



**Devizes School
& Sixth Form College**

Raising aspirations, building futures



Joining Devizes School & Sixth Form College Candidate Pack

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Joining Devizes School

Devizes School is a successful 11-18 mixed comprehensive with around 1150 students on roll. The school is located slightly south-east of the centre of the historic market town of Devizes, and our premises include the stunning 18th-century Grade II listed Southbroom House. Devizes is located twenty miles south-west of Swindon and twenty miles east of Bath.

As a proud member of the White Horse Federation multi-academy trust, we benefit enormously from our close collaborative work with both our partner schools and the executive team. We work together on a wide range of developmental activities that include initial teacher training, curriculum development, staff training and professional networking.

Our school has an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. We are fortunate to have a supportive parent body who have high aspirations for their children. We were delighted that Ofsted judged us to be 'good' in every category in our most recent inspection in October 2024, noting that students "are polite, considerate and respectful" and that "the school is calm and orderly. Lessons are free of disruption". Inspectors also noted that teachers "inspire pupils and sixth-form students with their passion for the subject" and that this leads to outcomes that are "above the national average".

In 2022/23, our academic outcomes were strong, with KS4 students recording a Progress 8 score of +0.22, and KS5 students achieving an average grade of C+ in A Levels, Distinction in applied general qualifications and Distinction*- in Tech Levels.

Come and join us on this exciting journey to help every child in our school reach their potential. 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. This post is subject to a DBS check and if successful you will be expected to apply for a disclosure from the Disclosure and Barring Service before an appointment is confirmed. Please note that references will be sought for shortlisted candidates prior to interview.

The White Horse Federation values uniqueness and recognises the benefit of having a diverse workforce. We value the contributions of all staff from a wide range of backgrounds and we are committed to building an inclusive workplace that reflects the diversity of the communities we serve.

At The White Horse Federation, we believe that everyone should be treated with fairness and respect and share a commitment to equality, diversity and inclusion at all of our schools. We welcome applications from all backgrounds and operate a fair recruitment process, free from discrimination against the protected characteristics, in line with the Equality Act 2010.

Competitive remuneration, commensurate with the importance of the role and the experience of the successful candidate, will be offered.

Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining us at Devizes School. We are seeking inspirational individuals to join our school community and share our vision:

Values, culture, and character through excellence in standards. Devizes School raises aspirations and builds futures — we change lives.

At Devizes, we place a huge amount of emphasis on politeness, respect and kindness. At the same time, we always aim for the very highest standards of teaching and learning in the classroom. We have very high aspirations for our students and encourage them to be the best they can possibly be.

As a school, our commitment to our students is that we will provide inspiring high-quality lessons and enthusiastic teachers. We will also ensure students have exciting enrichment and personal development opportunities to help them achieve their potential and to grow the wider skills and knowledge that employers, universities and other training providers value.

We promise to ensure that all of our children will enjoy their learning in a safe and secure environment. We are an inclusive organisation and believe strongly in ensuring equal opportunities for all. Where needed, we provide bespoke individual support for our students, and we aim to get to know all of them as individuals within our school community.

As a member of staff at Devizes, you will join a dedicated and supportive network of professionals. We pride ourselves on our positive working relationships and our professional development opportunities. We actively seek to address issues relating to the work-life balance and workload of staff, and we run a staff-wellbeing group that meets regularly to discuss the welfare of adults in school and to coordinate social activities.

The life of our school community is underpinned by our fundamental values: courage, pride and resilience.

We wish you all the luck with your application.

David Cooper



Executive Headteacher
Devizes School & Sixth Form College

Ben Cave



Associate Headteacher
Devizes School & Sixth Form College

About the School

Devizes School is a comprehensive, mixed-gender, 11-18 school and sixth form. The school draws the majority of its cohort from the town of Devizes and surrounding villages.

