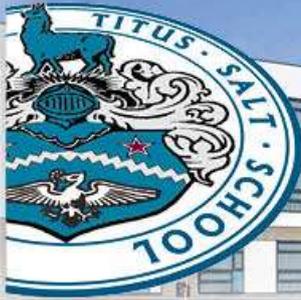


Titus Salt School, Baildon, Shipley, West Yorkshire



# Titus Salt School

## Information for Applicants

2021 - 2022

**t**ogether - **r**esilient - **a**mbitious - **C**aring





**Overview**

Titus Salt School is an exciting school in which to work with a friendly and supportive body of staff. We have a well-established model of distributed leadership that provides support and challenge for all members of staff. All faculties have a close link with a member of the Senior Leadership Team to ensure our model is effective in practice. The successful candidate will be working in an environment where teaching and learning is at the heart of all we do. They should have the ability to be flexible in approach, work well as part of a team and be willing to bring fresh and positive ideas to both the Faculty and the school. In return we offer excellent opportunities for in-service training, practical and considerate support, and genuine and exciting career development through an engagement in forward thinking educational initiatives.

**Senior Leadership Team (SLT)**

Ian Morrel	Headteacher	
Richard Foster	Deputy Head	(Pastoral and Academic Progress)
Richard Field	Assistant Head	(Quality of Education)
Simon Halliwell	Assistant Head	(Leadership & Management)

As a Senior Leadership Team, we have established a clear rationale for our work – to promote inclusion in a context of comprehensive school principles, where all have opportunities to achieve their best. Titus Salt is a school with tremendous potential, and we have made the most of a series of opportunities and challenges to establish a clear direction for the school.

**Senior Leaders**

To support the focus on continued school improvement the Governing Body approved several Business Case proposals to increase capacity and meet the demands of the school's Recovery Plan. The roles and responsibilities include:

Nicki Barrow	Senior Leader	Achievement Years 7 to 11
Amanda Dutton-Taylor	Senior Leader	Leadership Development
Kev Simpson	Senior Leader	Pastoral
Philippa Jervis	Senior Leader	Inclusion
Julia Wilcox	Senior Leader	SENDCo
Max Robinson	Senior Leader	Leadership & Management
Greg Trusselle	Senior Leader	Behaviour & Attitudes
Alison Robinson	Senior Leader	Q of E Achievement

Our focus as a school is on providing high quality learning opportunities to allow all pupils to achieve; in an ever-changing educational landscape our mission is very clear and can be summarised as:

**t**ogether - **r**esilient - **a**mbitious - **C**aring

**“together we can make a difference; resilient to change; ambitious to excel, caring for the lives of individuals.”**

We regard achievement and success as a broad scale – participating in Sports Day and breaking school records; having 100% attendance annually and for the whole five-year period of compulsory secondary education; achieving a personal best; being finalists in the Big Bang; winning the national First Story competition; attaining target grades and on Examination Results Days 2020 we were once again delighted to have so many happy pupils, proud parents and teachers celebrating the success of examination outcomes.

It is so rewarding to see and experience the sense of achievement in gaining results for having done the best you can.



Visitors to the School comment upon the friendly ethos and the level of good relationships between members of staff and pupils. Parents are very supportive and respond to new initiatives with enthusiasm. We have a range of support systems in place for both pupils and members of staff: "The school's work to promote pupils' personal development and welfare is outstanding." (Ofsted February 2016). Our Achievement Support Faculty area houses our Pupil Support Centre, Learning Support Centre, Special Educational Needs Centre and our Designated Specialist Provision (DSP) for pupils with a range of Learning Difficulties; this was originally a fifteen-place provision but due to its success and the growing demand across the District for mainstream specialist places our DSP has increased capacity to a thirty-place setting with demand for it to increase still further.

We are very proud of our staff and pupils, especially the progress we have made. The role we are offering is a demanding one, but you will be joining a team that supports one another and enjoys each other's company. The development of all our members of staff is a key priority for us and in return for hard work and enthusiasm we will work to ensure the successful candidate is fully prepared for the next step in their career.

### School Organisation

At present our structure provides 72 members of staff in support and 102 teaching staff including the Headteacher, one Deputy Headteacher and three Assistant Headteachers who constitute the Senior Leadership Team (SLT); in addition, there are seven Senior Leaders including our SENDCo. The school structure is based upon a Faculty system with Leaders setting the priorities and expectations. Currently there are nine faculties:

- English
- Mathematics
- Science
- Modern Foreign Languages
- Technology
- PE and Outdoor Education
- The Arts
- Humanities
- Computing / Business / Media / Economics / Psychology & Sociology

Linked into this structure is the pastoral system. Each year group has a Year Leader and an Assistant Year Leader who manage a tutor team for each year group. Our pastoral teams work closely with our curriculum staff to incorporate oversight of the personalised learning agenda with a clear focus on maximising achievement for all and ensuring a curriculum fit for purpose.





