



# King Charles I School

*Supporting successful futures*

Headteacher: Stephen Brownlow

January 2018

Dear applicant,

I would like to take this opportunity to introduce the school from a personal perspective which I hope will support you in making your decision as to whether to apply to join us at King Charles I School.

I have been at the school since September 2014 and the last three years have been record breaking years with some outstanding GCSE and A Level results. In 2017, we achieved a Progress 8 score of +0.26, placing us well within the top 20% of highest performing schools nationally.

We are proud of our academic ethos and the character development of teamwork, leadership, resilience and challenge that comes from sport and PE. The academic achievement of our students is paramount but we also know all our students as individuals. We are unapologetically ambitious for every student, no matter what their background, prior attainment or needs. We take great pride in developing relationships between students, staff and families, in order that we can ensure that success is desirable, demanded and achievable. This striving for success is exemplified in our ambition-‘supporting successful futures’. Our core aim is to help students achieve their best and so access university or a high-powered alternative.

We complement our academic curriculum with an extensive enrichment programme. From after school clubs to international trips, we give our students access to the cultural literacy to enable them to fully participate in adult educated life. We operate with a strict approach to discipline ensuring our students develop the habits that will be necessary to be successful independent adults. Our students are therefore a credit to us and we are very proud of their example. Teachers are able to teach and students are able to learn in calm, purposeful classrooms. We have very high expectations of our staff, but we value them highly and treat work load very seriously. Our systems ensure you can really focus on your core purpose of teaching unhindered by bureaucracy or poor behaviour.

What we offer:

- Great students who behave impeccably. You can make a massive difference to them;
- Tight, robust behaviour systems;
- Highly visible senior leaders who support all teachers;
- No formal graded lesson observations-just ongoing ‘no-stakes’ feedback, helping you to continuously develop. We believe that trusting our staff with autonomy helps to develop a strong staff culture;
- Collaborative planning with centralised, shared units of work and resources;
- A feedback policy focused on whole class feedback. We do not have onerous/impossible marking policies;
- A centralised homework system at Key Stage 3. You do not need to mark Key Stage 3 homework;
- Same-day centralised detentions, including homework detentions (you do not need to organise/run/chase them at all), helping to underpin impeccable behaviour, so you are free to teach;
- The major business of the school is teaching and its impact on learning. Therefore, we offer excellent ongoing CPD, career development and promotion opportunities;

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- NQTs benefit from a paid programme of CPD during the summer term prior to starting with us, a bespoke programme of CPD during their first year and a reduced teaching load. For more experienced colleagues career development is made a priority. There will be opportunities to work on whole-school priorities and gain the experience required to progress into middle or senior leadership in due course. Additionally, we offer financial assistance for relevant post graduate study and support for middle leaders wishing to apply to become Specialist Leaders of Education; and
- No performance related pay on the main and upper pay ranges.

I would be delighted to receive an application from you and hope that you will feel as positive and excited as I do at the prospect of contributing to the continued development of what is undoubtedly a very special place to learn. We actively welcome visits and would be delighted to show you around our school to fully appreciate our excellent learning environment.

I regret that I will not be able to reply to all applicants, so if you are not called for interview within two weeks of the closing date can I take this opportunity of thanking you for your interest in the post. We will only be able to provide feedback to shortlisted candidates.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S. Brownlow', written in a cursive style.

Stephen Brownlow  
Headteacher