The school has been built in several phases, starting with the original 18th century manor house and enlarged by a number of more recent developments. The site includes extensive grounds, including space for several football, rugby and cricket pitches, an all-weather Astro Turf surface, netball and tennis courts, and day-time use of the facilities in Devizes Leisure Centre including the swimming pool.

External social spaces feature a dining area with a canopy covering, picnic areas and a hard-court for ball games. Staff have access to a dedicated staff room, a staff wellbeing room and parking for both cars and bicycles.

The school offers on-site specialist facilities for teaching all subjects including a drama studio, specialist design technology workshops, music teaching and practice rooms, science laboratories, IT suites and a Forest School and outdoor education area.



Positive Behaviour

Our aim is that all students are able to work to the best of their ability in a positive environment. Disruptive behaviour damages the learning of the whole class and all members of the school are responsible for maintaining the highest standards of behaviour in the school environment.

Rewarding good work and good behaviour engenders a positive attitude to study and school. The positive behaviour policy supports the core purpose of the school and has at its heart a system of rules for good work and behaviour. It has the following objectives:

- To promote positive behaviour throughout the school.
- To motivate and encourage students through praise and rewards.
- To develop self-discipline in students.
- To create the conditions for an orderly, safe and secure community in which effective learning can take place and in which there is mutual respect among all of its members.
- To secure a consistent approach to the maintenance of discipline throughout the school.
- To instil in students high standards of behaviour based on self-respect and respect for the rights of others and their environment, thus enabling them to become valuable members of the adult community.
- Teach don't tell

Here at Devizes School we really believe that it is better to teach students how to behave, rather than just tell them to do it. To do this, we employ whole-school learning behaviours that explicitly outline expectations in school. There are three acronyms- FOCUS, STEPS, and LEARN.



STEPS

"In a team, kindness is the glue that makes us stronger together. It means we're looking out for each other at all times"

S Sir or Miss "The Devizes full stop"

T Thank you How we show gratitude

E Excuse me How we show respect

P Please How we show politeness

S Style 

Our promise to you- we will COACH and CORRECT before we CONSEQUENCE

Your promise to us- we will always look to use STEPS to speak to people politely



We recognise and reward those who have a great attitude towards learning

LEARN

L Language and eloquence
Always speak in full sentences. Use ambitious, academic vocabulary.

E Explain your points
Demonstrate your knowledge by giving as much detail as possible, using subject-specific words.

A Ask and answer questions
Raise your hand and get involved! This shows you are keen to participate, and other student will learn from what you share.

R Read with confidence
Project your voice so that everyone can hear you. If you're not sure how to pronounce a word, break it down and give it a go!

N Neat presentation
This shows respect for your learning- underline dates and titles, use your best handwriting, put one neat line through mistakes and look after your books.

  



FOCUS

Our teachers are trusted professionals and experts- their words are gold dust, and are worthy of our full attention.

F Face the front 

O 100% attention 

C Crossed arms 

U Upright 

S Silence 

Our promise to you- we will COACH and CORRECT before we CONSEQUENCE

Your promise to us- we will always look to demonstrate FOCUS in class on request

Our Curriculum

The curriculum's aims at Devizes School are "raising aspirations and building futures". This is achieved through a core curriculum that provides challenge for all students across a rich and broad range of subject areas and ensures student interests are developed and nurtured.

Curriculum pathways provide opportunities for students to deepen their experiences in subjects where there is real passion and interest, whilst maintaining a broad and balanced offer for all.

The curriculum is carefully sequenced to ensure that key skills, knowledge and understanding are developed. Prior knowledge is used to build new learning and key aspects are revisited to enable students to retain knowledge and successfully apply this to new contexts. At each key stage the curriculum develops the key skills needed to be a successful learner, ensuring an effective transition to the next phase of learning.

The curriculum develops mature and rounded individuals and, alongside academic achievement, develops holistic skills and attitudes through an extensive range of extra curriculum activities and links with the community.