### Introduction to the School

Titus Salt School is a large, dynamic mixed comprehensive situated at the foot of Shipley Glen, on the Baildon side of the River Aire. Immediately across the river is the model village of Saltaire, a fine example of the industrial archaeology of the 19<sup>th</sup> century. The village and the school are named after their founder, Sir Titus Salt, one of the great Victorian entrepreneurs and philanthropists. We were delighted to welcome back the Salt family to the new school, when they took part in a ceremony to place the original seals in the Reception of the new building and to approve the naming of our Sixth Form after Denys Salt (the great grandson of Sir Titus Salt) after he made the visit.

Over the moor above the school is Baildon. Once a small village it now has a thriving population of 62,465, largely commuting into the nearby cities of Bradford and Leeds. The surrounding area is one of natural beauty with the Yorkshire Dales only a few miles away.

### Brief History of the School

Titus Salt School was developed from the Salt Factory School, founded in 1868 by Sir Titus Salt for the benefit of the workers in his textile business in Saltaire. The original building in Victoria Road, Saltaire, still stands and is now an annexe to Shipley College.

In September 2000, as part of the Bradford Schools' re-organisation, we changed from a 13-18 years upper school of 1,000 pupils into an 11-18 years secondary of 1,480 pupils serving the areas of Baildon, Saltaire and East Shipley.

The main 'feeder' primary schools are Sandal, Hoyle Court, Baildon CE, Glenaire, Christchurch Academy, Shipley CE, Low Ash, Wycliffe and High Craggs. The school has been over-subscribed for many years; the Governors agreed unanimously to increase the Pupil Admission Number to 250; each year there are Appeals for places and in September 2021 we have a Year 7 of 256 pupils.

### The School Today

In September 2008 we moved into our Building Schools for the Future (BSF) Pathfinder Building, with accommodation and resources befitting the 21<sup>st</sup> Century. Every faculty has its own suite of rooms, with break-out spaces, and interactive whiteboards and laptops available in every classroom. Sporting and Performing Arts facilities are extensive and are enhanced by a large, all weather pitch with access and lighting for community use as well.

We have an enviable record of achievement and a reputation for the quality of education we offer; for the care we show for individuals and for our growing links with colleges and businesses. We are proud of our academic record and our achievements across a wide range of sporting and extra-curricular activities. Our ethos is positive, friendly and courteous with a premium placed upon mutual respect between all staff and pupils. We expect high standards from our pupils in all aspects of school life - in academic work, in sport and recreation, in behaviour and uniform.

Our pupils have received commendations from Examination Boards at GCSE and A' level pupils have been placed amongst the first five in the country for a range of subject and the majority of our post 16 pupils go on to higher education.



### The Curriculum and Setting Arrangements

There are nine teaching groups in Years 7-11, which are set according to subject criteria. This setting is regularly reviewed and revised as necessary. Bench marking is undertaken through KS2 projections. Transfer information is also used, as well as primary commentaries on ability and progress which have developed significantly with our emphasis on close liaison with all feeders.

### Key Stage 3

The Key Stage 3 curriculum is developing as a 3-year focus on knowledge acquisition and skills development with Year 9 as a bridging year in preparation for being able to apply key skills and knowledge to learning at KS4. Schemes of Work have been either adapted or re-written to focus on a model of "Competency" to ensure pupils are able and have the knowledge and understanding as well as skills to apply to different learning contexts. Through the work of Faculty Leaders there is a developing focus on research and evidence-based programmes that are impacting on school improvement. All pupils study:

Science, English, Literacy (Year 7), Mathematics, Numeracy (Year 7), History, Geography, French or German or Spanish, Technology, Computer Science, PE, RE, Art, Music, Performing Arts, Lifetracks and Residential Experience.

Our approach to changes at KS3 has been to build on the incremental changes already in place. The groups in KS3 mirror the personalised learning pathways at KS4. Many of our pupils arrive with low levels of literacy especially in reading and 4 years ago we introduced a literacy lesson into the Year 7 curriculum which includes pupils having dedicated one to one reading sessions and tackling the production of newspaper and media articles to support and extend a love of reading. In addition, many of our pupils struggle with the ability to understand and work with numbers which is why in September 2018 we introduced numeracy as an additional lesson for pupils in Year 7.

### Key Stage 4

We have introduced personalised learning pathways for all our pupils to embrace the more flexible nature of the 14-19 curriculum. Vocational opportunities are being extended using our own provision and in collaboration with a range of other partners. We are continually reviewing new courses to cater more effectively for our pupils. Central to our success is effective targeting and assessment of our pupils' needs and matching that to their own Individual Learning Plan.

We have a strong EBacc focus with over 40% of pupils studying the EBacc combination of subjects.

Pupils are placed in to sets in core subjects as well as in some other subjects. The majority of pupils follow GCSE and BTEC Science courses, with three separate sciences offered to the more able. Pupils are encouraged to take at least one foreign language but the opportunity exists to take three – French, Spanish and German.

We currently offer vocational GCSE's in Health and Social Care, Business and Computing, Science, Dance and a range of other vocational subjects through our links with neighbouring colleges.

Other subjects are offered to GCSE level – Mathematics, English, English Literature, Biology, Chemistry, Physics, History, Geography, Art, Media Studies, RE, PE, Music, Social Studies, Dance, Drama, Engineering, Food Technology, Design, French, Spanish and German. Other vocational and work-related curriculum activities are offered through a number of projects and schemes, some instigated locally, through Confederation support and also through national organisations.



