



## KATHERINE WARINGTON SCHOOL

Dear prospective candidate,

Katherine Warrington School is a comprehensive, co-educational and non-denominational academic secondary school. It opened in September 2019 and currently comprises over 900 students in oversubscribed year groups, with 210 in Year 8 and 180 in each of Years 7, 9, 10 and 11. We look forward to welcoming our first cohort of Year 12 students on opening our Sixth Form in September 2024 - and by 2025, we will have grown to our capacity of 1,180 students.

The school was established through the partnership of the Harpenden Secondary Schools Trust. This includes the three existing outstanding schools in Harpenden (Roundwood Park, St George's and Sir John Lawes) together with additional partners: the University of Hertfordshire and Rothamsted Research Centre (a world leading non-profit agricultural science research centre).

Further details about the school, including our prospectus and virtual tour, can be found on our website: [www.kwschool.co.uk](http://www.kwschool.co.uk)

We seek to employ the most able, dynamic and enthusiastic staff in our school. An ability to multi-task is essential and a positive, 'can do' attitude is equally important. In return, we can offer an excellent opportunity to develop your career as the school grows.

Our school is multi-ethnic and we understand the value of having a workforce that reflects and represents our student body from an equality, diversity and inclusivity perspective. We therefore welcome and embrace applications from all backgrounds.

I am very excited about the opportunities our school presents, for both our students and staff and look forward to hearing about what you can bring to our school.

Yours sincerely

David Martin  
Acting Headteacher



# An Overview for Staff

We value  
**Knowledge**  
**Wellbeing**  
**Success**

## Traditional values with an innovative approach

### Ethos

- Relentless focus on improving teaching & learning
- Innovative & flexible curriculum
- Strong student voice
- High quality provision for all
- Time for senior leaders to be strategic
- Draw on expertise of trust
- Work in partnership with community
- Teach tolerance & respect (Prevent agenda)

## Curriculum

### INTENT

*An inspiring, evidence-informed and knowledge-based curriculum for all*

Within the framework of the national curriculum our school delivers an inclusive and personalised school curriculum that is designed to stretch and challenge our students.

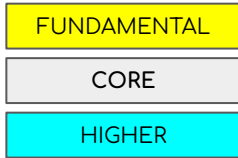
Options from Year 9 (with opportunity to change until Year 10) whilst Period 7 & our Carousel continue to deliver breadth of curriculum. Year 9 is a bridging year - GCSE skills rather than content.

Intent is defined for each subject, aligned to whole school intent above - subject specific questions are reviewed in termly dashboard conversations between SLT & curriculum leads.

### IMPLEMENT

Eleven Curriculum Principles, based on research and evidence informed practice provide our 'KWS' backbone, they are then implemented in subject specific ways.

Curriculum is differentiated into 3 levels:



*Students choose their level of work, guided by teacher, with an emphasis on challenge (desirable difficulties).*

Each subject links with a 'great' department in another school to validate its curriculum.

Implementation is Quality Assured via learning walks, team meetings, Curriculum leader review work, line management discussions, Curriculum Dashboards (termly), Subject Area Evaluations etc.

	<b>Big Picture</b> <i>Clearly defined, regularly referenced</i>
	<b>Sequenced</b> <i>Carefully, build knowledge &amp; recall</i>
	<b>Knowledge Organisers</b> <i>Outline key details for a unit (1 page)</i>
	<b>Prior Knowledge</b> <i>Identify and link back to</i>
	<b>Small Steps</b> <i>Scaffolded and modeled</i>
	<b>Guided to Independent</b> <i>High success rates, feedback</i>
	<b>Desirable Difficulties</b> <i>Appropriate level of challenge for all</i>
	<b>Questioning/Discussion</b> <i>Support students, refine, connect, talk</i>
	<b>Recall</b> <i>Build fluency and long term memory</i>
	<b>Home Learning</b> <i>Focused on spaced recall &amp; retrieval</i>

	<b>Feedback</b>
	<i>Daily responsive teaching in lessons, adapt delivery based on students, hinge questions</i>
	<i>Feedback cycle - review of work every 8 lessons - focus on actions taken and lessons planned, what is next for learning?</i>
	<i>Formal feedback - see IMPACT section re: testing, data and reporting</i>

### IMPACT

*NOTE: Internal data will not be viewed by OFSTED - but can be used to demonstrate PP / SEN progress against peers*

Links with 'great' departments in other schools used to moderate student work, validate assessments and confirm pitch of work set.

