



Queensbridge
STRONGER TOGETHER

Recruitment Pack



Queensbridge School

Queensbridge Road, Moseley, Birmingham, B13 8QB

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Website: www.queensbridge.bham.sch.uk

Stronger Together

Thank you for taking the time to read about QB and all we have to offer. I have no doubt that if you get the chance to visit, you will see and feel that we really are a warm, friendly and happy school.

So, what makes us so special? Here at Queensbridge, we are a safe and inclusive environment for everyone. We underpin our work with our collective values and a strong belief in kindness, respect and relationships.

We develop the character of our students by providing them with a challenging learning environment. Learning, after all, should make you think and work hard. We do this to ensure our students are resilient to the challenges they will grow to face. We provide them with carefully crafted experiences that take them out of their comfort zone. This enables them to try new things but also to challenge themselves and broaden their experiences. We ensure we develop opportunities for them to express their views and opinions, to have their ideas challenged, to allow them to be curious and ask questions of the world and environment in which they live. We do this while maintaining our beliefs in being kind and respectful.

Our curriculum is designed not only to impart essential academic knowledge, but also to ensure our students have the skills in using this knowledge. Skills in the classroom are also explored outside of the classroom, through our exciting and varied wider learning opportunities, through the activities and trips we offer.



We believe our results demonstrate the ability of our staff and our commitment to providing students with the strongest possible foundation as they move on to the next chapter of their lives.

Our mission is not just focussed on students. As a group of staff, we are committed to developing ourselves as individuals, to ensure we grow with the changing world so we can best serve our school and our community.

We embrace growth as a key part of all we do. We continually aim to search out new knowledge, to improve as staff and to develop our understanding of what great education looks like, after all education happens in and out of the classroom.

Mr H. Singh
Headteacher



our values

RESPECT

Our Queensbridge community is inclusive, accepting and open-minded. We value working alongside each other in harmony and understanding, caring about the feelings, wishes and rights of our whole school family. We prioritise equality and diversity in all that we say and do.

KINDNESS

Our Queensbridge community is friendly, loving and empathetic. We value treating each other with generosity, compassion and tolerance. We prioritise relationships, forgiveness and happiness.

RESILIENCE

Our Queensbridge community is determined, responsible and brave. We value perseverance, flexibility and independence. We prioritise hard work and doing the very best that we can, in all that we do.

ASPIRATION

Our Queensbridge community is courageous, curious and ambitious. We value growth, personal fulfilment and taking measured risks. We prioritise the development of self-belief, confidence and creativity.

LEADERSHIP

Our Queensbridge community is one that consistently encourages each other to shine. We value teamwork, participation and using initiative. We prioritise nurturing leadership at every level and ensuring that everyone can grow and reach their full potential.

RESPECT KINDNESS RESILIENCE ASPIRATION LEADERSHIP

Our Curriculum and Outcomes

We are very proud of our ambitious and exciting curriculum. Its creative characteristics ensure that the academic and personal are delivered in tandem. Over five years all pupils develop attributes and skills to navigate the complex world in which we live. The quality of our teachers and their exceptionally strong subject expertise are key to excellent academic outcomes.

Outcomes at Queensbridge are well above average with a P8 of +0.54 in 2023.

Overview of outcomes 2023

P8	+0.54
English Progress	+0.44
Maths Progress	+0.39
Ebacc Bucket Progress	+0.6
Open Bucket Progress	+0.62
Science VA	+0.79
Humanities VA	+0.61
Languages VA	+1.48



CPD

We believe in professional growth and support training and development opportunities for all of our teaching and non-teaching staff. We are 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 career. We pride ourselves on being a school where all staff can truly thrive and grow professionally. We ensure that all staff have the time and resources to improve their practice on a continual basis.