STEM is a strength of the school and we are proud that this has been acknowledged through the Excellence in STEM Award – we were the first school in West Yorkshire to have been presented with this award. The appointment of a Leader of STEM ensures we have a focus across the STEM subjects to work collaboratively across the curriculum and in the development of extra-curricular provision and opportunities.

**Sixth Form – Denys Salt Sixth Form Centre**

The KS5 leadership team rigorously monitors the progress of each individual learner and has established high expectations supported by mentor programmes and quick response systems to underachievement. This is clearly understood by learners, parents and members of staff and has proven very effective. NEET is 0% for Years 12 and 13. Progress outcomes for GCSE English and Maths continue to show improvement; in Maths, learners improve by over half a GCSE grade and in English the average improvement in attainment is over one third of a grade. The Leadership in Sixth Form has become more rigorous with a team of two Academic and Pastoral Leaders who closely monitor learner progress and are responsible for partnership work with Faculty Leaders to deliver effective intervention to ensure learners are on track to achieve their best. They are effectively supported by a Sixth Form Manager who also has responsibility for student wellbeing.

The following A Level courses are offered:

English Language, English Literature, Mathematics, Further Mathematics, Art, Photography, Biology, Chemistry, Computer Science, Product Design, Economics, French, Geography, German, History, Media Studies, Music, Physics, Psychology, Religious Studies, Sociology, Spanish and Textiles.

The following Vocational courses are offered:

Business, Performing Arts Dance, Health & Social Care, Performing Arts Music, Applied Science, IT and Sports Science.

**School Operations and Administrative Support**

This provision has been increased over the past five years and will continue as we respond to the needs of a Recovery Plan. We already have in place:

Admin Assistant (2) Admin Operations Manager Attendance Safeguarding Manager Business Operations Manager Cover Supervisor Data Operations Manager Exams Officer Exams and Data Assistant Finance Manager Health Care Leader HR Manager IT Operations Manager IT Operations Technician (2)	IT Operations and Media Technician (Curriculum) Learning Resource Centre Manager Lettings Supervisor PA to Headteacher/SLT and Governor Link Parental Engagement Officer Procurement Officer Reception and Admin Assistant (2) SEND Admin Assistant Senior Admin Assistant (2) Science Technician (3) SIMS and Data Officer Technology Technician (2)
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### Activities

Drama/Dance productions and Musical performances are a feature of school life and many national companies use our school as the focus for theatre workshops. School productions are many and varied. Since moving into our new school, we have had annual productions including Joseph and his amazing technicolour dream coat, Little Shop of Horrors, Jane Eyre, Alice in Wonderland, Beauty and The Beast, The Wizard of Oz, High School Musical, Strictly Musicals and Annie. We have a choir, orchestra, jazz band and smaller ensembles which perform on a regular basis in the locality and further afield.

Our new Award Ceremonies celebrate the diversity of our pupils' successes, seeing us move away from one large Presentation Evening to a series more pertinent to each Key Stage.

Various exchanges and visits are undertaken each year with other European countries. We have previously, successfully worked in partnership with Amandus-Abendroth Gymnasium in Cuxhaven Germany as part of a two-year Comenius project which included pupils from different year groups creating an animated film with a professional animator: "The Young Musicians of Cuxaire"; we have recently completed a three year Erasmus Plus project to produce a Language Learning App – "Appy to Learn"

Sporting achievements and activities have a high profile and we offer a diverse range of opportunities for sport, health and well-being; our PE Faculty was revised in 2015 to include Outdoor Education which includes cycling, orienteering, an annual residential to Bewerley Park as well as a successful Duke of Edinburgh programme – we became a D of E Direct Licensed Centre in 2015 with pupils completing the Gold Award and being presented with certificates at St James' Palace as well as a significant number on the Bronze Award starting at the latter stages of Year 9. We also organise skiing trips to the USA; water-sports trips to the Ardeche; visits to London to enhance learning in Media Studies, Art, History, Science and Economics as well as visits to Edinburgh, Paris, power stations and research centres.

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"The teaching of literacy is a strength. The school uses a range of imaginative and innovative strategies to promote a lifelong love of reading."

Ofsted February 2016

"Pupils benefit from an extensive range of extra-curricular opportunities and partnerships with employers. Good careers guidance helps all pupils progress into education, employment or training.

The wider curriculum caters well for pupils' social, moral, spiritual and cultural development."

Ofsted February 2016



"The school's work to promote pupils' personal development and welfare is outstanding. Pupils who struggle to cope in mainstream provision receive outstanding care and support to overcome barriers to their learning and progress. Pupils in receipt of such support told inspectors the school 'goes the extra mile' to support their emotional and mental health. As a result, pupils who might otherwise fail to gain qualifications go on to achieve positive outcomes and take the next step in their education.

Ofsted February 2016

"There is a harmonious atmosphere around the school and behaviour is good. Pupils are keen to come to school. Attendance is well above average and punctuality is exceptional."

Ofsted February 2016

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