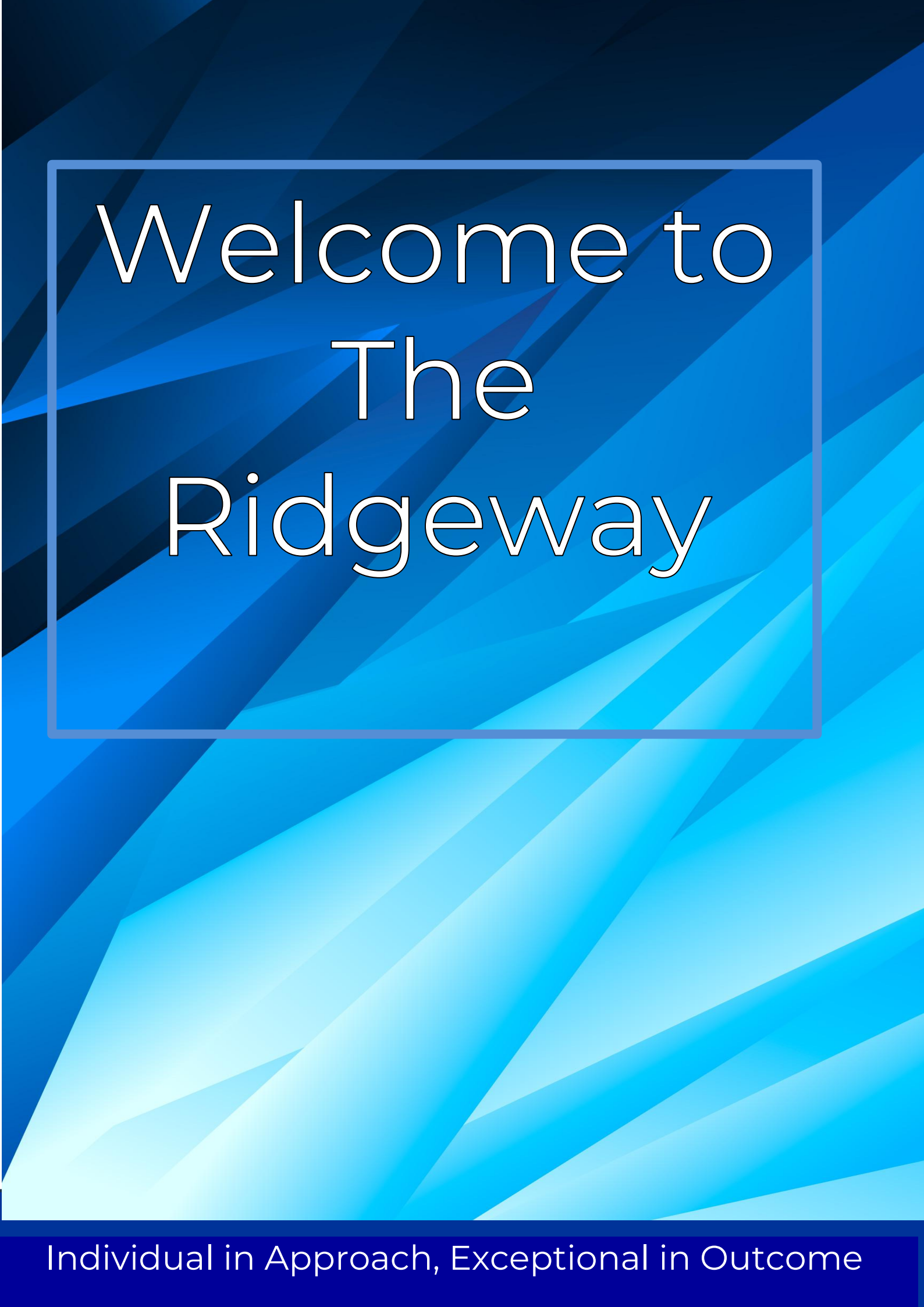




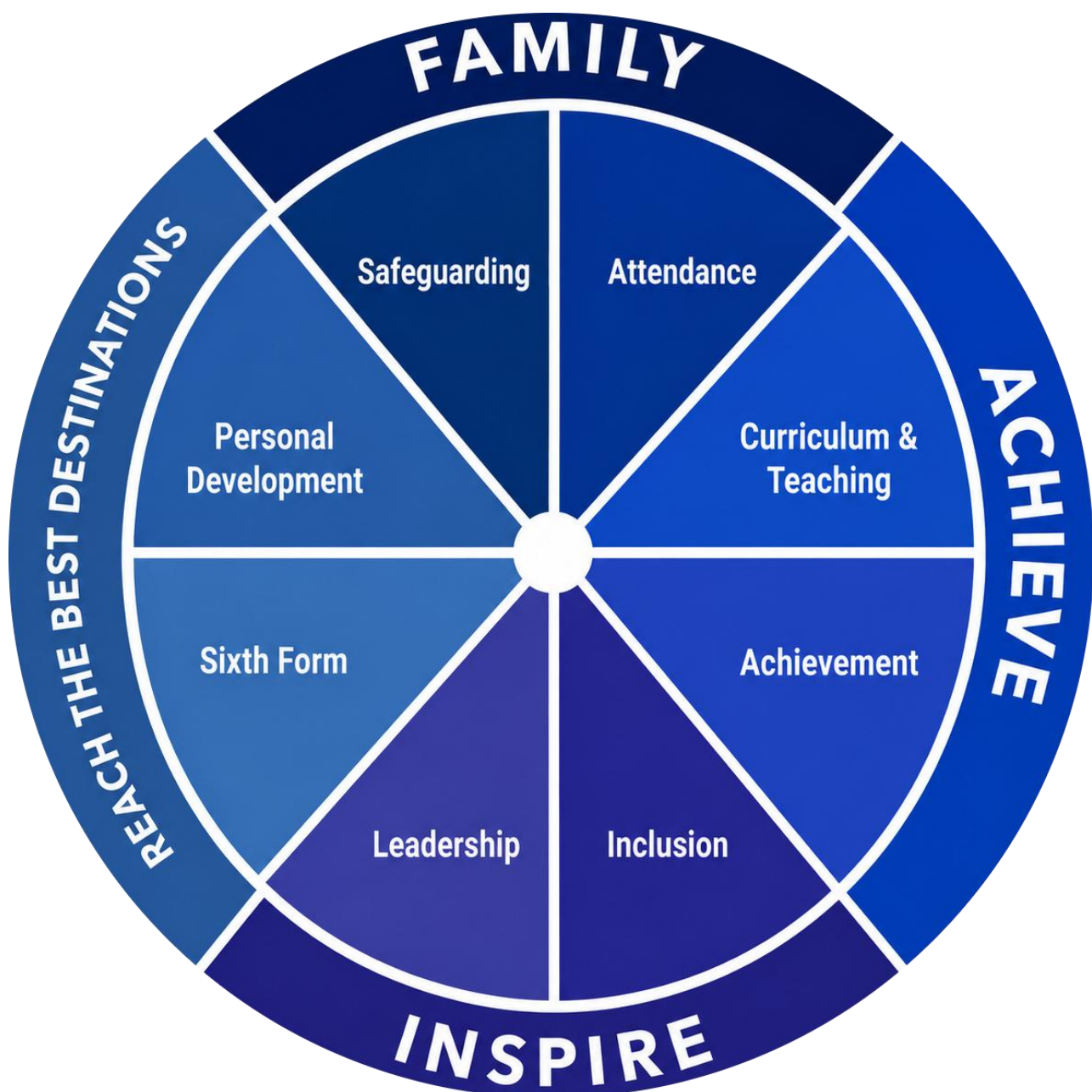
Welcome to The Ridgeway

Individual in Approach, Exceptional in Outcome

Our School Vision and Purpose

Our shared vision is that our students, colleagues and families will be part of a **FAIR** community.

We will support our school **Family** to **Achieve** their potential and **Inspire** students to **Reach** the very best destinations.



