

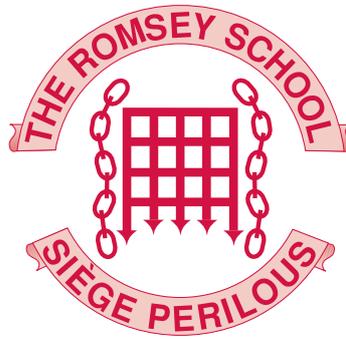
# The Romsey School

## Information for Applicants



“Your Gateway to Success”





*Siege Perilous is Norman French and means "seat without equal" based on the belief in Arthurian legend that the knights of the round table left one chair empty for the knight who should prove himself bravest, most curious and most chivalrous knight of all the members.*

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Thank you for expressing an interest in this post.

We hope you find the following information helpful in deciding whether or not to apply. Please do not hesitate to contact either of us at the school if there is further information that you feel you need.

If appointed you can be assured that you will be warmly welcomed into a friendly and supportive team of talented and committed staff.

We look forward to hearing from you.

Mr Jonathan de Sausmarez  
Executive Headteacher

Mr Colm McKavanagh  
Headteacher



The Romsey School, Greatbridge, Romsey, SO51 8ZB  
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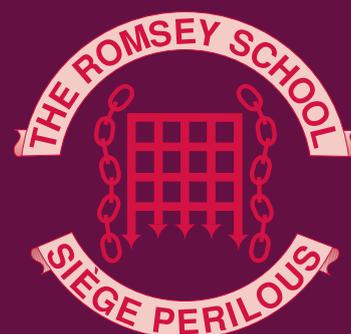
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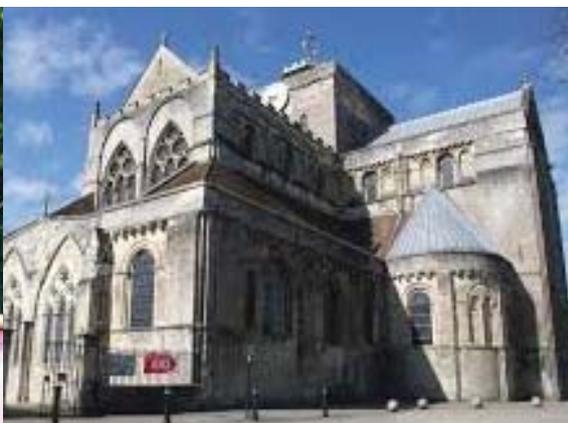
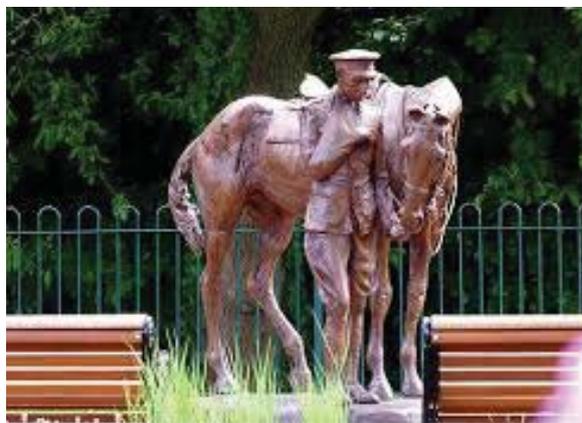
Our vision is to provide a world class education for our young people based on the following principles:

- Our ethos is inclusive where all young people succeed
- Students are supported and happy, with staff who go that extra mile
- Students achieve outstanding results through inspirational teaching
- Learning has no boundaries within and beyond the classroom
- The school is at the heart of our community

Executive Headteacher: Mr Jonathan de Sausmarez  
Headteacher: Mr Colm McKavanagh

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## THE TOWN OF ROMSEY

Historically Romsey had a whole range of industries within the town boundaries. Many of these have disappeared and it can now be described as a small market town. Light industry skirts the boundaries in recently developed industrial parks and the school has pursued connections with these through sponsorship, its business project and work experience as well as through community initiatives.

