



Sharples

SCHOOL

Recruitment Pack



Welcome to Sharples School



A Science Specialist College

Thank you for your interest in Sharples School.

Within this pack you will find details about our school and of the many benefits of working with us. We are a vibrant learning community and we welcome your interest in working with us to build on our many successes. In return we offer excellent continued professional development opportunities both within our school community and beyond.

Our motto is 'Learn, Dream, Achieve' and it is a motto that we live by each day at Sharples. We have high expectations for our pupils and aim to nurture in them a self-belief that will enable them to achieve their best and realise their dreams and ambitions through hard work and involving themselves fully in what school has to offer them.

Sharples School is a successful and heavily over-subscribed 11 -16 mixed community school. Our focus is on high academic standards and providing a first-rate, all round education for children of all abilities. Each year our results place us in the top 5% of secondary schools nationally and we are always striving to improve. Teachers are highly qualified subject experts, and our facilities across the school are excellent. In December 2023, Sharples School was recognised as the Secondary School of the Year at the Pearson National Teaching Awards, an accolade that was testament to the hard work of staff, students and the Sharples community.

Our most recent Ofsted report in January 2025, was an ungraded inspection. The inspectors found no areas for improvement and stated that the school has significantly improved in all areas since the last inspection when we were graded as a 'Good' school. We were of course delighted by this outcome and the feedback captured our school ethos:

"At Sharples school, pupils embody their school motto of 'Learn, Dream, Achieve'. They flourish in a successful and happy school community that supports them to be the very best that they can be. Pupils consider it a privilege to be part of their school, where they feel safe and accepted. Their exemplary behaviour actively upholds and promotes the school's ethos. They behave with respect and proudly celebrate their own achievements as well as those of their peers." Ofsted 2025

We believe education should be a challenging and enjoyable experience, where hard work and a desire to achieve the very best bring their own rewards. We support our pupils to gain the qualifications and the experiences they need for further education and life after school.

A warm welcome awaits you at Sharples School.

Ms C. Molyneux
Headteacher



Our Vision

At Sharples we will:

- **Be strongly led** through a high level of ambition and a relentless drive to improve in all areas
- **Deliver an outstanding curriculum**, that brings success to all students, that is continually evaluated and improved and leads to the very best outcomes for all students
- **Foster a safe, happy and aspirational community** for all, where students thrive and fulfil their potential
- **Go above and beyond for our students** to give them wide, rich opportunities to develop personally, so they are ready for their next steps at all stages in life

'You will meet a class full of children eager to learn.'

Year 8 student

'Come to Sharples to work with the best teachers who really care about pupils'

Amaan, Year 11

Facilities

We have a range of well maintained facilities, including bespoke classrooms for specialist subjects, such as state of the art Science laboratories, computing suites and technology workshops. We also have our unique Sharples Community Observatory to support our Astronomy GCSE and enrichment such as star parties and lunchtime clubs.

The Health Hub at Sharples provides excellent sports facilities, which is an important resource for our P.E and BTEC Sports courses. Facilities include, a large sports hall, a fully equipped fitness suite, all weather football pitch and a swimming pool. The Health Hub is available after school for use by Sharples School staff members.



HEALTH
at Sharples **HUB**

CPD Menu

[Sharples CPD Menu for 2024-25](#)

Working Memory and Cognitive Load. Encouraging students and staff to have a growth mindset.

Staff should prepare resources that engage students with their working memory, whilst simultaneously avoiding cognitive load. Working memory is the step needed before knowledge is committed to long term memory which prepares students for acquiring and applying knowledge over a long period of time.

Session 1- Thursday 3rd October 2024 – Internal Speaker

Session 2 –Thursday 16th January 2024 – Internal Speaker

Developing feedback strategies alongside formative assessment.

Teachers should provide opportunities for students to be made aware of their own strengths and weaknesses in a subject. Students should be provided with opportunities to specifically address misconceptions and think about their own next steps, without extraneous workload for staff.

Session 1 – Monday 30th September 2024 – Internal Speaker

Session 2 – Friday 10th January 2025 – External Speaker (Amjad Ali)

Adaptive teaching with a focus of teaching to the top.

Teachers should use adaptive teaching to ensure all learners feel secure in their knowledge. All students should be given the same opportunities and should be stretched and challenged, where appropriate.

Session 1 – Friday 4th October 2024 – Internal Speaker

Session 2- Friday 17th January 2025 – Internal Speaker

Oracy in the classroom. Debate, discussion and reflection.

All students are entitled to their own opinion and as teachers, we should facilitate opportunities for students to be able to articulate their own thoughts and ideas. Students should use their voices to empower their actions.

Session 1 – Wednesday 9th October 2024 – External Speaker (National Literacy Trust)

Session 2 – Thursday 23rd January 2025 – External Speaker (National Literacy Trust)

Understanding Memory, Retrieval and approaching a knowledge-based curriculum.

Over the course of study, teaching is designed to help learners to remember in the long term the content they have been taught and to integrate new knowledge into larger concepts.

Session 1 – Tuesday 8th October 2024 – Internal Speaker

Session 2 – Wednesday 15th January 2025 – Internal Speaker

Timeline

Autumn 1

Session 1 - W/B 30th September and 7th October - mix of internal and external speakers
Two sessions Period 1 and 2 and Period 3 and 4 – both include refreshments for staff.

Autumn 2

Coaching pairs observe each other and meet to provide feedback within the first 4 weeks.
Staff will meet to provide feedback and discuss, including completing the Coaching log.

