



Waddesdon Church  
of England School

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# NQT Applications

Information for Candidates

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**“Buckinghamshire’s  
Best Kept Secret”**



# A Place of Learning

Waddesdon C of E School is a rewarding and enjoyable place to work and develop as a newly qualified teacher; it is a place where students and teachers flourish in a supportive environment.

We welcome young people into a safe and secure community where students are encouraged to succeed according to their unique abilities. Standards and expectations are high and learning is developed through a wide range of engaging educational opportunities.

Our ethos is rooted and grounded in traditional Christian values which foster dignity and respect for all and compassion and sensitivity towards others. Self-confidence is nurtured through praise, encouragement, acknowledgement of success and celebration of achievement.

Our learning culture enables our students to fulfil their potential as responsible and productive citizens, to be keen life-long learners and to be proud to claim that they are a part of the Waddesdon tradition, the 'Waddesdon Way'.



# Our School

Waddesdon Church of England School is an outstanding, co-educational academy within the Diocese of Oxford. In September 2011, the Department for Education granted the school Academy status.

As a Church of England school, Waddesdon has very strong values and a clearly-defined culture and ethos. Every day begins with School Assembly, where our values are reinforced and aspiration and achievement are strongly promoted. The school benefits from excellent support from the Diocese of Oxford and local churches and organisations of different denominations.

As a rural school, strong links with the community, through feeder primary schools, and church and village groups, are valued. The Waddesdon Estate, separate from Waddesdon Manor (National Trust) and the Rothschild family, are all very supportive of the school

The school is situated on a beautiful, open site on the edge of the Waddesdon Estate. It was opened in September 1962 with approximately 200 students. At that time its role in the community was clear – to serve a large rural catchment area. The school now caters for approximately 1,000 boys and girls aged between 11 and 18.

Over the past five years the Sixth Form has grown and there are now around 270 students in Key Stage 5, with many students seeking to join the school from a wide range of neighbouring schools. School facilities have continually been extended and

refurbished, ensuring that Waddesdon is well equipped to meet the educational demands of the 21st Century.

Our school library has recently undergone a major re-design and refurbishment to equip it as a state-of-the-art centre of learning and resources. The facility is open to local residents each Monday evening as a community library.

The school recognizes that happy and secure students are most likely to gain maximum benefit from their time at Waddesdon. The school has a highly-developed system of pastoral care with the pastoral management of the students being organised in mixed-ability tutor groups, within a year system. Form tutors, who move through the school with their form, play a crucial role in the pastoral organisation of the school and their work is coordinated by the Heads of Year. Parents receive regular progress reports and there is at least one teacher-parent consultation meeting each year. In addition, the school publishes a newsletter five times a year and a range of information booklets designed to support students and parents.

There is healthy support for a wide range of after-school activities. Music, Drama, Art and PE contribute significantly to the extra-mural life of the school and Waddesdon seeks to enrich and supplement its formal curriculum with a range of extra-curricular activities.



# Ethos

The ethos of the school begins with the dignity of each individual. There is an emphasis on the Christian values of inclusive love and working for the flourishing of each member of the school community. The importance of high personal achievement in all aspects of school life is emphasised, as is the need for an awareness of Christian attitudes and values. The atmosphere in the school is friendly, relaxed, orderly and disciplined. Most importantly, there is a high level of mutual respect between staff and students.

The Christian Ethos Working Group, with representatives from the student body, staff, governors and trustees, has initiated a number of measures, including an Annual Service of Thanksgiving, a Bible verse of the year and a termly Eucharist for students who would like to attend.

The Governors support the ethos in which:

- Waddesdon offers a safe, caring environment where students and adults develop mutual respect for each other and their wider community.
- Waddesdon's environment, which fosters good behaviour as the norm, allows and encourages every student to realise their full potential, both academic and cultural, including the creative and sporting aspects of the curriculum.

- Waddesdon's strong emphasis on inclusion across the whole curriculum encourages good social, as well as academic, skills and attitudes
- Waddesdon's Sixth Form is particularly important in disseminating good behaviour, mutual respect, and strong moral and cultural attitudes through the whole school.

## **Expectations the Waddesdon Way**

Expectations of conduct of all members of the school community are embedded in the school ethos and "The Waddesdon Way". This is introduced to Year 6 pupils, before they come to Waddesdon, as part of the school's transition programme within the well-established links with primary schools. The School's code of conduct is founded on the expectation that all people and property should be treated with dignity and respect.

The School's corporate expectations are reaffirmed in the daily whole-school assemblies which take place every morning. Assemblies are led by the Headteacher, members of staff, pupils, governors, faith leaders and other invited visitors. All students will normally attend.

The appearance of its students and uniform is an integral part of the custom and character of the school. Students are expected to exercise responsibility in dressing smartly and sensibly and the dress code is monitored during the course of the year.



# NQT Provision

Embarking on a career in teaching is fulfilling, very demanding and of considerable significance in the professional development of the new teacher. We take our responsibilities very seriously and are very mindful of the privilege and significance of induction.

The induction process ensures that appropriate guidance, support and continued professional development opportunities are offered. These include the development of both subject and pedagogical knowledge, skills and understanding, which will be further developed through a range of opportunities.

We are ambitious to work with our NQTs to release their potential and to support their ambitions to be highly effective teachers that enjoy their profession. To this end many professional discussions and dialogues will take place to develop and inform their practice. Observations, reviews and assessment meetings are included through a structured but flexible individual programme.

This programme enables an NQT to form a secure foundation on which to build a successful teaching career and enable them to take a pride in and have a confidence to fulfil their professional duties.



# NQT Provision

## NQT Induction Process

The induction process has been designed to make a significant contribution to both the professional and personal development of NQTs.

