



Recruitment Pack

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Welcome

Dear Colleague,

We are thrilled that you have chosen to enquire about a post at Sir Thomas Fremantle School. We know that choosing the right school for your teaching career is really important and we hope this pack gives you an insight in our wonderful school community.

We know every teacher wants to be the very best they can be and we would love to help you along this journey. Teaching is full of rewards and challenges but what is key is a supportive team to work alongside you as you develop.



Sir Thomas Fremantle is a welcoming and caring school that is oversubscribed and academically successful. Our size is our strength with under 600 students we have a unique opportunity to get to know each of our young people and their families. We develop a genuinely personalised approach to pastoral care whilst aiming high academically for each student.

As a teacher you will be surrounded by professionals from a range of backgrounds Teachers share pedagogical practice with each other and there is a genuine sense of a learning community.



Our students come from all walks of life and we strive to ensure no matter a child's background or circumstance that they experience academic success and happiness at school. We want our students to have memorable learning experiences that help them grow and develop.

We want our students to leave the school as ambitious, resilient and happy young people who have immersed themselves in all we can offer.

We would love to show you around our school and to give you an opportunity to get to know us better.

With warmest regards,

Francis Murphy & The Sir Thomas Fremantle Team



Our Values

Sir Thomas Fremantle School is a school which has at its heart an ethos that thrives on trust and mutual respect. It is a forgiving, secure and inspirational place which promotes confidence, humility, and success.

We are a school with an innovative, intellectually challenging curriculum where:

- Excellence is central to teaching and learning
- It is a pleasure to teach and learn
- Every student's needs are understood and catered for
- Young people are known as individuals
- Students are encouraged to take responsibility and develop as young leaders
- All aspects of development are encouraged: intellectual, physical, creative, moral, spiritual, emotional, social, cultural
- Students' positive experiences of school extend into their adult lives
- Behaviour is characterised by respect for others and the environment
- The staff are supported through continuing professional development
- Parents and local residents are welcomed as partners in learning
- Horizons and global awareness are broadened through national and international partnerships

We aim to be a school where our students:

- Have high aspirations and outstanding teaching leading to academic success
- Receive exceptional pastoral care and support for the individual
- Receive a broad, independent curriculum which includes:
 - Benefit from a strong emphasis on the core subjects
 - Are all able to study modern foreign languages
 - Complete extended projects and community projects
 - Take part in educational trips and visits
 - Competitive sport and physical activities
 - Have leadership opportunities
 - Have a target of achieving GCSE 4-9 passes in English, Mathematics, two sciences, a modern foreign language and either History or Geography)
 - Have a clear sense of community and parental involvement within the school
 - Have access to a broad range of extra-curricular activities
 - Learn in a highly disciplined and well-mannered atmosphere



How will I Develop as a Teacher?

Whatever stage in your career you are joining our team, we want to help you flourish and develop to be the best you can be. We want to nurture your careers aspirations and help you develop your career path.

EARLY CAREERS TEACHERS

We know that the right support and development is key in your first years of teaching. Key to your success is regular mentoring celebrating your success and providing constructive feedback to improve your practice. You will be allocated a mentor, an experienced teacher and/or leader who will support you and provide guidance to ensure you meet the standards to pass your first years of teaching. The mentor will ensure your training and development is bespoke to your needs and helps you develop as a teacher. An open and supportive relationship between an ECT and their mentor is fundamental to your success.

You will have the opportunity to work with your year group colleagues and experienced teachers. This might be sharing planning and resources, reviewing the assessment and progress of students in your class and more generally helping each other with ideas and strategies such as classroom management and supporting families. One of the strengths of our academy is being able to share the knowledge and experience of our dedicated staff team. All ECTs work an 80% teaching timetable.

Our ECT programme is moderated by Milton Keynes City Council as an appropriate body and ECTs follow a programme from the University of Bedfordshire, in partnership with Capita.

<https://www.beds.ac.uk/howtoapply/departments/teacher-education/your-career/early-career-framework/>.

This comprehensive programme features extensive mentor support, a series of collaborative meetings and a conference, and follows an instructional coaching approach. We dedicate time from talented teachers from across the school to support you.