Staff Wellbeing

We are committed to the well-being of our community, both staff and students. Our workload and well-being team support a range of activities throughout the year and work with the leadership team to shape policy. The key purposes of our wellbeing policy are;



1. Improving individual health outcomes: A well-designed strategy aims to enhance the health and well-being of individuals by promoting healthy behaviours, preventing illnesses and injuries, and providing access to appropriate healthcare services. It focuses on both physical and mental health aspects to ensure comprehensive well-being.
2. Enhancing productivity and performance: By prioritising the health and well-being of individuals, we aim to create a supportive environment that positively impacts productivity, staff satisfaction, and overall performance. When individuals are physically and mentally healthy, they are more likely to perform at their best and contribute effectively to their respective roles.
3. Preventing health-related costs: Effective health and well-being strategies will help us to reduce our absence rates amongst staff.
4. Fostering a positive culture and environment: A health and well-being strategy can contribute to cultivating a positive culture and environment by promoting work-life balance, stress management, and engagement.
5. Collaboration and partnership: This strategy has been designed alongside staff focus groups and will be monitored by those working groups.

Pastoral Care:

Our values are at the heart of our pastoral system as we look to build and strengthen relationships, connectedness and belonging within our school community. Each year group has a full-time non-teaching Head of Year and a team of Form Tutors who stay with their year group from Year 7 through to Year 11 a relationship that begins from the moment our students join us on induction day in Year 6.

We actively plan and develop opportunities at Queensbridge School whereby we work with our pupils to support the development of positive behaviour, emotional well-being and resilience. Children of all ages have the right to learn, pupils' positive behaviour, attendance and participation needs to be recognised and celebrated. Our Pastoral Guide provides all staff with a core toolkit, ensuring of clarity and guidance within the pastoral systems.

Pupil voice plays an important role at Queensbridge School. There is a Pupil Leadership Team who hold various positions of responsibility (e.g. support and organisation in the library) and are actively involved in shaping the direction of the school. Pupil perspective is vital and we embrace it by involving pupils in quality assurance activity throughout the academic year.

TfL: a Toolkit for Life

Queensbridge School is committed to developing character and providing a moral, compassionate education that prepares pupils for their exams and ultimately for life. Toolkit for Life is the name we give to our PSHE and Citizenship lessons, as well as everything that happens outside of lessons. Through TfL, we aim to help students to develop the knowledge, skills and attributes they need to thrive as individuals, family members and members of society.

TfL is routed in our five school values and sits under three strands:

1. TfL lessons
2. SPARK tutor programme
3. Events and Encounters

1. TfL lessons

Through our TfL lessons, students will learn about Citizenship, Extremism and Radicalisation, British Values, PSHE and RSE. We believe that this curriculum will help provide our pupils with the knowledge, skills, and attributes they need to prepare for their future.

TfL lessons are taught fortnightly to all students from Years 7 to 10. (This curriculum is also revisited in our SPARK tutor programme, including for Year 11). During this time, students are encouraged to discuss and reflect upon challenging and current issues on a wide range of relevant themes.

2. SPARK

Morning form time is about developing character, founded on our school values. Tutors use this time to monitor attendance and punctuality, and to ensure students are starting the day dressed in full uniform and with the correct equipment. In addition, there are five elements of the SPARK programme, spread across the days of the school week: Skills, Pathways, Assemblies, Reading and Knowledge.

3. Events and Encounters

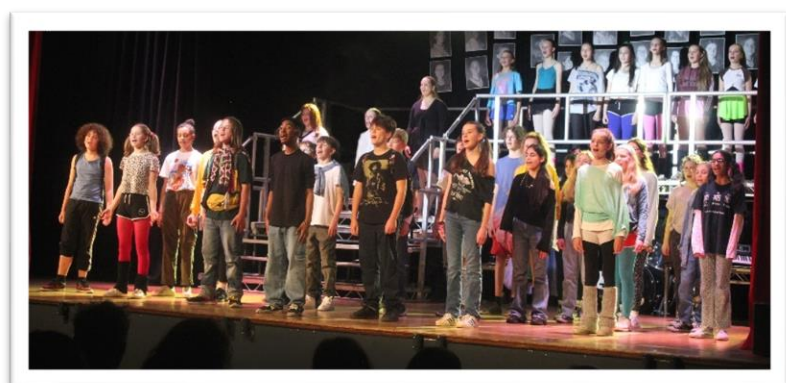
This strand of TfL includes focus days, weeks and months; visits and visitors, and wider learning activities.