- Provision of programmes appropriate to the individual needs of the NQT
- Provision of appropriate support through the role of an identified induction mentor
- Opportunities to observe good practice – within school setting and where appropriate opportunities to visit other local schools
- Helping NQTs to form positive relationships with all members of the school community and stakeholders
- Helping NQTs to become aware of the school's role in the local community
- Encouraging reflection on their own and observed practice
- Opportunities to recognise and celebrate good practice
- Opportunities to identify areas for development
- Helping NQTs to develop an overview of teacher's roles and responsibilities
- Recognition that CPD underpins a foundation for longer term professional development and lifelong learning
- Helping NQTs to meet the required standards



# Staff Development

At Waddesdon Church of England School we firmly believe in the concept of 'lifelong learners'. Whilst our students are learning on a daily basis, we ensure this culture of learning and development is embedded in staff practice. Our Continuing Professional Learning and Development (CPLD) programme for new and established teachers is diverse and focuses on the needs of both the school and the individual.

NQTs that join us are supported throughout their first year, through our new staff meetings programme and focused coaching/mentoring.

Second year teachers partake in our 'Developing Excellence' programme, a coaching programme aimed at moving practice from good to outstanding.

All teachers partake in CPDL through our Teaching and Learning Communities (TLCs). Staff select an area of interest to study and meet in small groups to learn new, exciting and interesting ways of enhancing classroom practice, with an action research based approach.

We also support middle and senior leadership development, through the use of carefully selected, external accredited programmes (such as UCL Widening Leadership).





# Curriculum

The school curriculum is offered within the requirements of the National Curriculum.

Citizenship and PSHE courses are taught by an experienced team of staff who have a particular interest and expertise in this area of the curriculum.

During Key Stage 3, all students follow a common course of general education along the lines of the National Curriculum.

Key Stage 3 is taught over two years and students start their GCSE courses in Year 9. This curriculum initiative has enabled greater flexibility to be developed within the learning programmes.

In Key Stage 4, all students study English Language and English Literature, Mathematics, Science, ICT and a full GCSE in Religious Studies. Students are required to follow up to four additional courses leading to GCSE examinations. Some students are offered the opportunity to follow vocational courses combined with work-based learning arrangements. These are arranged in liaison with the school's Careers and Guidance Advisor and are closely monitored by senior staff. Some students choose, or are guided to take, additional lessons to support their English and Maths.

Students are taught in sets according to ability in Mathematics and Modern Foreign Languages at Key Stage 3, and also in Science at Key Stage 4. All students' progress is closely monitored. The school has

a dedicated team of Learning Support Assistants led by an experienced SENCO. Throughout the year, staff offer a wide range of enrichment classes, revision classes and extra-curricular opportunities.

In the Sixth Form, the range of academic Applied AS and A2 courses is broad. In addition to traditional courses, many students choose to study Media Studies, General Science, Finance or BTEC Music.

Year 12 students also follow an Extension Studies Programme covering study skills, careers guidance, health and wellbeing, and contemporary issues. Wednesday afternoons are dedicated to Community Service and extra-curricular activities.

Year 12 students are able to choose from: Sport, Duke of Edinburgh Award, Young Enterprise, Community Service, Rotary Speaking and various charity action groups. All follow at least one option, but many complete two or even three of the activities on offer.

Waddesdon Church of England School offers a broad curriculum within the school day and in extra-curricular activities. It maintains high standards and expectations for all students. The school culture and ethos nurtures students to be committed to their learning and to have pride in their achievements. The curriculum supports the aspirational culture that underpins the success of the school.



# Living and Working in Buckinghamshire

## Aylesbury Vale

Waddesdon is a small attractive village with a population of around 2,500. It is a thriving rural community only 10 minutes from Aylesbury, Buckinghamshire's county town, and 15 minutes from Bicester and its renowned Bicester Village retail outlet. The school is set on the edge of the village, with its own playing fields backing onto Waddesdon Manor Estate land.

Waddesdon C of E School was originally a gift from the local founding parishes to the community. Although many students travel from outside the catchment area, the school has always enjoyed very strong links with the immediate communities. They include Waddesdon village, the parish church of St. Michael's and All Angels, the Schorne and Swan teams of churches and Waddesdon Manor (former home of the Rothschild family and now a National Trust property).

Buckinghamshire is one of the few counties still operating a county-wide grammar and upper school secondary education system. In the immediate locality there are four grammar schools. Three are in Aylesbury and one in Buckingham and are attended by approximately 30% of the total cohort. The upper schools are in Aylesbury (3), Buckingham, Wing and Waddesdon. Geographically, Waddesdon is the westernmost secondary school in the county.

The following guide to locations and motorways may be helpful:

- Milton Keynes, home to many global companies, is 30 minutes away
- Oxford is a 30-minute drive
- Cheltenham is 1 hour's distance
- Waddesdon is 30 minutes from the Chiltern Hills and 45 minutes from the Cotswolds
- The M1 (Junction 14) is just 10 minutes from Milton Keynes
- The M40 (Junction 9) is 20 minutes from the school
- Train services from Aylesbury run regularly to London Marylebone and from Bicester to Marylebone and Birmingham



# Applying for a Position

We are always keen to welcome new colleagues to work with at Waddesdon C of E School. Please keep a close eye on our school website to look out for current vacancies.

If you are thinking of applying for a role at Waddesdon, please come and visit us to get a sense of the school before applying so we can show you around, you can arrange this by contacting the school office.

For a teaching position there will be an application to fill out. Make sure you take time to fill this out appropriately and attach a covering letter explaining why you feel you are right for the role.

If you have any questions about the process of applying or the school please contact us:

office @waddesdonschool.com  
01296 651382