In KS3 students follow a broad and balanced curriculum covering all aspects of the National Curriculum. All students participate in a daily tutor program which delivers a wide range of cultural, spiritual, social and moral aspects including British values and careers guidance.

English, mathematics, and science are taught in ability groups. We also deliver French, Spanish, history, geography, religious studies, design technology (including resistant materials, textiles and food), PE, art, drama, music, IT and PSHE.

In KS4, all students follow a core curriculum of English language, English literature, mathematics, sciences, PSHE and Core PE. English, mathematics, and science are taught in ability groups while all other subjects are delivered in mixed ability groups.

All students participate in a daily tutor program which delivers a wide range of cultural, spiritual, social and moral aspects including British values and careers guidance.

The majority of students follow the EBacc curriculum as part of the options process. Students select 4 options choices from a range of GCSE and vocational courses.

The role

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

We are looking for someone with 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 ideal candidate will:

- A dynamic, inspirational and enthusiastic classroom practitioner with high expectations in your own classroom
- Fully committed to learning, high-quality teaching and raising standards of all students
- Passionate about your subject; able to inspire and motivate students and staff
- Committed to ensuring all students reach their potential
- Able to recognise opportunities and face challenges, whilst 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



What we can offer

We believe in the limitless potential of students and staff. Our staff body will have the opportunity to build something unique and lasting in Devizes.

As a team we will shape a school culture that creates an environment where everyone excels. Growing numbers will mean that staff will gain a broad experience of education and develop skills as the school expands. Our CPD programme will support development and as the school grows, opportunities to lead across Whitelands will ensure our staff career progression.

Our staff body will also benefit from:

- An opportunity to shape a broad and challenging curriculum allowing our students to be successful throughout their lives.
- The opportunity to work in an exciting dynamic work environment with a supportive staff body, where staff and student culture are central.
- The opportunity to work in state of the art facilities and teach in disruption free classrooms.
- Opportunities to lead at all levels as well as career progression.
- Opportunities to work with our partner schools across the White Horse Federation.



Why join our family?

The White Horse Federation is a not-for-profit multi-academy Trust that supports and sponsors many Primary, Secondary, and Special Schools across Wiltshire, Swindon, Oxfordshire, and Reading.

Our shared vision for excellence through partnership means we are also committed to upholding and celebrating the best of what makes a local school great - in other words, the qualities and characteristics that shape the type of school every member of our federation would be proud to send their own children to.

The White Horse Federation combines a relentless drive for academic excellence with a shared moral purpose and shared values, while ensuring that fun and happiness are a key attribute of each of our schools. We genuinely believe that partnership - working with our schools, pupils and their parents, and the wider community - helps to create the best possible outcomes for all children. The White Horse Federation empowers its colleagues through support, training, and career opportunities so our schools can recruit, develop, and retain outstanding staff who are leaders in their field. That way, we're able to ensure that every student achieves their full potential, regardless of their background, culture, heritage, or ability.

The Advantages of joining our Federation

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

- Pension scheme
- Salary Sacrifice Car Purchase Scheme
- Generous annual leave
- Employee Assistance programme
- CPD Programme
- Flexible Family Friendly Policies
- Gym discounts
- Specsavers Eye Care Scheme
- Staff Wellbeing Centre

How to apply

We are thrilled you would like to join our Trust!

For an informal chat or to visit the school please contact David Cooper, Headteacher of Devizes School: [**dcooper@devizes.wilts.sch.uk**](mailto:dcooper@devizes.wilts.sch.uk)

For any other queries in relation to this post, please contact the Recruitment Team: [**recruitment@twhf.org.uk**](mailto:recruitment@twhf.org.uk)

Alternatively, please complete an application form via our applicant tracking system, Eteach: [**https://www.eteach.com/careers/thewhitehorsefederation-org/**](https://www.eteach.com/careers/thewhitehorsefederation-org/)





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DEVIZES SCHOOL & SIXTH FORM COLLEGE

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Proud to be a part of
The White Horse Federation



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