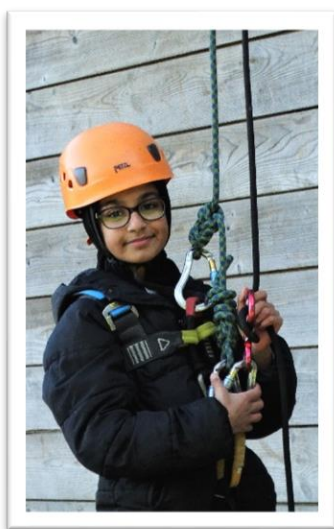
Developing skills and character

Enrichment:

A wide range of activities is on offer to all students. Each term they have the opportunity to select from a menu of clubs that we have to offer. Clubs include: Football, Cricket, Netball, Fitness, Art, Drama, Clay, Debating, Chess, Dungeons and Dragons and many more. School productions are planned enabling our talented performers to entertain our school community, friends and families – these are very popular and always well attended. Competitions are organised and run across a range of activities including, sport, maths and board games. We encourage our staff and volunteers to either lead or be a part of an extra-curricular club to further build relationships beyond the classroom and for us to be able to extend pupil involvement in areas that they are keen to pursue further.



Trips and Residential:



Queensbridge places a high value on local trips, visits and residentials, both in the UK and abroad. We recognise that these encounters compliment the curriculum, providing opportunities for students to experience and engage with activities in depth beyond the school environment. Students are able to make new friends, deepen relationships, grow in character, experience different cultures and challenge students in a variety of different ways. Students return with great memories and a thirst for more. From the outset in Year 7 a residential experience to an outdoor adventurous activities centre is offered to all students. Other residentials are offered that include trips to Paris, Belgium, Wales and a ski trip to a resort in Europe.



Reading at QB:

Queensbridge is a reading school. Students and staff embrace reading in every subject as we know that it is instrumental to academic success and personal wellbeing. Our library is at the heart of the school building which is symbolic of the value that we place on books. Students at Queensbridge read frequently in lesson time, form time, for homework and pleasure. We have a huge variety of books, split into genres that students love, in our vibrant and popular library, where there is always

an expert on hand. Students can also access thousands of books, graphic novels and audiobooks through our online library service, SORA. There are many exciting book clubs and a huge array of activities and events that are run by our library throughout the year, all of which are promoted through our library's Twitter feed @QBridgeLibrary and in our school's weekly newsletter, Connect. Our students are expected to always have a reading book in their bag, as part of their equipment.



APPLICATION PROCESS

To apply for a vacancy you must complete an application form. We cannot accept CV's or Resumes.

Completed application forms should be returned to recruitment@queensbridge.bham.sch.uk

Please return the application form along with the Rehabilitation of Offenders Disclosure form and the equal opportunities form. Shortlisted applicants will be contacted.

EMPLOYMENT CHECKS

The school and its staff are committed to safeguarding and promoting the welfare of our students. The successful candidate will be subject to necessary pre-employment checks, including: an enhanced DBS; qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide a minimum of two suitable references.

Please note that references will be sought for shortlisted candidates prior to the interview date.

An online search will also be carried out on shortlisted candidates as part of due diligence on all shortlisted candidates.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak English fluently is an essential requirement for this role.

SAFEGUARDING, SAFER RECRUITMENT AND DATA PROTECTION

At Queensbridge School we will seek to recruit the best applicant for the job based on the abilities, qualifications and experience as measured against the job description and person specification. We will ensure that the selection process is completed in a professional, fair, timely and responsive manner ensuring compliance with current employment legislation, safeguarding requirements and statutory guidance. Every interview panel will have at least one member of the panel safer recruitment trained.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

HOW TO FIND/CONTACT US

You can contact us either by telephone on 0121 464 5566 or email recruitment@queensbridge.bham.sch.uk

You can also view our website www.queensbridge.bham.sch.uk

We welcome interested applicants to come to our school for an informal tour prior to making an application.

If travelling by public transport the number 50 bus stops directly outside our school. Alternatively, you can use the number 11 or 35 and take a short walk from Kings Heath High Street. If you are travelling by car then there is limited onsite parking. Queensbridge Road does have double yellow lines and therefore if you are unable to park on site please park in one of our neighbouring roads such as Yew Tree Road or within Kings Heath.

ADVERT

JOB DESCRIPTION

PERSON SPECIFICATION