The school is within striking distance of several large cities - the city of Southampton is a twenty minute drive away and takes the school from a semi rural environment into a multi-cultural dimension. We are easily accessible with the train station 800m away and a short walk from Romsey Bus Station. There is car parking on site. Use SO51 8ZB on your sat nav.

## THE ROMSEY SCHOOL

The Romsey School is an 11-16 community comprehensive school, which serves the greater part of Romsey and the surrounding villages of Ampfield, Awbridge, Braishfield, Sherfield English, Michelmersh and Timsbury and out of catchment areas.

The Romsey School enjoys considerable academic success with results amongst the best in Hampshire. More recently, results have continued to rise with nationwide recognition for the progress our students make over five years, which places us in the top 10% of schools (2015 and 2016).

The school espouses traditional values with an unambiguous approach to discipline and clear policies on uniform. The best of the school's traditions have been retained and the ethos has been developed to ensure that there is success for every individual; that pupils take increasing responsibilities within the school, for themselves and for others and that the school looks outwards to develop links with the wider community.

There is considerable community activity on the site which is open from 7.00 am to 10.00pm on most days. The community provision was judged to be excellent by Ofsted. There is a full programme of adult education classes, as well as the use of the facilities

by local groups and organisations. Community activity is co-ordinated and promoted by the Community Education Manager and it is hoped that all staff will seek to develop community links within their subject area. The success of the community dimension has been recognised by the achievement of "Community School of the Year" for two years running.

## GATEWAY MULTI ACADEMY TRUST (GMAT)

The school has been accepted for Multi Academy Trust status and we are due to have our first school joining us by the end of the academic year 2018-2019. As part of our bid we have formed a strategic alliance with The Halterworth Teaching Schools Alliance (Primary) and Barton Pevril College (6th Form) in order that we can support any phase of school. The Romsey School will be the lead secondary school in the newly formed trust.

We would hope that there will be opportunities to work across the trust as appropriate and when necessary although the post on offer is at The Romsey School. We believe this will provide further CPD opportunities for anyone working within the trust.

Please feel free to ask further questions at interview.

## FACILITIES

All classrooms are generally well equipped with either a projector or interactive white board and a computer for staff to use. The Romsey Learning Platform provides on-line resources and information for pupils, parents and staff. The school has specialist provision for SEN which includes a facility for SEN and pupils with ASD needs. We also have an Inclusion Unit which is an area for pupils who, for a variety of reasons, struggle to fit into the mainstream.

There has been considerable work in recent years to update and improve the facilities. There is a modern sports hall, floodlit all weather pitch, a gymnasium, tennis courts, volley ball court, outdoor table tennis and playing fields. They are well used by the school and the community. There is a tradition of sporting excellence at the school and a full programme of extra-curricular activities and fixtures.

Our successful performing arts dept consists of three music rooms, a well-equipped drama studio with removable tiered seating and a further new drama room. Theatrical productions and concerts can also be mounted in the school hall. The school choirs and ensembles produce high quality performances in school, in Romsey Abbey for the annual Carol Service and at local community events.

Of equal standard is the popular annual production involving large numbers of pupils and staff. The creative arts in the school have recently moved to another level with many productions making excellent use of new sound and lighting equipment. In the last few years productions have included The Sound of Music (2015), West Side Story (2016), Disco Inferno (2017) and most recently Chicago.

There is a library and resources room with stock partly funded by the highly active parents' association. There are well-equipped ICT suites and a business and information studies suite. Pupils and staff contribute to the school's web site. There are up-to-date facilities for the teaching of the arts, humanities, science, mathematics and modern languages, and curriculum areas have their own suites of rooms.

