

Lord Williams's School

Sic itur ad astra a tous venants

Working at Lord Williams's School





Lord Williams's School is a thriving and popular comprehensive school. It is the only secondary school in Thame, a market town of 13,000 people, set in attractive countryside within easy reach of Oxford, Aylesbury, London and the Chilterns. The school receives students from the town itself and several nearby villages. Particular attention is paid to each individual student by promoting their personal, social and educational development to enable all to achieve at the highest level possible.

Our school mottoes are:

***Sic itur ad astra (thus the way to the stars)
a tous venants (for all comers)***

The school is fully comprehensive and was formed in 1971 by the amalgamation of Lord Williams's Grammar School, founded in 1559, and the Wenman Secondary Modern School. The Grammar School site on Oxford Road has been developed for students in Years 10-13 and the other site at Towersey Road has become the Lower School for students in Years 7-9.

Lord Williams's School has been judged 'Good' by Ofsted in May 2022:

"Pupils are proud to attend this school. Staff have high expectations for pupils. Pupils get off to a flying start at the lower school... In the popular sixth-form, students study a wide range of academic and vocational courses." Ofsted, 2022

As a result of our continuing success, Lord Williams's School is consistently oversubscribed.

The school's Published Admission Number was 320 students per year and rose to 350 from 2022, giving us the exciting opportunity to develop the facilities on both sites using Section 106 expansion funding. We work very closely with our partner primary schools in the Thame Partnership to ensure a smooth transition from Year 6 to 7. There is a Sixth Form of 569 and a total school roll of over 2300. There are 300 teachers and support staff.

We promote high quality teaching and learning. We attract talented, committed and conscientious teachers who produce stimulating and challenging learning activities helped by experienced support staff. Teamwork is a key feature of our work. We are an inclusive school; we cater for all abilities and we provide access for all students. This is reflected in our work with the more able, with students with a range of learning and other difficulties and in our admissions policy for the Sixth Form.

We hope you will be interested in working at Lord Williams's School and look forward to receiving your application.

Neil Dimbleby, Headteacher



Teaching & Learning

Teaching is organised through faculties with strong team structures for organising learning activities and curriculum materials. Teachers are always keen to build on proven best practice and to incorporate new ideas into their work. TeachMeet groups are just one of a number of opportunities for staff to focus on the quality of the learning experience. Our school is committed to the principles of Assessment for Learning and has a long history of working with leading practitioner, Dylan Wiliam.



Students are placed in tutor groups within year teams led by a Head of Year and Pastoral Support Officer. Most teachers are tutors.

High priority is given to supporting students with special needs including those who are most able. As far as possible students with learning difficulties are supported within mainstream classes.

The school incorporates the Communication and Interaction Resource Base for children on the autistic spectrum, with speech, language and communication needs. Most of the students spend time in mainstream lessons supported by a teacher or teaching assistant.

The success of a school depends upon the strength and cohesion of the entire staff. Colleagues enjoy administrative support from the team of support staff. We have skilled and dedicated teams who work well together throughout the school; this creates a very positive atmosphere. The Governors are keen to appoint people of considerable all-round ability with commitment to maintain and develop our work.



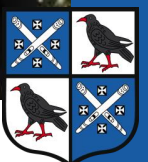
Examination Results



The 2024 GCSE results represented another strong year. 69% of students achieved 5 or more 9-4 grades (including English and Mathematics at 4+). The number of students passing both English and Mathematics at grade 4+ regularly puts us in the top 25% of schools for value-added on this measure. Lord Williams's has had a consistently strong student performance at Key Stage 4 over the past 8 years.

In Mathematics, the school had another year of excellent performance at 4+ grades, with 78% of the cohort achieving this measure. In English, the 9-4 figure was 82% of the cohort and in Science, 77% of the cohort achieved 9-4 grades in the 'Trilogy' GCSE. The 2023 FFT analysis shows 17/21 KS4 subjects achieving positive value-added scores, with many subjects being significantly above expectation, including English, Mathematics and Science.

At A-level, following on from the disruption of the pandemic, 39% of our grades were awarded at A*-B. We are an inclusive Sixth Form and are providing improved life chances for a significant number of students. Just over 80% of Year 13 students normally go on to study with higher or further education providers and usually, a quarter secure places at Russell Group universities.



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Staff Development

At Lord Williams's School particular attention is paid to staff development and to staff participation. Each year all staff have the opportunity to review their work and discuss their ideas for the future.

