



St John Fisher
Catholic High School

Assistant Headteacher (Assessment)

Additional Information

St John Fisher Catholic High School has seen rapid improvement in recent years and is now well on its way to being judged outstanding. The journey has been steady but continuous and we now find ourselves in a position where we have the basics in place, are performing well and are able to consider additional support and provision for our students. One of the consequences of success is the promotion of four of our senior leaders over the past five years, one to deputy headship and three to headship. I am therefore confident that we can provide the successful applicant with the right experience for further progression. This vacancy arises because the current post holder is relocating.

We are strong on structures, systems and processes and what we have in place now is working very well. Therefore we are looking to sustain and further develop our leadership rather than implement a different approach. Within the current structure, the senior leadership team comprises myself, one Deputy, Business Manager, and four Assistant Heads responsible for Teaching & Learning, Pastoral, Curriculum and Assessment. It is the Assessment position that is available for May. We appreciate that applicants who wish to proceed to a deputy headship will wish to gain experience in more than one of these roles and so are committed to making this possible over time. We are committed to providing relevant professional development and support for all staff.

Our assessment practices and processes have evolved over several years and are now effective and embedded. There is an annual cycle for each year group and this operates in conjunction with reporting, parents' evenings and academic tutoring. Staff submit data via SIMS but all analysis and tracking is done using SISRA. We are an active member of the PiXL group for both main school and Sixth Form and have an established data-sharing relationship with the other city secondary schools. We are looking to appoint someone who is good with using and analysing data, experienced with data analysis tools, and able to identify where intervention is required.

Our approach to Assessment Without Levels was to adopt an online package called *Doddle*. This was used throughout Key Stage 3 and some of its content was being used in Key Stage 4. We have very recently moved away from this and have developed our own in school system. This is in addition to the usual focus on Key Stage 4 that you would expect. You will be supported in the oversight of Sixth Form data and assessment, where we use ALPS, by the Head of Sixth Form, who is currently the Deputy.

We use ALPS Connect and also ALPS in Key Stage 4, and FFT Aspire and of course ASP. The person appointed will be expected to be familiar with all of these and to advise myself, SLT and governors as appropriate.

For many years our students have been joining the school with attainment that is well below national. The introduction of Progress 8 has been very positive for us as it shows that our students make progress that is well above national. In 2018 our Progress 8 figure was 0.23 and the figure for 2019 is 0.60. We are confident that we can sustain this, and the ability on entry of students in Years 8 and 7 is showing an improvement.

As a member of the senior leadership team you will line manage two faculty leaders and take a share in delivering assemblies and attending governor meetings. This position also involves line

management of the data manager and exams officer. Although there is no requirement for you to be a Catholic, you will be expected to support the school's Catholic ethos and rich cultural diversity. Currently our students are 50% Catholic, 20% Muslim, and the remainder mainly from other Christian denominations.

A key aspect of the school's improved performance has been the unrelenting focus on the quality of teaching. We are therefore looking to appoint an outstanding teacher to this position and interviewees will be asked to teach a lesson.

There are 750 students on roll, including Sixth Form, and just over half have English as an additional language. Student turnover is higher than national and many do not have Key Stage 2 data. The pastoral structure is vertical tutor groups in four houses. We operate a four-period day on a two-week timetable. We are fully staffed and the size of the school enables the whole staff to meet daily for a briefing: we pride ourselves on knowing both staff and students well. The school was rebuilt in 2009 so our facilities are modern and in good order.

There is additional information about us on our website and you may also like to view the (many) Ofsted reports on their website: the most recent inspection was November 2017 and we retained the Good judgement of 2013. The 2013 Section 48 (Diocesan) inspection judged us to be Outstanding. Additional information will be available for those applicants invited to interview but if you have further questions at this stage please do ask them.

The best way to judge a school is to see it for yourself so you are encouraged to visit during the day when we are in session. Please ring Angela Goulding on 01733 355505 to make an appointment. Please note that it will not affect your application if you are unable to do this.

I have endeavoured here to give you a snapshot of the school rather than a deluge of detail and trust that this is sufficient to tell you what you need to know at this stage.

We hope that you are encouraged to apply and look forward to hearing from you by 24 February. We plan to interview on 26 and 27 February.

Kate Pereira
Headteacher