



THE  
KINGSWAY  
SCHOOL

# The Kingsway School Recruitment Pack



**OPPORTUNITY**  
**ACHIEVEMENT**  
**RESPECT**



Headteacher Mrs A. Fowler

**The Kingsway School**  
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## **Headteacher's Welcome**

Dear Candidates,

Thank you for taking an interest in a position at The Kingsway School. Our school is one with an exciting future ahead of it and we are looking for committed and inspirational individuals to join us on a journey of success.

Myself and my leadership team are committed to building a place that our staff and students are proud of and a special place where we each feel we are a valued member of a community. I cannot however talk about the future with you though without referencing the past; I am a classicist at heart and firmly believe that history can be used not only as a foundation but as a guide and a teacher for what lies ahead.

What lies behind us is a period of time where there have been successes, a strong reputation and excellent academic achievements, a period of time where the school has contributed significantly to charity and community events and what lies behind us are strong links with our primary schools and our local businesses. In front of us is a really exciting and pivotal time. This school knows how to be successful. This school is built on the foundations of strong performance and working brilliantly with families. This school is built on excellent relationships between all of our stakeholders and we are working hard to renew these. We work hard every day to diagnose where we can build improvements rapidly. We work hard to continually evaluate our systems, using research and evidence to inform our strategic decisions.

The current educational landscape presents young people with increasing challenges as they seek to become successful and compassionate adults who can contribute successfully to the world around them. We have invested heavily in our supportive pastoral structures to ensure we can meet the needs of our comprehensive cohort and look forward to adding to our large committed team of established staff via this recruitment process.

Yours faithfully,



Anna Fowler  
Headteacher



# ABOUT THE EDUCATION LEARNING TRUST



**EDUCATION  
LEARNING  
TRUST**

**COLLABORATE - EMPOWER - ACHIEVE**

Education Learning Trust is a multi-academy trust with five founder schools from across Stockport:



**Bredbury Green Primary School**



**Gatley Primary School**



**Meadowbank Primary School**



**The Kingsway School**



**Werneth School**

## Our VISION is to:

Collaborate

Empower

Achieve

TO REALISE EDUCATIONAL EXCELLENCE

## Our MISSION is to be:

'Academically Ambitious and Compassionate'

TO SET AND MEET HIGH EXPECTATIONS

## Our PRINCIPLES are to be:

Curious  
Compassionate  
Connected

Enriched  
Enabled  
Exceptional

Academic  
Articulate  
Ambitious

## Our INTENT:

Education Learning Trust is a unique and ambitious learning community who COLLABORATE and support each other to achieve ambitious goals in our education and careers. As a family of schools, we EMPOWER everyone and interact cohesively to demonstrate our exceptional commitment to both personal and academic development, which is grounded in growth and succession. Together, we ACHIEVE exceptionally through our commitment to an inclusive and inspiring environment, awakening our ambition for all learners. Our clear learning framework provides guidance and is underpinned by creative opportunities which focus on how we can achieve in every facet of education, whether that be as an adult or child.

"We are a community of learners. We COLLABORATE with all stakeholders to enable them to learn new skills so we can ACHIEVE together, enabling everyone to be a leader and EMPOWER staff to make a difference for our children."