Capita



University of
Bedfordshire



University of Bedfordshire's Early Career Framework (ECF)

Full Induction Programme

Getting early career teachers off to the very best start



EXPERIENCED TEACHERS

We know that professional development doesn't finish with your first year of teaching. Our vision is to ensure all students experience good and outstanding teaching – this means developing our more established teachers to be the very best they can be. We value your experience and encourage regular forums to share practice with other experienced teachers. The school supports the full suite of National Professional Qualifications, via the Best Practice Network. <https://www.bestpracticenet.co.uk/npg>. The school additionally works with the Challenge Partners Hub where the following training opportunities have included: a Level 3 Coaching Qualification, several Leadership Residentials, and courses developing emotionally intelligent leadership. Our local network of schools also gives us great strength: We foster collaboration with a range of local primary and secondary partners, and encourage and support colleagues in taking time to grow partnerships with local schools, both contributing to, and developing a shared expertise. We also ensure that we make effective use of INSET and twilight CPD sessions for colleagues. There are collaborative and autonomous CPD opportunities available, and we have purchased the WalkThrus instructional coaching course <https://www.walkthrus.co.uk/> to inform both departmental and individual CPD. This accessible website gives access to high quality evidence based teaching and learning tools in a simple stepped format.





AS A LEADER

Taking on school leadership, whatever level, is an exciting opportunity for all teachers. Strong leadership is key to our success. Senior leaders have the opportunity to train as a Quality Assurance Reviewer with Challenge Partners, or to undertake Apprenticeship (and therefore cost- free)

qualifications such as the PG:Dip in Schools Leadership and Management from the National College of Education, or the Masters in School Leadership from the University of Buckingham. We strive for leaders who are ambitious for our students, their team and themselves. In addition to the support above we also NPQ programmes for leaders at both middle leadership and senior leadership level. All leaders have access to the Leadership Matters <https://www.leadershipmatters.org.uk/> online platform and text, which provides guided support through leadership development for aspirant, middle and senior leaders, providing accessible challenge and support when you need it.



Leadership Matters

Best Practice Network & Outstanding Leaders Partnership

Every child able to benefit from an excellent education, regardless of background

Every education professional able to grow and give their best



Known & Trusted
'Exceptional' Provision

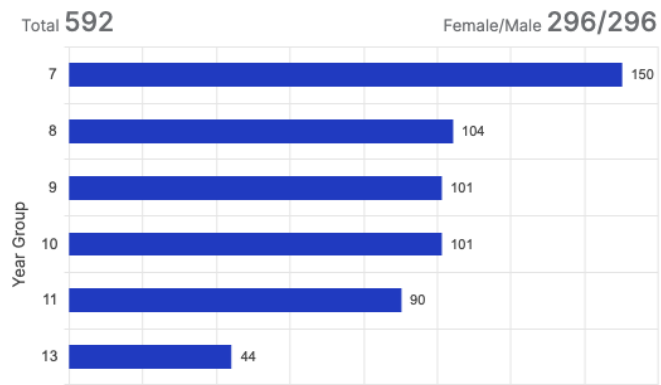
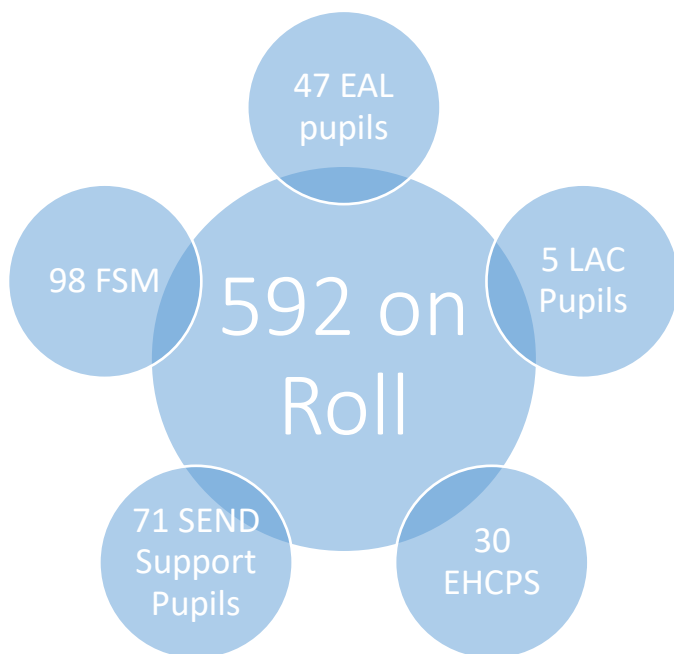
98% Satisfaction
95% Pass Rate

