



Working at Lawrence Sheriff School



SCHOOL INFORMATION

Welcome to Lawrence Sheriff School

Thank you for showing an interest in working with us at Lawrence Sheriff School.

Our most recent Ofsted report describes our school as '**a truly special place**' and we definitely agree! On our school website we set out our vision and ethos:

- **Our vision** is that we are a **happy and successful school**, where students know that they matter, that their voice is heard, and that they can and should achieve their very best.
- **Our ethos** is that **we put people at the centre of all that we do** and we do things the right way. We listen to each other even if we have different points of view, we talk to each other respectfully and we always act considerately.
- **Our aim** is that **all students find joy at school** and this leads them to achieve well academically. Our students achieve fantastic exam results through a curriculum that stretches them and is enriched. They are challenged to be **Sheriff Learners** by being **curious, pro-active, resilient, reflective and organised**; enabling them to confidently embrace and overcome whatever obstacles they may face.
- **Our pupils** leave Lawrence Sheriff School as curious thinkers who have the **confidence, skills** and **sense of social responsibility** to make a positive contribution to the communities they join.

Whilst this refers to how students experience life at Sheriff, we know that we cannot offer the excellence that we do without committed staff and therefore **we apply exactly the same way of working as a body of staff**. We value each other and we look after each other. We build **a staff community based on trust, kindness and support** and by doing this we ensure the best for our students by ensuring the best for our staff.

Please take the time to read through our school website as well as the information provided in this brochure to get a flavour of why we are a truly special place where pupils and staff flourish. We look forward to meeting with you soon.

Warm regards



Teresa Mpofu
Headteacher



'My son has settled in really well to LSS and goes off to school every day happy. What more could a parent want than their child to be happy? In fact, happiness seems to be a central value to the school. He especially loves the range of sports opportunities the school offers – he has continued to play his favourite sport of football, but has also joined many teams for sports he has never played before!'

Year 7 Parent



Our Students

Sheriff Learners are: curious, organised, reflective, proactive and resilient.



A **curious** learner is interested in learning and asks questions.



An **organised** learner is prepared for learning and completes tasks on time.



A **reflective** learner evaluates their work and tries to improve.



A **pro-active** learner looks for opportunities to learn and takes the initiative.



A **resilient** learner doesn't give up and keeps trying.

'The passion that students have for their learning is palpable.'

Ofsted 2022

'There is a clear culture of mutual respect.'

Ofsted 2022



'I love teaching here! The students and colleagues make the school what it is and the sense of community is genuine. Teachers are passionate about their subjects, and students are openly enthusiastic about learning and participating in all aspects of school life. Students support and encourage each other and are so welcoming and helpful when you are new to the school.'

Member of Staff



Why work at Sheriff

We are a school that lives out its Sheriff values and as staff we are also curious, reflective, pro-active, organised and resilient. In order to achieve our vision, and continue to improve we prioritise:

- Staff training, wellbeing and voice
- Student safeguarding and wellbeing
- Core and wider curriculum: opportunities for all students
- Financial planning and estates management
- IT and infrastructure

'Lawrence Sheriff School is more than just a place of work. It's a community that feels like a family. While we all experience both good days and challenging ones, the support we offer one another never wavers. Every staff member is encouraged to thrive, feel valued, and reach their full potential.'

Member of Support Staff



'An amazing place to work and a breath of fresh air. It is great to be in a school where the staff are genuinely cared for by the Senior Leadership Team. A really calm working environment.'

Member of Teaching Staff



'Being a Head of Department at Sheriff means being empowered to make the decisions I need to in order to get the best out of my staff and students without having endless initiatives to force through or micromanagement from above on every change that I want to make. Smaller departments and a more relaxed attitude from the Senior Leadership Team has allowed me to flourish here in a way I never did at my previous schools.'

Head of Department



Staff training, wellbeing and voice

By investing in our staff, we are investing in our students:

- We take seriously our role in teacher development. We are home to the Coventry and Central Warwickshire Teaching School Hub.
- We believe in the importance of the Golden Thread in building system wide capacity to drive forward the quality of education at LSS and across the region.
- We are strategic partners in the delivery of initial teacher training, the early career framework and the suite of national professional qualifications.
- This approach to staff development extends to our support staff.
- Staff wellbeing is prioritised because they are the people that have the day-to-day impact on our students.
- All new initiatives are considered in terms of work load and wellbeing.
- Staff are involved in developing and delivering staff training so we can share best practice and continue to learn from each other.
- We offer SLT Internships to provide further opportunities for staff and through our role as a Teaching School Hub many of our staff have completed NPQs.

'The culture at Lawrence Sheriff is what sets this school apart. The inclusive environment, in which everyone is valued, enables practitioners to teach in a setting where students are eager to learn and colleagues support each other to thrive. As well as providing a curriculum that values both academic and enrichment activities, school leaders are eager to offer purposeful staff development opportunities and facilitate an atmosphere in which all can flourish.'

Member of Staff

'I have worked at Lawrence Sheriff School for over 20 years and in that time I have seen it grow from a relatively small traditional boys' school to become a much larger, diverse school with a mixed gender sixth form; over that time LSS has never lost its family and community feel. Every student and every member of staff is important and is cared about. Professional trust and a very real sense of moral purpose permeates all that the school does. It is a great privilege to work at such a special school.'

Member of Staff



Student safeguarding and wellbeing

A culture of Safeguarding is central to creating a calm and purposeful environment where young people can flourish. Safeguarding is everyone's responsibility and we devote time and energy in building relationships that focus on trust and respect. We invest in staff training and build systems and processes that allow us to support young people and intervene when needed.