Michelle Murray  
Chief Executive Officer

# ABOUT THE KINGSWAY SCHOOL

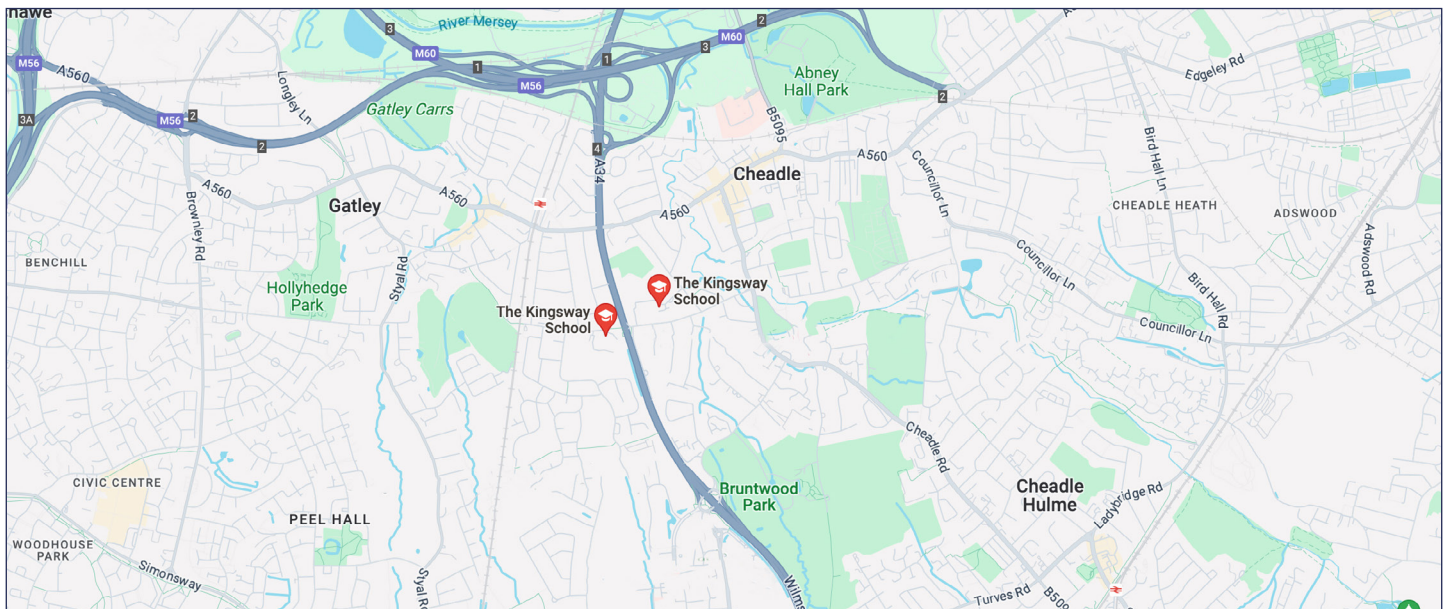
The Kingsway School is a large comprehensive school situated across two campuses in Gatley and Cheadle: we currently have over 1350 students on roll. We are located on the border of Stockport and Manchester and easily accessible from the M60 motorway.



**Broadway Campus: Key Stage 3**



**Foxland Campus: Key Stage 4**



Our newly established Key Stage 3 and Key 4 sites are a special feature of our school. Our Key Stage 3 site is undergoing significant improvement work as we strive to create a high quality learning environment for our young people. Our vision is to create a unique 'Middle School' experience for our students that ensures we have an ambitious Key Stage 3 journey that prioritises the formative years of secondary school education.

Our truly comprehensive intake is what makes our school special and we strive every day to become a community that celebrates and respects diversity in all of its forms. We actively encourage our students to 'practise active kindness', contribute to our school community and engage with charity work. It is through this work that we believe our young people will truly develop the value of compassion.

We are proud of our strong academic record. In 2023, 75% of all of our grades were Grade 4 or higher and 25% of all of our grades were Grade 7 or higher. The progress that our young people make has been in line or above the national average since the progress 8 measure was introduced. In spite of this success, we are not complacent; we want to compete with our local schools and become the number one choice in our local area. We want our students to make exceptional progress whilst they are with us but even more importantly, we want to develop passionate, well rounded young people who go on to live successful and happy lives.

# OUR SCHOOL VISION

**Our School Vision is built on the cornerstones of:**

Opportunity	Achievement	Respect	Compassion
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**Pupils best achieve this vision when they embody our school rules of:**

Ready	Respect	Safe
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**This supports our mission of:**

*'A Posse Ad Esse' or 'Turning Potential into Reality'*

## **Our Curriculum Intent:**

At The Kingsway School, our curriculum is built on a foundation of knowledge that leaves a lasting impression on our learners. This is complimented by allowing them to develop a range of transferable skills that will empower them to have influence on a future career landscape that has not yet been shaped. Our classrooms support our learners to achieve by fostering high academic aspiration, nurturing curiosity, encouraging critical thinking, creating opportunities for rich discussion and providing all learners with high quality academic texts. Our curriculum creates young people who have a deep understanding of the world around them, are compassionate, can keep themselves safe, hold themselves to a high moral standard, respect and celebrate differences and can engage with big issues in our society. Beyond our classrooms, we strive to develop our learners as a whole by creating meaningful enrichment opportunities that connect the learning in the classroom to the modern world so Kingsway students feel both part of our school community and understand that they have a valuable place in society as a whole.