During the last few years the school, through the academies capital grant, has undergone significant upgrading to buildings. This has led to significant improvements in the learning environment, including in D&T, Performance and Expressive Arts, Humanities, Science and PE.

### **PUPIL INTAKE**

The intake is of above average ability with our PAN for each year group being 224 although due to increased parental requests we are over PAN for three year groups. Around 50% of students come from outside catchment. Although only 16% of pupils receive free school meals there is a strong special needs department which provides support through withdrawal and in-class assistance. The school is able to offer a broad range of subjects, including BTecs, to match student need. There is a

reduced option package for a small group of pupils in key stage 4 for whom the full range of GCSE courses is problematic. Pupils are expected to aspire to 8-13 GCSEs or their equivalents.

Nearly all pupils enter further education and many go on to achieve scholarships to further and higher educational establishments, including Oxbridge. Pupils are also prepared for the world of work through the careers guidance programme which begins in year 9 and the successful Enterprise Project in year 10 which brings in consultants from business and commerce to work alongside pupils.

### **PASTORAL CARE**

Pupils are placed in mixed ability tutor groups and each subject sets pupils according to ability. The pastoral role of tutors is important and they are central to our academic mentoring programme.

The Personal Development Learning programme is delivered by a specialist team throughout the school and they are supported by tutors in tutor time. It is intended that tutors remain with their group throughout their time in school.

The oversight of the care of pupils is the responsibility of the Progress Leaders under the leadership of a the Senior Pastoral Leader and Deputy Head. The pastoral team maintains close liaison with educational welfare services and parents to ensure as much co-operation and support as possible. The school is open to parents at any time of the day so there are considerable opportunities for parental involvement.

### **EXTRA CURRICULAR ACTIVITIES**

The school extends beyond the normal curriculum by means of clubs and activities, sporting and cultural. As well as providing opportunities for enjoyable and worthwhile experiences the extra curricular dimension helps to cement the good pupil/teacher relationships which are the cornerstones of the success of the school. Many pupils and staff participate but this is always an area to be extended and developed and new staff should consider how they





## LOCAL LINKS

We are committed to working collaboratively with our partner schools in the Eastleigh Consortium to share expertise and there is an ongoing programme of development with our feeder primary schools. With exciting and innovative teaching in these areas standards are being driven up still further.

## CONTINUING PROFESSIONAL DEVELOPMENT

We are proud to offer all members of staff a full CPD programme. At whatever stage of your career, we can provide you with the experience and training in order for you to be fully successful in your role.

Our performance management policy ensures all staff are well trained and rewarded for their hard work and professionalism.

## LEARNING TO LEARN - HABITS OF MIND

Learning to learn is seven ways of thinking (or “Habits of Mind”) selected by the staff and students at The Romsey School. The ethos of this development is grounded on Claxton’s “Four R’s” (resourcefulness, resilience, reciprocity and reflectiveness) and Dweck’s growth mindset research where, with sufficient effort, everyone can improve each of their “Habits of Mind” and enjoy deep learning.



As a school the “Habits of Mind” will be overtly taught in lessons so that pupils. “Learn to Learn”. As a result, learning will become more meaningful and students will be deeply engaged. It will ultimately develop a life-long love for learning whereby students move from compliant behaviours towards being actively engaged in the process; thinking for themselves with confidence and curiosity. This ultimately will prepare them for the complex future in which they will live.

## OFSTED 2017

We were very pleased with our latest Ofsted report which stated that we were a ‘good’ school overall but ‘outstanding’ for leadership, behaviour and safety.

The report is overwhelmingly positive and highlights the school as being a very happy school where students feel very safe, with very good attainment and progress. We were particularly pleased that so many lessons were judged as having high quality teaching leading to effective learning. The ‘outstanding’ judgement on behaviour very much reflects the high standards we have of our pupils and also their support for the school. We are a school that promotes leadership in all levels, including governance, and this is certainly reflected within the report. We would urge all candidates to read the report which can be found on the school’s website.

