Queensbridge School is arguably the most mixed school in Birmingham. The fact that it is judged to be outstanding is because all groups of pupils do exceptionally well here. Every opportunity is taken to create deep and memorable learning experiences that strive for academic excellence and the personal development of each individual.

As an 11-16 school we are proud of achievements that include our young people going on to the country’s top universities and following the most prestigious careers. The Arts and sport both stand out as strengths and we are known for our innovative approach to the curriculum, especially in Year 7. However, it is the value of our young people experiencing our diverse community so positively that gives them a most successful launch into their adult lives.

Queensbridge School is committed to ambitious, uncompromising leadership at all levels to drive a cohesive, highly inclusive environment internally, in which pupils and staff flourish as individuals. We are also committed to supporting external leadership and continue to contribute to a system that mirrors these qualities to the benefit of our city.

We strive to deliver a school which is a safe place, where pupils know how to keep themselves safe and manage risk. We carefully map deep learning experiences and strategic pastoral support which lead to learners being confident, resilient, reflective and
independent. Pupils are well-equipped to effectively navigate the complexities of the society in which they live.

Queensbridge School is a cohesive learning community, characterised by highly effective relationships and self-reflection, where tailored learning activities, rigorous assessment and impactful intervention maximise the achievement of all groups of pupils.

We work tirelessly to achieve academic success for all pupils. We continue to reduce the achievement gap between different groups of pupils, in particular disadvantaged pupils.

**Curriculum:**
Learning is at the heart of our school. It happens formally through individual subjects, in the innovative and nationally acclaimed approaches of the Enterprise in year 7 as well as through the wider life of the school, QB+ and other after-school activities, field trips and our Duke of Edinburgh awards.

In subjects that lead to public examination we are more focused than ever on excellence, aiming to stretch pupils who need the most support and those capable of top grades. From the start at Queensbridge we are all focused on the need to develop the skills we all need to work together and solve new problems.

**Pupils:**
In recent years the school has grown from 600 to 800, with growth set to continue until at least 850. There is a positive and purposeful atmosphere around the school and staff work hard to promote this ethos. Pupils respond well to the high standards required of them and understand the need for good behaviour. Although fixed term exclusions are used, the number of pupils falling into this category is falling. Internally many strategies are used to ensure that pupils remain focused on their work. The working relationships between staff and pupils are good and reinforced through extra-curricular activities such as sporting events, school productions and trips, which are an important aspect of school life.

**Teaching Staff:**
The staff at Queensbridge represent a spread across the age and experience range. All teachers do everything they can to support the life of the school in terms of high quality teaching in the classroom and support for extra-curricular activities. Staff appointed to the school are expected to make considerable personal contributions to the academic work of their department and to take the opportunity to develop their own career.

**Pastoral Services:**
At Queensbridge Pupil Services are delivered by a dedicated team of teaching and non-teaching colleagues from various backgrounds. They lead on all aspects of pastoral and wellbeing in support of every child achievement.
Support Staff:
Approximately fifty support staff are employed by the school.

Governing Body:
We have a very effective Governing Body who act as our critical partner. The Governors are involved in all strategic decisions and direction. Governors’ contribution to the school is highly valued and they are very supportive of the school.

Further Information:
A DBS and teaching references are essential along with proof of your eligibility to work in the UK.

The school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

If you feel you can play a major part in this next crucial phase of our improvement and can develop a passion for giving our pupils the best we would like to hear from you.

For more information about our school please see our website on www.queensbridge.bham.sch.uk

Closing date and interviews
The closing date for applications is 12 noon on Wednesday 17 May 2017.
**Facts and Statistics**

<table>
<thead>
<tr>
<th>Type of school:</th>
<th>Foundation School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age range:</td>
<td>11-16 years</td>
</tr>
<tr>
<td>Location:</td>
<td>Birmingham</td>
</tr>
<tr>
<td>Number of pupils:</td>
<td>800</td>
</tr>
<tr>
<td>Average class size:</td>
<td></td>
</tr>
<tr>
<td>Year 7 – 23</td>
<td></td>
</tr>
<tr>
<td>Year 8 – 25</td>
<td></td>
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<td>Year 9 – 26</td>
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<tr>
<td>Year 10 – 21</td>
<td></td>
</tr>
<tr>
<td>Year 11 – 20</td>
<td></td>
</tr>
<tr>
<td>Attendance rate:</td>
<td>96.4% (year to date)</td>
</tr>
<tr>
<td></td>
<td>96.6% (2015/16)</td>
</tr>
<tr>
<td>Number of teaching staff:</td>
<td>56</td>
</tr>
<tr>
<td>%age of Newly Qualified Teachers/Trainees:</td>
<td>11%</td>
</tr>
<tr>
<td>%age of pupils on Free School Meals:</td>
<td>19%</td>
</tr>
<tr>
<td>%age Pupil Premium</td>
<td>41%</td>
</tr>
<tr>
<td>%age of pupils with SEN:</td>
<td>23% (3% with EHCP/Statement)</td>
</tr>
<tr>
<td>%age of pupils with English as an Additional Language:</td>
<td>40%</td>
</tr>
<tr>
<td>GCSE results (2016):</td>
<td>+0.27 Progress 8</td>
</tr>
<tr>
<td></td>
<td>5.1 Attainment 8</td>
</tr>
<tr>
<td></td>
<td>68% A*-C in English &amp; Maths</td>
</tr>
<tr>
<td>Ofsted Grading</td>
<td>Outstanding (all categories) last inspected February 2014.</td>
</tr>
</tbody>
</table>
ADVERT

Assistant Headteacher – Teaching and Learning
L10-L14
September 2017

We require, for September 2017 an inspirational and ambitious Assistant Headteacher to drive the Teaching and Learning through its next stage of development. The successful candidate will have a clear vision and enthusiasm and be committed to ensuring the highest standards of teaching and achievement.