Our curriculum offer is underpinned by the wider core principles of The Education Learning Trust as outlined below:

<b>Collaborate:</b>	<b>Empower:</b>	<b>Achieve:</b>
Curious Compassionate Connected	Enriched Enabled Exceptional	Academic Articulate Ambitious

Our feeder primary schools within the Education Learning Trust have six connected concepts. We aim to continue to deepen pupils' understanding in relation to these connected concepts in order to inspire links between subject disciplines and deepen thinking:

Cause and Effect	Power	Influence
Significance	Appreciation	Structures



# ABOUT THE LITERACY TEAM

At The Kingsway School our passion for reading is at the heart of our rich and varied curriculum. The Literacy Team is dedicated to improving literacy outcomes for all students, forming a solid foundation to build ambitious academic achievement. We promote our positive reading culture and support students to understand the place reading and literacy has in the wider world, ensuring they leave us with a highly developed vocabulary, the skills to approach challenging texts effectively and an appreciation of the value of independently seeking to read for pleasure and personal development.

Our diverse literacy provision is complemented by regular, timely literacy assessment, a tailored programme of interventions and rigorous evaluation of their impact. Our school has a well stocked library that is managed by the Literacy Team, providing a space that both encourages students' love of literature and provides additional literacy support.

The literacy team oversees a rigorous literacy assessment system where every student is assessed for their current reading comprehension age during Term One. We adopt a waded intervention strategy: Wave 1 students receive targeted in-class support and communication with home. Wave 2 students receive targeted support from our Reading Intervention Co-ordinator or Student Leaders of Communication, either one-to-one or in small groups. Wave 3 students who require more specific support receive further diagnostic testing and appropriate interventions are implemented. Students are then retested and results analysed to determine progress and provide further targeted intervention opportunities for those who require more support.

You will be joining a team lead by two literacy coordinators and that includes a school librarian, two intervention coordinators and is line managed by the Deputy Headteacher.






# STAFF WELLBEING

## A Message from our Staff Wellbeing Team

The Kingsway School is committed to the wellbeing of its students and staff. The school cornerstones of opportunity, achievement, respect and compassion encompass the whole of our school community. Our school and trust leaders are conscious that as a school we can only be successful if our staff are successful. Our school community needs all its members to feel happy, fulfilled and successful in all their endeavours.

At the Kingsway we have a dedicated staff wellbeing team that comprises of a cross-section of our staff, who volunteer and meet regularly throughout the year to discuss wellbeing and plan activities for our wellbeing. Each member of the team has an open door to colleagues and is happy to raise any ideas or suggestions relating to wellbeing. The chairs of the group also meet regularly with the headteacher to bring about changes that impact wellbeing in a positive way. We have our own wellbeing charter in school as well as ascribing to the DfE wellbeing charters.

 	
 <p>Complementary tea, coffee, sugar &amp; milk in the staff rooms.</p>	 <p>Staff social evening each term – let your hair down &amp; relax.</p>
 <p>A Staff Well-Being Team from across school to represent all staff &amp; their well-being.</p>	 <p>Weekly Wednesday breakfast for all staff in both staff rooms.</p>
 <p>An annual flu jab for all staff available, upon request, each winter.</p>	 <p>Complimentary Christmas Dinner for all staff each year.</p>
 <p>Calendared Golden Weeks with no evening meetings/events.</p>	 <p>Staff 'sport for fun' sessions – come along, get involved &amp; stay fit.</p>
 <p>Deadlines well publicised &amp; annual calendar consultation.</p>	 <p>Opportunities for career development always considered.</p>
 <p>No student or class data collected for data's sake.</p>	 <p>Measured approach to lesson observation, drop-ins &amp; good practice weeks.</p>
 <p>Chocolate! Annual Easter egg hunt for staff.</p>	 <p>Communications policy which protects time outside of the school day.</p>
 <p>Childcare vouchers scheme for those who have children in regular day care.</p>	 <p>On-site free parking.</p>
 <p>Counselling service free for all staff, both in-house &amp; externally.</p>	 <p>SLT Open Door Policy at all times including urgent email for non-school days.</p>
 <p>Counselling service free for all staff, both in-house and externally &amp; access to the Health Assured app.</p>	 <p>Monthly home baked Cake Club in both staff rooms.</p>

# INITIAL TEACHER TRAINING & EARLY CAREER FRAMEWORK (ECF)

The Education Learning Trust (ELT) offers a range of development programmes ranging from initial teacher training opportunities through to preparing suitably experienced individuals as aspiring Headteachers. We have a track record of delivering high quality programmes that are endorsed by the National College of Teaching and Learning (NCTL) and underpinned by research as well as teaching and learning developments within education.

