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# Tapton School Academy Trust

## Better Together

### **Our vision**

Our Vision is to realise the life chances and dreams of every child.

### **Our mission is:**

- To provide a safe place to be
- To provide great teaching and learning
- To create an environment where all opportunities are in reach

### **Our strategic aims and objectives are:**

- High quality education and experience for all
- Sustainable Trust
- A great place to work

We believe we are better together, with our schools benefiting from:

### **Collaboration and sharing of skills**

- Our schools work in partnership to support, share ideas and solve arising issues.

### **Better strategic planning and direction**

- We have a clear strategic vision and trust improvement plan.

### **More opportunities for staff professional development**

- The development of all our staff is a key area of focus for the trust. All staff benefit from annual and mid way performance development reviews, with an opportunity to reflect on their career ambitions and wellbeing.
- Our cross trust training day is held annually in November, with the theme agreed by school senior leaders.
- Career development plans are in place for all teachers within the trust.
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### **Access to centrally provided services**

- We provide strong support services to our schools, with expert hands-on teams in Finance, Estates, HR, and Marketing.

### **Cost savings and efficiencies**

## Strengthened governance and leadership

- Through engagement with our experienced trust board. Local governing board chairs join the advisory council to ensure that local voice and local issues are heard at board level.

## Reduction in teacher workload

- Through collaboration and shared resources.

### Our Collective Ways of Working:

- *All our schools sign up to our 'Mission, Vision and Values' and collaborative ways of working*
- *We are TSAT 'stronger in partnership for excellence'*
- *Each school has something to bring to the table and can lead on this*
- *Schools retain their identity and are part of something special*
- *Differentiated solutions may develop; distinct and according to support needs*
- *Mentoring, coaching, directing through clarity, simplicity and impact*
- *A clear scheme of delegation and decision making to ensure that all our children get the best educational experience*

### **Our Values:**

"We are better together"

- A culture of **professionalism**
- A focus on **nurture** as well as **achievement**
- **Involvement** of the family and wider **community** in everything we do
- Making **visible** those who feel invisible through disability, poverty, ethnic or cultural disadvantage
- **Mutual support and development**
- The **health, well-being and safety** of all our people



Dear Applicant

Thank you for taking the time to find out more about us - we hope you find the information useful and that it encourages you to apply for a post with us. We are looking for a dedicated and motivational colleague who can contribute to our committed and developing team.

Chaucer School is a vibrant, inspirational and exciting place to work. Children come to the school mainly from the Parson Cross and Southey Green area of Sheffield, and an increasing number of students join us from other parts of the city with our intake in Years 7, 8 and 9 oversubscribed.

Our context means that children at Chaucer School often face significant challenges of deprivation. In the last decade, the school had been in (2016) and out (2018) of Special Measures, and in 2020, just pre-pandemic, was judged in an OFSTED monitoring visit to be making good progress towards success. However, Covid hit our significantly disadvantaged community very hard. The IDACI deprivation index of 2019 places our students as living in one of the most deprived wards in the country – the top 1% - 246<sup>th</sup> out of 32,844 wards in England. Covid recovery in a disadvantaged community is slower than in other parts of the country in terms of returning to learning habits, routines, punctuality and attendance. Safeguarding actions increased significantly as children returned to school, with additional students at Child in Need/Child Protection, additional open CYT cases, and additional open MAST cases. Attendance is an ongoing focus area as we strive to embed aspiration and a belief in the importance of education.

This context informs each of our strategies to support, safeguard and guide students to success, but significantly impacts on trust, engagement and aspiration to be socially mobile. Our inclusive practice and trauma informed, ACE aware relational approach to work WITH students and families is therefore crucial in order to reengage students into learning, and the improvements in behaviour data shows positive outcomes.

The school underwent significant leadership changes in 2021-22 with a new Headteacher in April 2022, and a reshaped senior Leadership Team for 2022-23. In our OFSTED inspection in June 2022, the school re-entered Special Measures. We were disappointed in some of the judgements in the report, but are realistic about the challenge that lays before us. The significant advantage of being in Special Measures is the amount of developmental work and support the school receives from both the Trust, our range of development partners, and the additional guidance and support we will receive from OFSTED on monitoring visits.