Training is provided to support changes and the particular needs of staff. There is a comprehensive internal training programme and colleagues are also supported to attend external training and events. As a large school, there are many opportunities for career progression.

Support for newly qualified teachers includes a reduced timetable, a planned induction programme and mentor support.

The school has a strong partnership with the Oxford University Department of Educational Studies. We take part in its PGCE programme which is school focused with interns and tutors working with school staff in a co-operative way. It has brought considerable stimulus to our own staff development work.



Facilities

The school has excellent teaching facilities and each faculty has its own dedicated suite of rooms on both sites. The Sixth Form has its own separate accommodation on the Oxford Road site. The Foundation Centre, formerly a boarding house, has been developed to provide Sixth Form facilities.

A number of building projects have been completed recently including new buildings for English, Science and Mathematics, astro-turf pitch, vocational skills centre and dedicated dance & drama studio.

Extra-curricular activities

Lord Williams's School offers a wide range of extra-curricular activities, in many of which it has excelled, especially in dance, drama, music and sport. All Year 8 students take part in a week's outdoor education camp in July. The intention is to cater for the interests and abilities of all the students and to encourage everyone to participate. Students are involved in adventurous activities throughout school, all the way up to the World Challenge Expedition in the Sixth Form. There is a thriving Duke of Edinburgh's Award Scheme, with over 300 participants and 70 volunteer helpers.



Staff Benefits

Salaries and Pensions

Teaching Staff

Pay and conditions of service set out in the current School Teachers' Pay and Conditions Document and Teachers' Pension Scheme (TPS).

Support Staff

Pay and conditions of service set by the National Joint Council for Local Government Services and the Local Government Pension Scheme (LGPS).

All Staff

Lord Williams's School recognises previous continuous service with any Local Authority (or one of its constituent authorities under the Local Government Act 1972) which runs up to the date on which employees start working with us.

Childcare

Lord Williams's School has a popular, purpose-built Day Nursery which cares for children aged from 6 weeks to 5 years. Based on the Oxford Road site, the Nursery accommodates 39 babies/children of staff and members of the local community. The Nursery is open during term time and half term breaks. School staff have priority for places.

www.lwsdaynursery.co.uk

Accommodation at Lord Williams's School

To ease the transfer to Oxfordshire, Lord Williams's School has its own on-site one bed-roomed flats and bedsits which are available on short-term lets.

Moving to Oxfordshire

There are various home ownership schemes operating in Oxfordshire including the First Home Scheme and Shared Ownership. Details can be found on the Government website:

<https://www.gov.uk/affordable-home-ownership-schemes>



Staff Benefits (cont.)

Other benefits available to all staff:

- Occupational Sick, Maternity, Paternity, Shared Parental and Adoption Pay and Leave
- Free parking on both sites
- Restaurant and kitchen facilities on both sites
- Employee Assistance Programme offering 24 hour free and confidential advice, support and counselling
- Contributions to eye tests and glasses frames
- Long service awards
- Cycle to work scheme
- Death in service grants
- Access to education specific discounts such as Teacher Discounts Website, Blue Light Card and Costco membership
- Discounts at local shops, pubs and car garages
- Discounted membership at local leisure centres and gyms
- Staff social events
- Staff sports including football, tennis and walking
- Staff Wellbeing Committee and Staff Wellbeing Surveys
- On site, trained Mental Health First Aiders
- Refer a friend recruitment bonuses
- Training, mentoring and development opportunities

The school is an equal opportunities employer and welcomes applications from all sections of the community, irrespective of gender, ethnic origin, sexual orientation or disability.



Thame



School Sites:

Lord Williams's Upper School (A)

Oxford Road, Thame, Oxon. OX9 2AQ

Lord Williams's Lower School (B)

Towersey Road, Thame, Oxon. OX9 3NW

Thame is a market town of 13,000 people, set in attractive countryside within easy reach of Oxford (12 miles), Aylesbury (9 miles), London (45 miles via M40) and the Chilterns.

Thame is well connected to London, Oxford and the Midlands:

By road: Thame is less than 5 miles from 3 different junctions of the M40 which provides easy access to the M4, M25 and A34. Bus routes pass the school and go to Aylesbury and Oxford.

By train: Haddenham & Thame Parkway railway station is less than 5 miles away and can be accessed by a direct bus route. Train lines run from here directly to London Marylebone, Birmingham, Oxford, Bicester, Banbury and Aylesbury.

