



Information for Candidates for Headship

Introduction



This is the High School which serves the town of Droitwich Spa and its surrounding villages: our responsibility is to prepare the next generation of this community. Each year we take about approximately 270 children from two middle schools; these in turn draw from ten first schools within the town and its surrounding villages. The school takes pride in being truly comprehensive; there are very few young people in this community who have not had their secondary education here.

The school opened in the 1970s with several further buildings having been added in recent years. There has been an extensive programme of window replacement in the last year which has considerably enhanced the appearance and efficiency of the buildings. The grounds include extensive playing fields and many mature trees.



We are ambitious for our students and we aim to offer each of them a range of opportunities in and beyond the classroom. Along with this goes the individual involvement that encourages, supports and cajoles, for these secondary years are too precious to be allowed to slip by. Many parents have found that their first-hand experience has enabled them to sense the warmth and professionalism which Droitwich Spa High School regards as its hallmark.

Our curriculum is broad and varied and we want every one of our students to be faced with work which makes suitable demands and offers relevant rewards. Success in these courses may take many forms. Some of our students achieve very highly in the GCSE, thrive in the Sixth Form and go on to distinguish themselves in higher education. Others work towards different goals, leaving with the qualifications which open the way to other forms of training or study. What counts is that they have realised their potential. But good examination results alone do not define a school, any more than they define a person. There are many other opportunities here; we would like all who join us to find an involvement somewhere amongst them. It may be in sport or drama, music or public speaking, travel or the school council.



The Town and Its Environs



The town of Droitwich Spa has an historic past and a vigorous present. It still has signs of the former spa facilities and has an old quarter of considerable character. There is a range of employment in modern light industries as well as commuting to other parts of the West Midlands. The town has very good links to the motorway network: cities such as Birmingham, Coventry, Oxford or Cheltenham/Gloucester are within an hour's drive.

Also close by are some of the most beautiful parts of the English Midlands. The Malvern Hills, the Teme Valley and the Vale of Evesham are all highly accessible from Droitwich.

The School in Outline

Last Ofsted: June 2022

Ofsted Judgement: Good*

PAN: 302

Age Range: 12-18

Number of Students on Roll: 1264, including 1081 in Years 8-11 and 183 in the Sixth Form

Pastoral Organisation: 5 houses each including 2/3 tutor groups from each year group

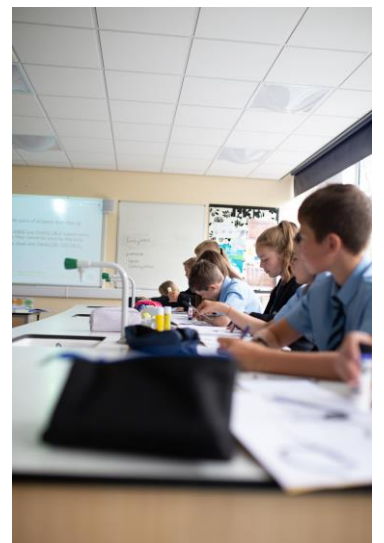
SEND Students: 13.29%

EAL Students: 3.9%

FSM Students: 22.23%

PP Students: 20.35%

* The school maintained its status as a Good School but it will be the subject of a Section 5 Inspection within 12-24 months of the last inspection.



Our Staff



We employ 167 teaching and support staff. Each student and every member of staff belongs to a House. We place great store in the fact that everyone is involved in the house system, working within competing communities to uncover and reward the best in each of us.

The staff comprises a sprinkling of Droitwich veterans with over twenty years' service, along with a good number of young colleagues, many with additional responsibilities. They form an energetic and innovative community. We also have an excellent programme for our annual cohort of trainee and newly qualified teachers.

As in most state schools, we have had to look very carefully at our budget for Professional Development. However, we continue to pride ourselves on the opportunities that we offer. In recent times five staff were awarded the NPQSL (National Professional Qualification for Senior Leadership) and four gained the NPQML (M for Middle). Their courses were supported by the school and the staff were given the opportunity to carry out their projects during the school's professional development time.

As a PIXL school, we have access to excellent resources as well as top quality opportunities to get subject specific training and updates.

The support staff are vital to the day to day effectiveness of the school. They are a committed and flexible team; their contribution is very much valued by the teaching staff.

Our Structures, Working Routines and Curriculum

We have 25 one hour lessons a week, organised into a 50 period fortnight. There is, however, very little variation between week A and week B.

A full time teacher with no TLR would be expected to teach 43 periods a fortnight, or the equivalent for part timers. Those who hold TLRs have an additional allowance of PPA time appropriate to their responsibilities.

Each department is led by a Head of Department. In some departments there are additional TLR holders. Departments are line managed by the Headteacher or one of the Assistant Headteachers. The Heads of English, Maths and Science are members of the Senior Leadership Team.

We are proud of the breadth and purpose of our curriculum. We have not shaped it to exploit loopholes in performance table calculations but are guided strongly by the principle of providing a range of appropriate courses for every student. Students may adjust their curriculum between Year 8 and 9 according to their preferences in technology, art and music, Then, on moving from Year 9 to 10, they make their GCSE choices, selecting four optional subjects. The Sixth Form has an especially impressive range of choice at Level 3, with around 30 subjects currently offered.

Those who find traditional academic work challenging are offered opportunities which are positive and purposeful; there is also good quality SEND support available.

Nearly every member of the teaching staff has a tutor group. We have a well- resourced Tutor and PSHE programme. Tutor groups are organised according to year groups but within each tutor group every member is in the same house.

Responsibility for the ethos of each house, along with its members' behaviour and their achievements, lies initially with the Head of House.

House Cup Winners 2022 – Parks House