Three data drops a year for each year group - each informs curriculum planning, interventions and is reported home to parents, report comments are entered just once a year.

For KS3 we use three curriculum levels, each of which is split into three tiers.

Higher Excelling
Higher Mastering
Higher Developing
Core Excelling
Core Mastering
Core Developing
Fundamental Excelling
Fundamental Mastering
Fundamental Developing

## Pastoral

- Heads of Year combined with a non teaching head of Key Stage
- Intervention using our achievement mentor, counselor and therapeutic wellbeing practitioner
- Form tutors play a key role in supporting the student and liaising with families
- Structured form times include literacy (read aloud), current affairs, team work, health matters and oracy
- Assemblies - year group, celebration and , oracy Examples include remembrance day, LGBT+ awareness, student led Diwali celebrations
- Real focus on mental health and student wellbeing: multiple services, 1-1 sessions, Haven etc.
- Attendance closely monitored, tiered interventions

## Super Curriculum

- **Aim:** inspiring, for ALL students, more opportunity, more chances of success, develop range of interests
- **Period 7 - Mind, Body, Soul - Student Choice** 30 mins ALL students at the end of day Mon, Tues and Wed, independent study on Thurs. Example inc. Arabic, Hockey, Yoga, Zoology, Poi, Cooking, Sign Language
- **Lunchtime Clubs** - sports to art leaders, chess, DofE
- **Sports Fixtures** inc. affiliation with Saracens Rugby
- **Trips** - Bushcraft, Dance and Theatre Trips,
- **Competitions and Speakers** - Bebras, RSPCA CEO
- **Performing Arts** - A Night in the West End Dec '21
- **Library**, literacy focus, numeracy across curriculum
- **Subject specific tasks** - books, articles, TED talks etc.

## Inclusion

### SEND

- 2 part time SENCOs + 0.8 Deputy SENCO
- 25% w. SEN, 3.7% EHCPs (high for Herts)
- Student centric, Quality First Teaching
- Edukey - manage provision & interventions - communicate info., strategies & response
- Achievement Centre - LSA Support
- Maths and English intervention specialists - inc. numbers count & literacy/dyslexia focus

### Pupil Premium (PP)

- 92 PP students 17% (82 also FSM 15%)
- Champion - Zoe Anderson
- Many initiatives to support - Brilliant Club, First for P7 options, mentoring, uniform etc.

### Safeguarding

- Lead: Grace Aikman and 7 Deputies inc Head

### Diversity & Character Development

- Diversity Lead - Jacob Church
- LGBT+, neurodiversity, anti-bullying groups
- Review data to identify any subconscious bias
- Reviewing curriculum links & further opportunities for diversity
- Student Voice - advocated for have shorts as part of uniform, review food served, new uniform changes, part of curriculum reviews
- Strong House system - support, competition
- Careers: Unifrog online system, speakers.