## Initial Teacher Training

At the Education Learning Trust (ELT), we are passionate about training teachers of the future. We are currently working in partnership with Manchester Metropolitan University to plan and deliver a pathway into Initial Teacher Training for September 2024 for both Primary and Secondary settings.

Whilst attending MMU, you will learn about teaching methods and organisation skills as well as discovering how to apply this knowledge in the classroom. Some of the skills you will learn include how to plan and teach lessons, how to assess learning and how to manage children's behaviour. As a Trust, we partner with MMU to plan and deliver content from the MMU and CCF curriculum, drawing upon specialist knowledge across our Trust schools.

You will explore creative ways to teach across the primary or secondary curriculum through subject specific and phase specific training pathways in a variety of social contexts within our Trust.

Whilst on placement, you will gradually increase your involvement to become an expert practitioner. You will, with support and mentoring, progress to planning and teaching an 80% timetable in your final school placement. During your placements, you will become fully immersed in school life including assemblies, duties and parent partnerships in order to enable you to fulfil all statutory duties of the teaching profession.

## ECT (Early Career Teachers)

Our ECT programme is delivered by the ELT using DfE accredited materials to provide ECTs with the necessary training and knowledge to ensure they can demonstrate that their performance against the Teachers' Standards is satisfactory. Our induction programme provides a foundation for our ECTs and equips them with the tools to be an effective and successful teacher.

We use the Education Development Trust (EDT) materials which can be found by following this link and selecting Education Development Trust: <https://support-for-early-career-teachers.education.gov.uk/>



# STAFF TESTIMONIALS

What our staff say about our training and development programs:



**N Dean, Head of Department:**

“My experience of both training as Schools Direct and my time as an NQT was exceptional. I was supported by my subject mentor, curriculum mentor, the entire department and wider school community. Everyone involved in my journey gave me expert advice, training, opportunities for growth and allowed me to flourish. I am very pleased to say that I have not left Kingsway since training here and that is down to the ongoing support received at every stage of my career. I am now Head of English with some whole school curriculum responsibilities and Kingsway has been nothing but instrumental in providing me with opportunities to develop into these roles.”



**J Howarth, PE teacher and Head of Year:**

“Mentoring and coaching helped me fine tune my teaching and helped me develop as a teaching professional. I have progressed from a NQT PE teacher to Head of year. The Kingsway has allowed me to develop as a teacher and help me set ambitious goals and achieve these goals through guidance, support and belief as an individual.”



**V Heard, Head of Department:**

“From the outset of my training experience at The Kingsway School, I felt welcomed and supported by the staff. The weekly mentor meetings were incredibly helpful and I was given lots of advice. It was a huge source of comfort to still have access to coaches and mentors after my training and ECT years at The Kingsway. Having the RQT programme in place helped improve my confidence. From my second year of teaching I was given ample opportunities to develop my career progression. I was honoured to be asked to mentor trainees rather early into my teaching career. This enabled me to reflect more on my own practice and consider ways I could develop and improve. I was encouraged to apply for a job as NQT coordinator, and even though I was not successful in this post, the senior leadership team recognised my ambition and suggested that I apply for the NPQLTD programme. This programme was essential for me to understand managerial roles within a school. As a result of being placed on this programme, I felt confident enough to apply for the role as subject lead of Creative Media and was successful in this application.”



**J Tyson, English Teacher and TLR Holder:**

“Without the personalised, high impact and supportive mentoring that I received whilst at The Kingsway, I would not be the teacher I am today. The mentoring has been invaluable to me and has positively impacted my practice in so many ways including offering support and guidance around teaching, marking and meeting the teachers standards, observations, wellbeing and progression within my department. During my third year of teaching I was appointed a TLR role with a focus on personal development within the curriculum. I am currently expressing an interest to complete an NPQ qualification and I know that wherever my career takes me, I will have the support of my colleagues at The Kingsway.”

