St Osmund's Middle School
A Church of England Academy



RECRUITMENT INFORMATION

St Osmund's is a school built on Christian values. We aim to inspire and empower all to be active life long learners who achieve their potential and contribute positively to the world

WESSEX MULTI-ACADEMY TRUST

Hope **Community** **Respect** **Love**

INTRODUCTION

Whether you are an experienced teacher seeking a new challenge or an NQT ready to take the next step in your career, here are some reasons why you should consider applying to us:

Our strengths:

- Our 9-13 age range places our students at an exciting phase in their development. They have already attained a degree of maturity that, together with their natural enthusiasm, means they are very rewarding to teach. Our school roll is 720 students, making us larger than most primary schools. This enables us to deploy more specialist teachers at Key Stage 2 where we offer a broader curriculum and a richer educational experience.

- As a result, student attitudes to learning are positive and their good behaviour is often recognised. By the time they complete Year 8, our students have made good progress, enabling them to outperform students from neighbouring schools at GCSE.

- In 2017 we were judged 'Outstanding' by SIAMS. We have the current challenge of being placed in Special Measures by Ofsted (November 2018) but we are showing capacity to improve rapidly. We are seeing our category as an opportunity. We received a positive monitoring visit in September 2019, however we still have progress to make. We have a supportive Governing Body which is actively involved in the life of the school. When we joined the Wessex MAT in March 2020, we became a 'new school' and have lost the Ofsted monitoring cycle as a result.

- We believe strongly in staff development and a member of our SLT has the designated role of Leader for Staff Learning. We are keen to develop our collaboration and move forwards with some research-informed improvements to learning and teaching such as metacognition. We are keen to improve our pedagogy across the school.

- The school is oversubscribed and highly-regarded locally with an excellent reputation for extra-curricular activities and inclusivity.





...INTRODUCTION CONTINUED

- We pride ourselves on excellent pastoral care, a positive Relationships Policy for behaviour management and a rich, student-focused reward system e.g. Hot Choc Friday.
- We have a sports centre, located on site and run by the school.
- Careful financial management has maintained the academy budget in surplus.
- We are located in the historic and rapidly developing county town of Dorchester within an attractive rural area and close to the iconic Jurassic Coast.





The challenges we face.

- We are not complacent about the challenges we face and are looking to appoint someone with the vision and ability to help us continue to address them.
- One of our most pressing issues is our progress data at Key Stage 2. Our students enter St Osmund's in Year 5, which means we have only two years to prepare them for the SATS. We need to minimise the impact of their transition from our catchment first schools.
- In common with many other schools, current government funding has left us with very small financial reserves. Careful budgeting will continue to be necessary if we are to remain within our income. We need to find a strategy for dealing with this while minimising any negative impact on the education we provide to our students.
- We have a large number of part-time staff. This has enabled us to retain good teachers who otherwise would have left but it creates difficulties for timetabling and our ability to provide continuity of teaching in the core subjects for some classes, as well as a tendency to increase staffing costs.
- The size of our school is finite and there is sometimes a strain on the physical capacity of our buildings and school grounds.

LEARNING IS EVERYTHING

To unlock the full potential in every young person through discovery and outstanding opportunities for learning and achievement.





Our Values

We believe in the power of learning as a means to transform lives.

We believe that every young person has talents that can be nurtured through relentless optimism and striving for success.

We believe that mutual respect is the foundation for good relationships and that we should act with care, concern and generosity towards each other.

We believe that learning for life is best provided in an inclusive environment where young people come together regardless of ability, background, culture, faith or beliefs.

We believe that all of our learners, their families and our communities are all crucial partners for achieving success.

Our Philosophy

To provide all of our schools, staff and learners with the freedom to succeed whilst ensuring that each is fully accountable for their outcomes.

To prove that system-wide improvement is best achieved through collaboration, not competition.

To identify and develop outstanding governors and leaders and ensure succession planning in all our schools.

To train, develop, recruit and retain the most outstanding teachers and other staff in the belief that this is the way to achieve world-class standards in education.

To provide high quality support services that are personalised and tailored to each school's needs.

To make the very best use of the resources with which we and all our schools are entrusted.

Our Aims

Developing the concept of school-to-school support to bring about system-wide improvement.

Providing opportunities for outstanding professional development which enable us to recruit and retain the best staff.

Delivering excellent support services that provide value for money.

Continually searching out and learning from good practice elsewhere.

THE SCHOOL BUILDING

Opening in 1979 with 250 pupils, the school has expanded tremendously in the past 37 years. The main building is a single storied building in well-established grounds and boasts up-to-date specialist facilities for science, music, drama, art, design technology, ICT and, since 2002, St Osmund's Community Sports Centre. In November 2017 a new 'Barnes Building' was built to hold the increase in school roll from 600 to 720 and now hosts our hot lunches as well as other teaching space.

The Site Manager is an integral member of the school staff, taking responsibilities for premises and health and safety matters.









THE DORCHESTER AREA SCHOOLS PARTNERSHIP (DASP)

DASP came into being in 1992 and we are proud to belong to it. Its mission is to provide the best education for all students in the Dorchester area, by linking our resources, expertise, enthusiasm and commitment. It provides a level of continuity in our educational provision that few, if any, can match. In the Partnership there are thirteen first schools, three middles, two upper schools and one learning centre. Its strength as a group has meant it has made particular progress in raising standards, ICT, assessment, literacy, staff development and a whole host of other initiatives. The Partnership has an annual development plan and a steering group. The headteachers of member schools meet regularly to foster its work as a mini pyramid. There is a termly meeting of headteachers. DASP is very important to us and any new member of staff will need to be committed to it and its work. It is worth visiting DASP's website at www.dasp.org.uk to get a fuller picture.

DASP
Getting it right
by working together

OUR AREA

Dorchester, an ancient community, is the County Town of Dorset and home to the offices of the Dorset Council. Along with the modern County Hospital, these are the largest employers. There is a population of over 20,000 people and we think it is a good place to live and work.

The town is expanding. In the west, in the catchment area of Dorchester Middle School, the Duchy of Cornwall's Poundbury development is a mixture of residential and commercial building. The site of the former brewery in the centre of the town, and in St. Osmund's catchment area, is nearing completion as a mixed development of dwellings, shops and leisure facilities. It will also provide a new railway station on the Waterloo to Weymouth line (London about 2 hours and 40 minutes, half-hourly). Dorchester West is on the Weymouth to Bristol line, giving links to Wales, the Midlands and the North.





Dorchester is the shopping centre for a wide area, with all the usual facilities. The weekly market thrives, attracting local people and large numbers of visitors. Dorchester attracts a lot of tourists, with several museums. It was also the home of Thomas Hardy the novelist and poet, and William Barnes the dialect poet and linguist, whose fame brings a lot of visitors.

St. Osmund's has a historic link with St. Mary's Church, visiting it for the annual Starters', Carol, Easter and Leavers' services.

VISITING THE SCHOOL AND INTERVIEWS

If you think you are that special person we are looking for who can help us to continue to build on our strengths while finding effective and imaginative ways of dealing with our challenges – and others as they emerge – we want to hear from you.

Half-an-hour looking around the school is much more likely to persuade you to apply than anything you read here! We would love to meet you and strongly suggest that you visit us before the closing date for applications. We also suggest you look at our school Facebook page to enhance your sense of who we are.

When you have read the papers about this vacancy and visited our website, if you would like to visit the school, we would be pleased to see you. Ring Mrs. Rebecca Golledge, School Business Manager, 01305 755073 and she will make the necessary arrangements with you.

We look forward to receiving your application to become a member of staff at this exciting and successful school.









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