How young people experience the world is changing at a rapid rate. We are determined that all students will leave school with the skills and confidence to contribute positively to the communities they join. In order to achieve this we have a rich network of pastoral care that includes tutors, Heads of Year, Heads of House and the Wellbeing Department.

Our trustees invest in counselling and our focus is on developing the skills needed to navigate difficulties when they arise.

Our school community is diverse and is all the richer for it: our students share approximately 40 home languages.

We celebrate our differences and embrace the ability to learn from each other. Every member of the school community is valued for who they are and what they represent. We listen, we learn and we identify what unites us.

'Pupils flourish here.'

Ofsted 2022



'Our son has grown so much in independence and responsibility – but not through being forced, through being encouraged and challenged.'

Year 7 Parent



'There is a strong sense of pride in belonging to this school's community.'

Ofsted 2022



Core and wider curriculum: Opportunities for all students

Our approach to teaching and learning is to develop self-regulation and independence. We want all of our students to be Sheriff Learners and we focus on five key elements. We encourage and develop Sheriff Learners to be **curious, organised, pro-active, resilient** and **reflective** in their studies.

We also build the 'Science of Learning' into each year group. This develops an understanding of how we learn and helps students to understand that making mistakes and finding work a challenge is part of the learning process and should be expected. It also enables students to develop the skills to overcome these obstacles and to master their own learning.

'My favourite thing about school is its welcoming and close-knit sense of community and inclusiveness.'

Year 10 Student

Our teachers are experts in their fields and plan carefully and skilfully to stretch, challenge and support students in their learning. We value an academic curriculum that has both breadth and depth. This enables young people to make informed decisions and take those crucial next steps into university, apprenticeships and the world of work.

In order that young people can successfully take their next steps when they leave school, we focus on developing the whole person. PSHE, citizenship, careers, wider opportunities, oracy and literacy are all embedded into our curriculum.

We invest in our students' personal development and visitors to the school always tell us how kind, happy and positive our students are.

To enhance both the personal and academic development of our students, we aim to enrich our curriculum and offer a wealth of opportunities.

Every student takes part in a twice weekly enrichment programme with over 90 opportunities available to them.

Music, drama and the creative arts are an important part of our curriculum with a myriad of opportunities available to our students. Our staff run an extensive array of trips and activities within the UK and abroad.



Financial planning and estates management

As a Trust we understand the importance of careful financial planning that enables us to provide the quality of education our students deserve in facilities that are not only safe and fit for purpose but that stimulate and inspire.

In 2022 a new science building was opened with nine science laboratories together with a second canteen. Following this we have been able to refurbish and repurpose the old science rooms. We now have three fully equipped workshops, a suite of bespoke art rooms, further computer rooms, a range of further classrooms and new sound and lighting for school productions.

The school is now undergoing a review of all existing spaces so that we can develop these further. Priority areas include the sports facilities at Hartfield.

We are fortunate to also have the support of a creative and determined Parents' Association which supports projects around the school. Recently this has included digital signage around the school and our new sound and lighting system.

IT and infrastructure

It is imperative that we develop IT literacy so that young people can enter the world of work with the confidence, skills and bravery to embrace a future we cannot yet envisage!

In order to do this we provide IT systems and networks that support and enable staff to develop their skills and knowledge. As a school all staff have access to IT infrastructure to work effectively at school and at home. All learning spaces have digital screens to facilitate learning.

The curriculum is reviewed regularly to ensure we develop an understanding of the challenges and opportunities that an IT-rich world provides.

'It's hard to describe my favourite part of being at Sheriff; the staff really care, the facilities are amazing and I had so much fun. What I find most interesting is the growth and modernisation I have witnessed; with no sign it will ever stop being better.'

Year 13 Student



Other employee benefits

In addition to our standard contractual benefits including salaries based on the STPCD and NJC national negotiations, sick pay, holiday pay and an outstanding suite of family-friendly policies which go beyond the Green and Burgundy books we also offer:

- Priority for staff children in admissions - details are in our Admissions Policies
- Access to outstanding pension schemes for teachers and support staff with Teachers' Pensions and the Local Government Pension Scheme
- A wide range of CPD courses and mentoring for both teaching and support staff
- Individual in house IT training
- Additional Trustee funding for personal or professional development
- A Wellbeing Day in November - disaggregated training day, replaced with after-school sessions
- A cycle scheme - salary sacrifice, to enable purchase of bikes and cycle safety equipment
- Occupational Health support - e.g. counselling, referrals
- Flu jab - reimbursement of costs
- Eye test for DSE users - reimbursement of costs
- Free staff tickets to school concerts and performances
- Bike stand
- Access to the School Library
- Canteen on site for staff and students to purchase refreshments
- Lunch on training days
- Regular staff social events
- Discounts to local gyms

Flexible working patterns

As a modern employer, we are happy to explore flexible working patterns. Whilst the level of flexibility we can offer will depend on each individual role and the school's timetabling, current flexible working patterns in operation include:

- Term-time or term-time plus posts
- Flexibility with start and end times
- Time off in lieu
- Working from home during school holidays for support staff
- The option to take some holiday during term-time
- Working 9 out of 10 days
- Part-time teaching staff timetabled for full days off

We would be happy to discuss any flexible working pattern requests at interview.

If you would like to arrange a visit to the school before applying for a post, please contact our Personnel team by emailing Recruitment@lawrencesheriffschool.com.





**Lawrence Sheriff School opens doors
for both students and staff.**

Why not join us?



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