Dear Applicant,

Thank you for your interest in the above post.

**Rickmansworth School** is a partially selective 11-19 co-educational converter academy in South West Hertfordshire with 1260 students on roll, 280 in the Sixth Form. It is a Specialist Science and Arts College, and we are the hub for the local School Sports Partnership. The school has an excellent reputation in the local community and consequently, is heavily oversubscribed, with over 1,200 applications received in 2017 for the 226 Year 7 places. 35% of our cohort is admitted through academic and music entry tests with children of staff receiving priority admission. Our Sixth Form is popular, attracting the majority of our own Year 11 students, as well as students an increasing number from other schools. Due to increasing popularity the school is expanding in size to approximately 1450 over five years.

Our aim is *excellence in all that we do*. Academic achievement is strong at both GCSE and A level. In 2018 our GCSE Progress 8 score was +0.25 and EBacc 40% (National 19%) which reflects a traditional curriculum followed by the majority of our students. At A level, our 3-yr Average ALPS score places the school in the top 20% for value-added, with %A\*-B 50%, A\*-E 98%.

Ofsted inspected the School in October 2017 and reported we were good with outstanding features. They recognised the significant improvements at Rickmansworth and the positive impact this was having on student achievement and progress, and equipping the students for adult life. The school is in a strong and stable financial position.

In March 2018, Challenge Partners recognised our Staff Development Programme as an area of excellence. In the last few years we have had three Silver Pearson Teaching Award Winners. Staff well-being is also a matter we take seriously. Teaching Staff receive one well-being period per fortnight where they can either start late or finish early in coordination with non-contact time on their timetable. In addition we provide for example; Friday breakfasts, free entry to our excellent fitness suites, a variety of sporting activities, wellbeing sessions during INSET, free flue Jabs, staff BBQs and trips.

Rickmansworth provides a happy, safe and calm learning environment. There is an excellent well-qualified and enthusiastic staff, many of whom are heavily involved in professional development. Operating on a foundation of traditional values, Rickmansworth is an institution that welcomes change and regards itself as being at the forefront of development. The safeguarding of children and young people is paramount and we adhere to stringent recruitment procedures and all post holders are subject to a satisfactory enhanced DBS disclosure.

The School has undergone a refurbishment programme including the construction of a new sports hall, swimming pool and dining hall. We have modernised our Main School Teaching block, including the installation of a new languages laboratory, expanded our Science provision with new labs and a dedicated ICT suite, refurbished the English Block, School Hall and Music block. In September 2018 a £3million school expansion programme was completed, which involved the building of a new two-storey block that includes the Sixth Form Centre, ten teaching classrooms, film editing suite, cinema, and two drama theatres.

Rickmansworth and Croxley Green is a very attractive and affluent area, with a village green, listed buildings, golf courses and a range of shops and amenities. House prices in Rickmansworth and Croxley are relatively high. Watford town centre is only two miles from the School and offers many sports, leisure and arts facilities, a very extensive shopping centre and a good range of affordable accommodation, including flats and houses for rent. Transport links are good. Buses run to Watford and Bushey, South Oxhey, Oxhey Hall and Batchworth Lane. Trains from Croxley Green and Rickmansworth underground station, near to the School, run directly into Central and North West London.

I hope this gives you an overview of the school. For more information please visit our website, or if you would like an informal chat about the post or to arrange a visit to the school, please contact my Secretary, Mrs Texeira on 01923 726917. I hope you choose to submit an application – the students and staff at Rickmansworth School, make it a great place to work.

**Closing Date for Applications:**

**Interviews:** (suitable applicants will be interviewed upon receipt of application)

Yours faithfully

Keith Douglas

Headteacher