Key responsibilities will include:-

- Responsibility for the quality of Teaching and Learning across the school securing rapid progress for all groups of learners;
- To lead, design and evaluate a range of Teacher Development opportunities (CPD);
- To lead, develop and evaluate NQT, RQT and Excellence in Teaching Programmes;
- Responsibility for the Annual Quality Assurance Programme, oversight of activities, their evaluation and follow up;
- Responsibility for the coordination of tailored coaching programmes to support individual teachers;
- To lead the Initial Teacher Training Programmes (Schools Direct, Teach First, PGCE students, School Experience etc.) being the key point of contact for Universities and ITT Alliances;
- To support, develop and grow subject/middle leaders;
- Line Management and Performance Management of identified subject leaders/middle leaders.

Queensbridge School is totally committed to excellence in teaching and learning and to support this we have a high-quality bespoke programme for teachers at all stages of their professional career.

Should you require an application pack then please visit our website www.queensbridge.bham.sch.uk or phone; 0121-464-5566.
Closing Date: 17th May 2017 at 12 noon.

Informal visits to our school welcome.
JOB DESCRIPTION

Post Title: Assistant Head Teacher - Teaching and Learning
Responsible to: The Headteacher
Main Purpose: To carry out the duties of Assistant Head Teacher in accordance with the Teachers’ Pay and Conditions Act and other relevant statutory provisions.

The focus of responsibility for the post will be the strategic development of Teaching and Learning across the whole school. The successful candidate will have the potential and desire to be active and influential across the whole leadership spectrum

The Assistant Headteacher Teaching and Learning will join a leadership group of Headteacher, two Deputy Headteachers and four other Assistant Headteachers from September 2017.

The successful candidate will:

- Be an experienced leader already contributing significantly to whole-school developments
- Be passionate about high standards and achievement and excellence for all
- Be passionate about teaching and learning
- Be an enthusiastic team player
- Be an excellent teacher
- Have an intelligent grasp of raising standards and achievement through excellence in Teaching and Learning
- Have an intelligent grasp of raising standards and achievement through Staff Development and Training

The role is a fantastic opportunity to join a highly effective leadership team in a forward thinking school which benefits from excellent resources, good ICT facilities, a dynamic and friendly staff team and pupils who are able and enthusiastic. As Assistant Headteacher this post is key in ensuring the further developments of our school. We aim to ensure that the successful candidate will be central to all major strategic decisions and will be leading some of these, working with Governors, staff and pupils.
**PERSON SPECIFICATION**

The Person Specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>How Identified</th>
</tr>
</thead>
</table>
| 1) Education and Qualifications | a) Qualified Teacher Status and a degree.  
b) Evidence of continuing professional development and of further study. | Application |
| 2) Experience | a) Substantial successful teaching experience across the age and ability spectrum, at both Key Stages 3 and 4.  
b) Evidence of successful experiences of middle and/or Senior Management responsibilities/or as an AST  
c) Evidence of developing teaching and learning styles  
d) Ability to develop coaching | Application. Interview. References. |
| 3) Written Application | a) A well written and concise application showing evidence of clear thinking about the role of the Assistant Headteacher which is specific to the post at Queensbridge School.  
b) A clear vision and a commitment to excellence to take the school forward. | Application. Interview. |
| 4) Curriculum | a) Clear evidence of up to date knowledge and views about secondary strategy.  
b) Knowledge of intervention strategies for school improvement  
c) Knowledge/experience of improvement planning and the new SEF | Application. Interview. References. |
| 5) Students | a) Evidence of successful behaviour management.  
| 6) Relationships | Evidence of the candidate having successful working relationships with students, staff and parents. | Application. Interview. References. |
| 7) Communication/ICT | a) Evidence of the ability to communicate effectively and concisely both in verbal and written form to a variety of audiences.  
b) Ability to use ICT as a management tool.  
c) Ability to liaise with a variety of outside agencies.  
d) Ability to use data and ICT as a tool to raise standards. | Application. Interview. References. |
| 8) Leadership | a) Has had experience of building, forming and leading a team of professional colleagues.  
b) Establish good personal relationships and show:  
   i) high expectations and good leadership skills  
   ii) ability to handle difficult situations sensitively  
   iii) ability to get the best out of people.  
c) Has clear aspiration of taking on a Deputy Headship in future and the potential to fulfil this.  
d) Ability to work under pressure and meet deadlines  
e) Excellent attendance and punctuality record | Application. Interview. References. |