationships between them; how they are teaching each element effectively so that all students can access and be engaged by the curriculum.
- **IMPACT:** How and when to assess what students know, understand and can do.

Sequences of learning across all five years should be underpinned by:

- Consistent challenge for all;
- The embedding of subject-specific skills alongside the coherent layering and spiralling of subject-specific knowledge;
- Explicit teaching of each aspect of the TK Learning Process: Understanding – Transforming – Reviewing – Applying.

More about this role

Our school motto 'Aspiring to Achieve' is more than just words. As a school, we want every person within our community to grow and develop and this includes our staff. Such a collaborative ethos permeates our community. The high standards delivered by our support colleagues provide the foundation for teachers to focus on delivering the highest quality of teaching and learning.

Our Learning Support department is widely recognised as a Centre of Excellence. This brings its own challenges when so many parents express the view that Thomas Keble is their preferred provider for their child with SEND. However, it is a challenge we embrace wholeheartedly as we believe that an inclusive school is a fundamentally happier and more successful school. Our Learning Support team is a close knit group of highly committed professionals who work passionately to support our students to succeed. The team are based in a dedicated suite of rooms at the heart of the main school building. Our Teaching Assistants benefit from dedicated planning time which recognizes the value of the work they do and are led by a highly experienced SENCo, Emily Belcher who works closely with our Second in Faculty Annie Parfitt to deliver outstanding provision.

We are seeking to appoint an enthusiastic and committed qualified Teaching Assistant to work with our KS3 and KS4 pupils, within our supportive and experienced team. A recognised qualification of NVQ 3 or above is essential as well as good communication skills and experience of working with children. You will join a friendly team of staff, who are dedicated to ensuring that all learners reach their full potential.

The successful candidate will work under the supervision of the SENDCO and provide individual and group support for those pupils with Education Health Care Plans. In keeping with the grade for this post you will be expected to liaise with staff and assist pupils to access the curriculum, considering their individual needs.

We look to employ people with a genuine passion for supporting pupils who experience additional barriers to their learning, to enable them to feel fulfilled and succeed to their full potential academically and socially. We will support the new member of our team with appropriate CPD to engage and support pupils. This CPD may include supporting different areas of need, behaviour management and emotional literacy.

A commitment to serving and supporting the needs of children is a fundamental part of everyone's role here at Thomas Keble. If you would like to visit the school, do please let us know by emailing : recruitment@thomaskeble.gloucs.sch.uk

look forward to reading your application. Steve Shaw: Headteacher: Thomas Keble School

Safeguarding Statement:

Thomas Keble is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks. Disclosure of any criminal convictions and an enhanced DBS check will be required for this post. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. The post may not be exempt from the Rehabilitation of Offenders Act 1974 as certain spent convictions and cautions are 'protected' and are not subject to disclosure. It is important that an applicant provides the School with upfront disclosure of all unspent convictions, cautions, reprimands or warnings. A failure to declare the above (that are not subject to the Disclosure and Barring Service filtering) may disqualify an applicant for appointment and may result in summary dismissal if the discrepancy subsequently comes to light .

Thomas Keble School

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