Spring 1

6th January – Twilight. Staff will meet in communities to discuss feedback from sessions.
Session 2 - W/B 6th January and 13th January - mix of internal and external speakers
Two sessions Period 1 and 2 and Period 3 and 4 – both include refreshments for staff.

Spring 2

Coaching pairs observe each other and meet to provide feedback within the first 4 weeks.
Staff will meet to provide feedback and discuss, including completing the Coaching log.
Week 5 - meetings within communities. Monday 24th March. Staff to begin to plan a presentation of learning.

Summer 2

Another opportunity for members of staff to observe each other and complete coaching log in booklets.
Twilight - 19th June to present learning.

All teachers keep a “Learning Log” of development of practice. To include CPD, research, visits to other lessons or schools etc.

Staff also have access to a Teaching and Learning monthly newsletter, National College to support their professional development and a CPD library which is kept up to date.

The National College

All staff should sign up to the online CPD platform - The National College.

ECT/ITT Sessions

ECTs or new staff welcome

2024-25 ECT/ITT Induction Programme

All meetings will be held on Thursday at 3.25pm in the library unless otherwise specified.

W/b	Focus	Delivered by
04/09/24	Introduction and Welcome/ Protocols/ECF	Professional Mentor - FKH
11/09/24	School Vision and Priorities (ethos)	CMX
18/09/24	Teacher Wellbeing Classroom Ethos - routines/expectations	KBO LHT/AAm/ RAP
25/09/24	Components of a lesson / lesson planning	SRY
2/10/24	Assessment for Learning - Formative and Summative	IHA
11/10/24	Purposeful Feedback	HGL
17/10/24	SEND: How to support pupils with learning needs	JPO & SBO
24/10/24	Questioning	
HALF TERM WEEK		
07/11/25	Working Memory and Cognitive Overload	SRY
14/11/23	Memory and Retrieval	NAY
21/11/24	Closing the Vocabulary Gap and Oracy	GKI
28/11/24	Reading Strategy	HPA
05/12/24	Overcoming Barriers to Learning	AHE
12/12/24	Adaptive Teaching - teaching to the top	KMC / MFO
19/12/24	Teach Meet	FKH
CHRISTMAS HOLIDAYS		
09/01/25	Principles of Direct Instruction	LKE
16/01/25	Using data to inform teaching	LSA
23/01/25	Assessment & Reporting	SJP
30/01/25	Pupil Premium	FKH/SCU
06/02/25	The Gatsby Benchmarks/Raising Aspirations	SJP/NZP
13/02/25	Supporting INAs	CLI
HALF TERM WEEK		
EASTER		
21/05/25	Drop in with Professional Mentor	FKh (office)
HALF TERM WEEK		
	ECT Reviews	Professional Mentor

What Our Staff & Students Say

Once I was offered the opportunity of completing my NQT training at Sharples School, my initial thoughts of trepidation turned to excitement. The school has been amazing and has welcomed me into the Sharples family. I am part of an extremely friendly department who have truly made me feel like one of the team. Sharples School looks after all its staff members and I feel supported at all times knowing that there are always staff that I can go to if I have any concerns or queries. Receiving a wide variety of training and CPD sessions, both whole-school and NQT specific, has allowed me to develop my understanding and practice. I have grown and matured in a very good school where the focus is on teaching and the camaraderie between staff is really good and this has provided me with the chance to develop and nurture as a good teacher and practitioner. The pupils are focused and show a real want to learn attitude, I have built good rapport and mutual trust with my classes which has confirmed that I have made the right career choice. Working for Sharples School has been an excellent decision and I feel very fortunate to come to a school where I am enjoying my time and most importantly, a school where I feel truly happy.

Newly Qualified Teacher

Sharples School is a great place to work. There are many opportunities to develop as a practitioner at all levels and very often staff are promoted from within. CPD is regularly available and is tailored to individual need via annual 'skills audits'. The teamwork that exists is palpable and students appreciate the extra mile that staff go to ensure the best possible outcomes for all.

Member of the Senior Leadership Team

At Sharples the teachers really know us all as individuals. They make sure that we get involved in clubs and activities that interest us.

Year 7 student

I love being a Sharples pupil. I met Tim Peake and appeared on CBBC Newsround asking him a question!

I want to be Head Boy when I am in Year 11.

Year 7 student



GCSE Results 2024

Progress 8 0.79

DFE Performance Tables

www.compare-school-performance.service.gov.uk

**Basics (English & maths) at Grade 5+
65.8%**



OFSTED Inspection January 2025

“At Sharples School, pupils embody their school motto of ‘Learn. Dream. Achieve.’”

“They flourish in a successful and happy school community that supports them to be the very best that they can be.”

“The curriculum is expertly designed to meet pupils’ needs and interests. Pupils thrive and achieve highly”

“The vast majority of pupils enjoy taking part in the extensive extra-curricular offer of clubs and activities”

Staff Wellbeing @ Sharples

Our staff are a most valuable asset to our school. Happy, healthy staff means a better experience for students.

We offer:

- A commitment to reducing teacher workload - if it doesn't benefit the students, we don't do it.
- Incentives for extra input with our students e.g. The Above and Beyond Award and Early Dart
- Late Start for staff who support year 11 with extra revision prior to GCSEs.
- An outstanding CPD programme
- Staff wellbeing support programme including counselling and access to the VivUp scheme
- Free access to the Sharples Health Hub fitness suite after school
- Staff Wellbeing Group meets with the Headteacher every half term to discuss ideas for staff wellbeing.

