

Titus Salt School, Baildon, Shipley, West Yorkshire
Number on Roll: 1489 (including 249 Sixth Form learners)



Titus Salt School

Information for Applicants

2017 - 2018

together - **r**esilient - **a**mbitious - **C**aring





Overview

Titus Salt School is an exciting school in which to work in with a friendly and supportive body of staff. All faculties have a close link with a member of the Senior Leadership Team and are well supported. 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)
Amanda Dutton-Taylor	Assistant Head	(Behaviour and Welfare)
Richard Field	Assistant Head	(Teaching and Learning)
Simon Halliwell	Assistant Head	(Leadership & Management)

The team has been working together for over eleven years with a particular focus on cohesion and continuity. With a change of Headteacher (Ian Morrel was previously Deputy Headteacher for eight years), the SLT has been re-structured to reflect educational change and school need. As a Senior Leadership Team we have established a clear rationale for our work. 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.

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:

together - **r**esilient - **a**mbitious - **C**aring

together we can make a difference; resilient to change; ambitious to excel and caring for the lives of individuals.

In 2017, 59% of our pupils attained 5A*-C grades including grades 9 to 4 in English and Maths with 60% attaining the Basics measure of a Grade 4 or above in both English and Mathematics. Our Attainment 8 score at 45 points is an equivalent outcome to the 2016 result of pupils attaining on average 10 GCSEs at grade C. Our Progress 8 score at +0.04 is an increase on our 2016 results and our EBacc Progress 8 pillar has an outcome of +0.41. With our NEET figure for the last six consecutive years at 0%, we ensure everyone is prepared for the next stage in their life whether it is education, employment or training.

At KS5 we equalled our best results with 100% A to E pass rate, 48% A* to B grades and 22% A*/A grades; our average A Level grade is C which is equal to the national average and our average Vocational/Technical grade is Distinction*- which is equivalent to an A Level grade of A-.

Visitors to the School comment upon the friendly ethos and the level of good relationships between 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 Behaviour Intervention Centre, Learning Support Centre, Special Educational Needs Centre and our Designated Specialist Provision (DSP) for pupils



with Severe Learning Difficulties (SLD); this was originally a 15 place provision but due to its success and the growing demand across the District for mainstream specialist places our DSP has increased capacity to 24 from September 2017 and will grow to a 30 place setting from September 2018.

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 105 teaching staff including the Headteacher, one Deputy Headteacher and three Assistant Headteachers who constitute the Senior Leadership Team (SLT); in addition there are two Senior Leaders with whole school responsibility for Pastoral and Achievement. The school structure is based upon a Faculty system with Leaders setting the priorities and expectations. Currently there are ten faculties:

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

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 19th century. The village and the school are named after their founder, Sir Titus Salt, one of the great Victorian entrepreneurs and philanthropists. We have been delighted recently to welcome back the Salt family to the new school, where they took part in a ceremony to place the original seals in the Reception of the new building.

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 and recently the Governors agreed unanimously to increase the Pupil Admission Number to 250; each year there are Appeals for places and in September 2017 we have a Year 7 of 255 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 21st Century. Every faculty has its own suite of rooms, with break-out spaces, and interactive whiteboards and lap tops 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/S and A2'. 'A' level pupils have been placed amongst the first five in the country for Geography, Biology and Art 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 2 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 and Learning & Teaching 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, History, Geography, French, German or Spanish (with the possibility of a second language in Year 8), Technology, Computer Science, PE, RE, Opening Minds, 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. Opening Minds has been introduced in Year 7 in an attempt to bridge the gap between Primary and Secondary, but also to develop essential skills to support learning in the more traditional curriculum. Many of our pupils arrive with low levels of literacy especially in reading and 3 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.

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 and Confederation resources and 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 with 27% attaining this range of qualifications.

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, Graphics, 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.

Sixth Form

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. The Level 3 Value Added Report, October 2016 shows A Level Value Added is +0.15 and significantly above the national average 2016; Vocational Value Added is +0.46 and also significantly above the national average. Progress outcomes for GCSE English and Maths have further improved in 2017 and are likely to be statistically significant; 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.

The following A Level courses are offered:

Applied Mathematics, Pure Mathematics, Pure & Applied Mathematics, Further Mathematics, Maths & Statistics, Art, Photography, Biology, Chemistry, Design & Technology, Economics, English Literature, French, Geography, German, History, Home Economics, Media Studies, Music, Physics, Psychology, Sociology, Dance and Computer Science.

Currently, the school runs BTEC Business, Computing (single and double awards), Sport and BTEC Health and Social Care.

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 Remodelling. We already have in place:

Administration Manager	IT Operations Manager
Admin Assistants (4)	IT Operations Technician (two posts)
Attendance Manager	IT Operations and Media Technician (Curriculum)
Business Operations Manager	Cover Supervisor
Creative and Community Projects Manager	Learning Resource Centre Manager
Data and Exams Manager	Learning Resource Centre Apprentice
Data Officer	Marketing PR
Examinations Officer	PA to Headteacher/SLT and Governor Link
Finance Manager	Procurement Officer
Four technicians for Science, two for Technology	Pastoral Support Assistant
HR Manager	



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 in to our new school we have had annual productions including 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 newly created Arts Faculty (September 2014) with a newly recruited Leader of Dance and Leader of Music together with our Faculty Leader have ambitions to achieve even greater success.

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 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".

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 License 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.

"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