Welcome

Dear Candidate,

Thank you for your interest in joining The Ridgeway School. We are seeking to appoint dynamic, inspirational staff to join our fantastic school, and provide an opportunity to shape the future of our students.

The aim of the school is quite simple: we want to provide the students with an unrivalled education where we are individual in approach, and exceptional in outcome. We believe in holistic education, where excellent outcomes open the first doors in life but the character developed from enrichment, personal development and community keep doors open for our students. We are not an exam factory school we are proudly, a futures factory.

The Ridgeway is an unashamedly 'caring' school, in which students are central to every decision we make. Our staff strive to build on the positive relationships that exist in school and the happy environment in which we work, whilst continuing to have the highest expectations in terms of work and engagement. Ridgeway is a school where everyone feels known and valued.

We believe The Ridgeway School is a beacon of excellence and ultimately a life- changing school for the students and our staff. If you are up for the challenge of undertaking an important role in order for us to achieve this aim; have a core belief that all students can achieve; and have a passion for outstanding learning, you are definitely the right person for us.

Helen Buttery
Headteacher

About our School

At Ridgeway School, the education we provide is guided by school values of community, creativity, endeavour, honesty and respect. These values are particularly important to us as we develop the students into lifelong learners and prepare them for their next steps.

We are proud to be a true comprehensive, and a cornerstone of our community. We are an 11-18, non-selective school where staff and students strive to be the best they can be. We are proud of our warm and welcoming community in which everyone participates to make a positive contribution. Staff are unrelenting and ensure there are no limits or barriers to student achievement. Students enjoy their school lives and are proud of their school.

At Ridgeway, individual experiences matter and it is this that drives our commitment to our community. We encourage participation in a wide range of educational and life-enriching activities, finding a variety of ways to celebrate success and individuality. By the time students finish their education with us, they will have been challenged academically and nurtured into brilliant young adults.

We are consistently one of the highest performing schools in the local area and the South West. The Ridgeway School and Sixth Form College attracts students from nearly 40 different primary schools. We value the development of every student and believe in an engaging and challenging curriculum that focuses on enriching student understanding of each subject.

The Sixth Form offers a broad range of Level 3 courses to over 200 students. All Sixth Form students are encouraged to participate in extra-curricular activities, including EPQ, Gold Duke of Edinburgh Award, Sports Leadership, Ridgeway Stage Academy or to demonstrate leadership by supporting younger students. Approximately 80% of our Sixth Formers regularly go on to university, 30% to Russell Group universities.

The school day is structured in five sixty-minute lessons. There are three thirty-minute tutoring sessions a week. An extensive enrichment programme is also offered to all students for one thirty-minute slot per week, in addition to the extra-curricular offering and a weekly year group assembly.

Our Staff

One of the things that makes The Ridgeway School such a special place to work is the rewarding relationships between our staff and students. This is due in no small part to our highly dedicated, experienced, hardworking and friendly staff. Many staff have their own children at the school, some live locally and all staff are proud to be part of the Ridgeway community.

We value all of our staff and understand the way in which each of them can contribute to the further development of our school. Sharing of best practice is commonplace. Staff are encouraged to embrace opportunities to develop themselves and our excellent CPD programmes support this. The wide range of extra-curricular activities offered at Ridgeway is a further indication of the committed and loyal nature of our staff working together to provide the best possible experience for our students.

Our Curriculum: We share a co constructed curriculum with our partner schools in The White Horse Federation. This enables us to share, review and develop the very best practice and understanding to drive our ambition for our students. We share Medium Term planning, but the contextual development of each department and the needs of each class are still core to our curriculum principles