Whilst we recognise Every Child Matters, every member of staff matters too! We pride ourselves on providing the very best induction programme followed by targeted CPD. This is a school where staff are happy to stay a long time, however, the more ambitious are able to develop their career. The school sets out to teach pupils in a well-ordered and disciplined environment, and aims to give every pupil a sense of purpose and achievement. Teachers are expected to have:

- a thorough knowledge of their subject;
- the ability to communicate their knowledge and enthusiasm effectively;
- an understanding of the necessity, as well as the skills, to motivate pupils of all abilities and backgrounds; and
- a commitment to the educational, social and moral development of pupils.

If this information excites you, we would love to receive your application or if you have further questions please contact Jonathan or Colm via email or on 01794 512334.

The Romsey School is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.

All successful candidates will be subject to relevant Disclosure and Barring (DBS) checks, references, health checks etc. Posts are exempt from the Rehabilitation of Offenders Act 1974, therefore all convictions, including those usually considered spent must be declared.

In our school we are committed to securing genuine equality of opportunity, whether required by law or not, in all aspects of our activities as an employer and serv-

ice provider. This commitment is based on our belief in the broad principles of social justice and our aim is to provide services and employment on a fair and equitable basis.

Our staff are encouraged to demonstrate their commitment to equality by taking active steps to eliminate discrimination, promote equality of opportunity and promote good race relations.

## STAFF DRESS CODE

1. Staff are expected to wear clothing appropriate for a secondary school environment where we act as role models for young people.
2. Staff should dress appropriately to the context of their role. For example:
  - a. Teaching, Learning Support, Pastoral and Office colleagues should wear smart business attire. For example:
    - i. Male colleagues should wear a shirt and tie
    - ii. Female colleagues should wear clothing which is professional. Very short skirts and low cut tops are not appropriate for a school setting
  - b. Staff leading sports activities should wear appropriate sportswear which includes the Romsey School logo. Footwear should be appropriate for the sports activity
  - c. Staff taking part in other practical activities may wear clothing appropriate to the activity
  - d. Support staff who work actively around the site (and whose role is of a manual or technical nature) are expected to wear a uniform which includes the Romsey school logo
3. Staff must avoid informal clothing. Therefore strappy vest tops, beach wear, jeans of any colour, leggings or denim attire are not permitted. Equally very tight fitting clothing is not appropriate.
4. For Health and Safety reasons, footwear should be secured at the heel with either straps around the heel or a heel fitting. Flip flops, plimsolls and beach style shoes are not permitted.
5. During the summer months when the temperature rises, staff should be mindful that the pupils still wear the same uniform all year round. Staff attire should therefore continue to be smart and appropriate for secondary education environment as indicated above.
6. Staff should remove any facial piercings [including from the tongue] when in contact with pupils and parents. Any tattoos (including temporary tattoos and henna) should be discrete or hidden with appropriate clothing when in contact with pupils and parents. If tattoos can't be covered with clothing then plasters should be used instead. If hair is dyed, it should be of a natural hair colour. If you wish to use Henna for special religious/cultural reasons we ask that you work with us by requesting special permission from the Headteacher prior to using it. This would then be approved on a case by case basis.
7. Staff must follow Health and Safety advice when engaging in more hazardous work. For example, protective clothing should be worn when using chemicals and all site staff should wear hard toe capped boots or shoes at all times.
8. Staff are permitted to dress more casually on INSET days when the pupils are not in school.



## YEAR 11 GCSE ART WORK



## HOW TO APPLY

Candidates should complete the Romsey School application form (which can be found on the school website) indicating how their qualifications and experience have prepared them for this post and identifying two people who can provide professional references, at least one of whom should have direct knowledge of the candidate's current post, usually the Headteacher if appropriate.

### Contact details:

Mr Jonathan de Sausmarez  
Executive Headteacher

Mr Colm McKavanagh  
Headteacher

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