Not despite, but because of the challenges our students face, we're incredibly proud of Chaucer School and the first class opportunities we give to the young people in our community. Working at a school like Chaucer is phenomenally rewarding, because of the opportunity to make a difference.

With around 850 students, we believe we are the perfect size for a secondary school – large enough to have excellent facilities and specialist staffing to support every ambition, but small enough so that no child slips through the net – we know all our students.

High expectations are instilled in all our students from the start of their time here at Chaucer School, around the key values of respect, responsibility and kindness. Every aspect of life at Chaucer School is built around these three key values. Whether that is through our ambitious curriculum offer, our comprehensive pastoral care, or our drive for aspirational progress for all, we know that we are building first class opportunities to thrive academically, physically and mentally at Chaucer School.

Staff relationships are extremely strong with a multi-disciplinary approach across teams of teaching and support staff. Working in what can be a challenging environment means that a culture of wellbeing and care for each other as people is important to us, and a real strength of the school. Our support staff are recognised as experts in their fields and teaching and support staff work together collegiately for the best outcomes for students. The pastoral support team work closely with students, staff, families and outside agencies to provide all-inclusive care and support for all our students including our most vulnerable and disaffected. Every member of staff is valued highly for the contribution they make in providing a first class education for our students.

Every student can expect to have a consistent tutor to check in with every day, and who is the first point of contact for any issues that might arise. Students can also expect a specialist team of teachers to lead their academic progress. All students also have a dedicated Year Leader and Engagement Leader, who they can expect to know well, and rely upon for help and support when

needed, as well as challenge and drive to aspire to the best version of themselves. That 'Support For Success' team are always available during the school day to ensure that students are achieving their best. We're proud that every child has a range of connected and trusted adults to help guide their development into confident and successful young adults.

Parental support for Chaucer is extremely important to us, and close partnerships between parents and staff work to help and guide students to healthy, successful lives. These strong relationships, along with our very positive school ethos, enable Chaucer students to become successful learners, confident individuals and responsible citizens. We aim to lead a growing legacy of respect, responsibility and kindness that spreads across our community as our young people move through each stage of their lives

Chaucer School is a member of the Tipton School Academy Trust, and we wholly support the trust mission for all schools to provide a safe place to be, provide great teaching and learning, and create an environment where all opportunities are within reach. We're strong supporters of the Trust belief that we are 'Better Together,' and genuinely benefit from close partnership with other schools in the Trust. We work closely with our local family of primary schools: Meynell, Southey Green, Parson Cross and Hillsborough. We also work in direct partnership with Tipton School Sixth Form, Longley Park and Sheffield College, giving excellent opportunities for progression into post-16 learning, and are proud of the increasing levels of aspiration from our students to build successful lives and fulfil their dreams. In addition to these partners, our board of governors work openly and constructively with the Leadership Team and other staff to drive the school forwards on our journey of improvement.

I hope this gives a sense of the pride in what we do together to ensure our students fulfil their life chances and dreams. This post will allow the successful applicant to make a significant contribution to our key objective of providing a first class education to every child. We are looking for someone with passion, energy and enthusiasm, who will be accessible, who will value Chaucer's strengths and build on them, and who will bring innovative ideas for the future.

Please do not hesitate to contact us if we can provide further information.

Yours sincerely



Joanna Crewe  
Headteacher

## How to Apply

Please email your application form to [jdouglas@chaucer.sheffield.sch.uk](mailto:jdouglas@chaucer.sheffield.sch.uk) clearly stating which post you are applying for.

### Or by post to:

Judy Douglas  
Headteacher's PA  
Chaucer School  
Wordsworth Avenue  
Sheffield  
S5 8NH

If you wish to have an informal visit to the school prior to applying please contact us on (above details) or telephone 0114 2322338

### Chaucer School operates a Safer Recruitment Policy

Please be advised that if you are called to interview you will need to produce the following as evidence of your identity:

- Photographic evidence i.e. passport or photo card driving licence
- Proof of address, i.e. utility bill or bank statement
- Teachers - proof of qualifications and QTS status (certificates)

This position is subject to an Enhanced DBS checks. Further details regarding this check are available from schools or by visiting [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check)

If you have not heard from us within 1 week you may assume that your application has been unsuccessful.

*Learning Together, Achieving Together*