Select the Curriculum A-F					
Academic and ambitious			Developing character		
Balanced and inclusive			Enriched with opportunities		
Core of literacy, oracy and numeracy			Foundational knowledge at its heart		
How we design our content					
National Curriculum links <i>How our curriculum links to the national framework</i>	Core Knowledge <i>What is the spine of core knowledge?</i>		Hinterland Knowledge <i>The knowledge that lies beyond the curriculum that creates a love of the subject</i>		Cultural knowledge <i>How knowledge deepens our understanding of the world around us</i>
Our principles					
Create the Conditions Our classrooms are safe, welcoming and inclusive for all learners. Students are known and valued	Secure attention We will create the conditions for curiosity with hooks of planned core knowledge, retrieval	Optimise Communication Explanation is clear and concise. Students are able to explore ideas	Drive thought We challenge students to think and make connections between ideas, providing opportunities for oracy and shared understanding	Gather and give feedback We support progress and give students the feedback they need to move on	Ensure consolidation We give our learners opportunities for effective practice to consolidate retrieval and understanding
Our teaching					
Planning Planning using prior data, student information and foundational knowledge to meet need, secure access to learning and engagement with the curriculum	Explanation Core knowledge is presented clearly using dual coding, scaffolding and chunking to support all students.	Modelling Live modelling, worked examples and analogies are prioritised whilst challenging misconceptions.	Effective Practice Students work hard, in silence and independently to apply their knowledge and practice knowledge and skills.	Questioning Questions are skilfully planned to encourage engagement; check understanding and extend thinking.	Feedback Feedback is timely, meaningful and responds to individual needs. Praise focuses on the processes.
Assessing knowledge and understanding					
Do Now Securing the core knowledge before undertaking more complex tasks.	In the moment Ongoing assessment of student learning to tackle misconceptions and enable students to take next steps in their work.	Peer and Self-Assessment Promote student confidence and understanding of assessment criteria necessary for progression from feedback.		Formative Assessment Provide developmental feedback on student progress to check understanding and inform teaching to identify starting points and gaps	Summative Assessment Staged assessments allowing students to apply knowledge and skills and allow staff to assess the curriculum, teaching and progress made.

What we offer

The Ridgeway is proudly part of The Whitehorse Federation. We are a thriving group of Secondary, Primary and Special schools that work collectively to provide the very opportunities whilst celebrating each settings uniqueness. Find out more about our trust from the website:

[The White Horse Federation](#)

Our CEO, Dr Dan Nicolls writes a regular blog that supports our individual school ethos:

[Dan Nicholls | @DrDanNicholls | educational leadership | inspiring change | releasing potential](#)

The White Horse Federation is committed to providing the very best education for our students. We believe in empowering our staff to be the very best they can be, and that is why you will find a wide range of professional development opportunities available to you when you join us.

In addition, our employees reap the rewards of a competitive benefits package, including:

- Employee Assistance programme
- Cycle to Work Scheme
- Menopause support network

Discounts, save money on holidays, clothing and much more:

- Discounts for Teachers - All staff within the Trust can take advantage of the discounts
- Blue Light Discount
- Eye Care Vouchers

Development

- Access to up-to-date training on safeguarding and child protection to ensure staff are fully supported in their roles, including ongoing updates on statutory safeguarding guidance and legislation.
- CPD Programme

- Supportive leadership team to help you reach your full potential

Our people

We are looking to recruit exceptional people to achieve our vision and work together to create a genuinely inspiring school.

We are looking for someone with sky-high expectations of what all children can achieve, regardless of barriers; someone who believes, as we do, that all children are entitled to access the full richness of a broad and often academic curriculum, and will thrive if given appropriate support to access and succeed in that curriculum.

The successful candidate will be:

- A dynamic, inspirational and enthusiastic practitioner with high expectations.
- Fully committed to learning, high-quality teaching and raising standards for all students.
- Passionate about your area of expertise, with the ability to inspire and motivate students and staff.
- Committed to ensuring all students reach their potential.
- Able to recognise opportunities and face challenges while maintaining your sense of humour and care for young people.
- Capable of promoting partnerships and collaborative working.
- A role model for our students and staff.

Safeguarding

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position, you will be expected to apply for a disclosure from the Disclosure and Barring Service before your appointment is confirmed.

References will be sought on shortlisted candidates before interviews take place.

Next Steps

We recognise the importance of this decision for your next steps. If you would like to arrange a visit to the school, please contact our Operations Manager, Zoe Vallender, via email: zvallender@ridgewayschool.co.uk.

We would be happy to introduce you to our community.