# THE KINGSWAY SCHOOL: STAFF DEVELOPMENT MODEL

At Kingsway, our school self-evaluation (SSE) begins with the process of self-reflection. Ultimately, the reflections you make in relation to the implementation of our Core Curriculum Principles are your own. Structures are built into our organisation to ensure that staff at all levels are able to refine their ability to reflect on their own and the practice of others. We believe that teachers who identify their own areas for improvement and engage in deliberate practice is the key to effective development. Meaningful, productive and accurate SSE is at the heart of our school's improvement journey.



In order to meet with our school's high expectations, staff are provided with a range of opportunities to develop their practice.

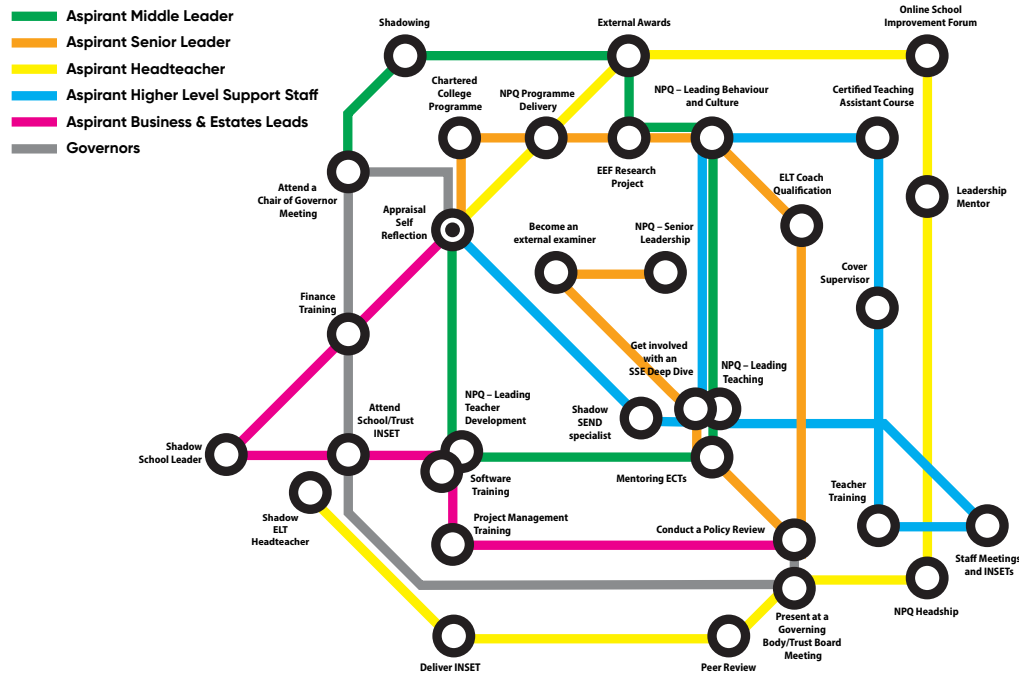
<b>Core</b>	<ul style="list-style-type: none"> <li>• INSETs</li> <li>• Whole School CDP: Literacy and SEND</li> <li>• Research Groups</li> <li>• SSE and Self-Reflection</li> </ul>
<b>Enhanced</b>	<ul style="list-style-type: none"> <li>• Coaching</li> <li>• Curriculum Development Group (Teachers)</li> <li>• Curriculum Development Group (Leaders)</li> <li>• Outstanding Teaching Assistant Program</li> <li>• Outstanding Teacher Program</li> <li>• Bespoke Online Learning Modules</li> </ul>
<b>Personalised</b>	In addition to this, there are a range of opportunities available in school and outside of school via our links the 'Learning Hub at Education Learning Trust. These opportunities are captured in the ELT 'Professional Pathways' that provide staff with personalised opportunities to support their progression within school, within the trust or beyond.

# EDUCATION LEARNING TRUST: PROFESSIONAL DEVELOPMENT PATHWAY

As an employee of the Education Learning Trust, this is your unique Professional Development Pathway which sets out the opportunities you may experience as part of our team. Simply start at the Appraisal/Self Review station and discuss the route you are interested in with your line manager.

## Discover your learning journey

Select a station to find out more and how your journey connects



### Coaching Directory

Being part of the Education Learning Trust is all about collaboration. We offer a coaching approach to professional growth so that colleagues are empowered to drive change and feel a real sense of achievement. You can take a look at the profiles of our coaches any time and see if you might benefit from a conversation based on their areas of expertise.





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