## Behaviour Management

- 3Rs - Ready, Responsible, Respectful
- Rewards focus - 'catch them being good'
- Consequence system - emphasis warnings first, making the right choices
- Adjusted for the 5% of students that it does not work for - a child centric, needs based approach
- Reports to support students to make better choices
- Avoid exclusions where ever possible

## Staff

### Wellbeing

- Flex Day - individual selected day a year off
- Employee assistance programme
- Butterflies and Hornets - supporting & encouraging open & honest conversations
- Workload considered in all SLT decisions
- Perks: Cycle Scheme, Flu Jab, Garage discount
- Thank you notes every half term

### Continued Professional Development (CPD)

- Driven by staff, checked against school priorities, guided by DfE best practice
- Focus on subject specific training (full INSET day) whilst balancing whole school needs and priorities (safeguarding etc)
- A real focus on GCSE - skills & knowledge, planning a ambitious curriculum, moderating assessments and student work

## Remote Provision *(OFSTED will only look at 2nd lockdown and anything since then)*

### Successes

Google ready, seamless transition to remote, matching the normal curriculum, strong live lesson provision, technology to enhance, participation and outputs closely tracked real time so pastoral team could liaise with families re: issues, provision in school grew over lockdown, including small group for weaker students

### Impact

- 1) Small minority that did not participate / engage despite all best efforts - now have tutoring in school, focus in lessons.
- 2) Mental health issues

### Provision now

Isolating students can access all their lessons from home via Student Google Site & Google Classroom - regular assessment picks up any issues on return so can address in the classroom.



# Staff Wellbeing

**OUR AIM: To have a happy and cohesive, high performing team that ALL have an effective work life balance.**



## 'Flex day(s)' off each year

To be taken whenever you like for any reason you like (birthday day off, long weekend away etc.) An additional day is gained for every 4 years of service.

*Day(s) to be agreed with a min. of one month's notice.*



## Potential for Flexible Work Hours

Staff are encouraged to work flexibly outside the main school day & calendared events, to create their own effective work life balance.



## Clear Calendar & Timetables

All school events are calendared for the year ahead, with clearly identified & distributed deadlines for data. Teaching timetables are published well ahead of the end of year.



## Buddy for all New Staff

All new staff are assigned a buddy once recruited to support them both on the lead up to joining, and across their first year.



## Open and Honest Conversations

Regular staff surveys and a focus on discussing butterflies & hornets to ensure that we focus our time & effort on what impacts our students the most.



## Discounts with local businesses

We are working to identify discounts for staff with local businesses, such as 10% off car servicing at Victoria Garage.



## Annual Flu Jab

An annual flu jab for all staff, available each winter, free of charge.



## Gym Access & Cycle to Work Scheme

Free access to on site Wellness Centre (gym) and a salary sacrificed cycle to work scheme (open for application in Oct and Apr).



## Regular staff socials

Regular staff socials are calendared each year, including a Christmas party, activities such as bowling, along with drinks, meals and an annual summer BBQ.



## Mental Health First Aid Team

We have trained mental health first aiders across our staff team. They are available to listen and provide support on anything you need, no matter how big or small your problem may seem.



## Research Driven, CPD Focused

Our curriculum principles and our teaching & learning are strongly research focused. We encourage all our staff to engage in reflective and relevant CPD regularly.



## Effective Marking & Reporting

Marking follows an 12 lesson cycle & is focused on spending time on the actions taken next. Data at maximum three times a year, with no long comments.



## Minimising Emails

A school wide focus on consuming emails only during your working hours and a daily staff bulletin to reduce email traffic.



## Employee Assistance Scheme

A confidential service that staff can use for support with personal and professional issues that could be affecting their home life or work life, health and general wellbeing.



## Staff social fund

Staff contribute a small amount via payroll to cover tea & coffee in the staffroom and gifts to staff for life events (births etc).



## Free Christmas lunch

A great opportunity for staff to enjoy the festivities with colleagues and students.



## ECT Early Starts

Summer term starts will always be considered for ECT new joiners.



## Chromebooks & Google Suite

All our students have Chromebooks that you can utilise as needed in any lesson. Not only can they enhance learning but they can also be used to automate marking / feedback.

It is our intention to continue all of these items for the foreseeable future, unless prevented by financial constraints.

*If you have any concerns about staff wellbeing, or any ideas you think we should consider, please see Zoë Coomber, SLT lead for Staff wellbeing.*