- School-led CPD provider since 2012
- Proven infrastructure having supported 14,000 participants over the last 3yrs (1,500 International)
- Deliver accredited CPD through a 160 strong national partner-led model
- Provider of Apprenticeships, ECF, EYITT, HLTA, NASENCO & more
- Exceeding DfE performance [metrics](#)
- Dedicated and expert programme, participant and partner support teams

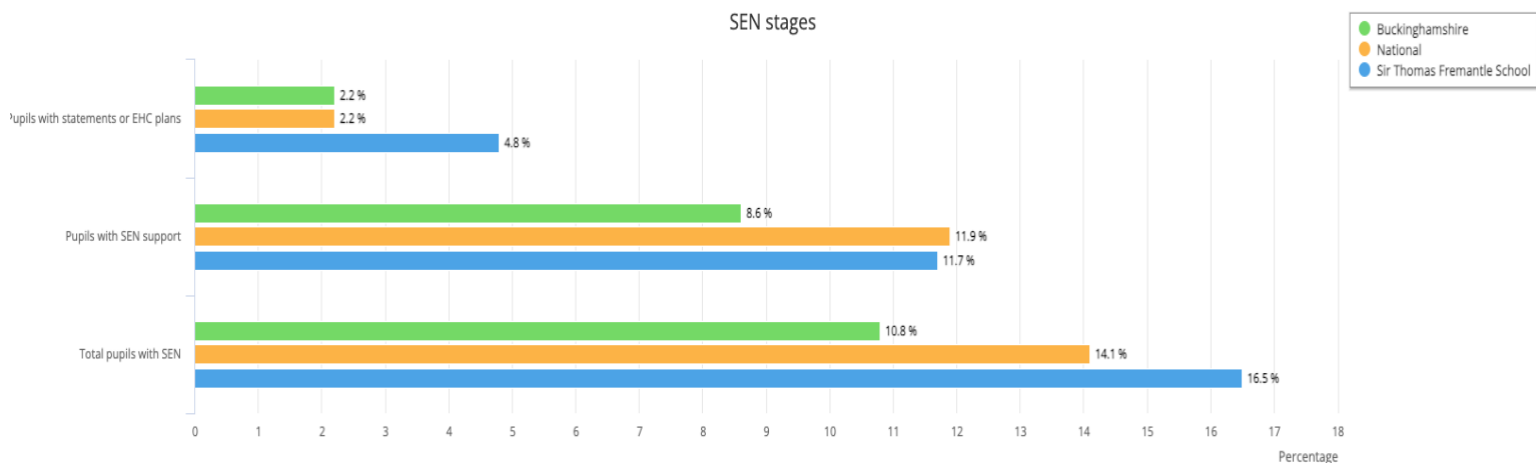




About us



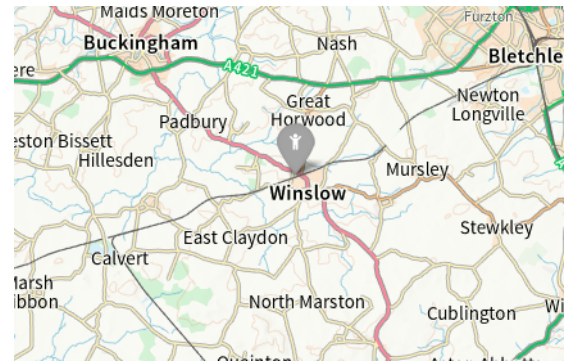
SEN stages





A school for the community

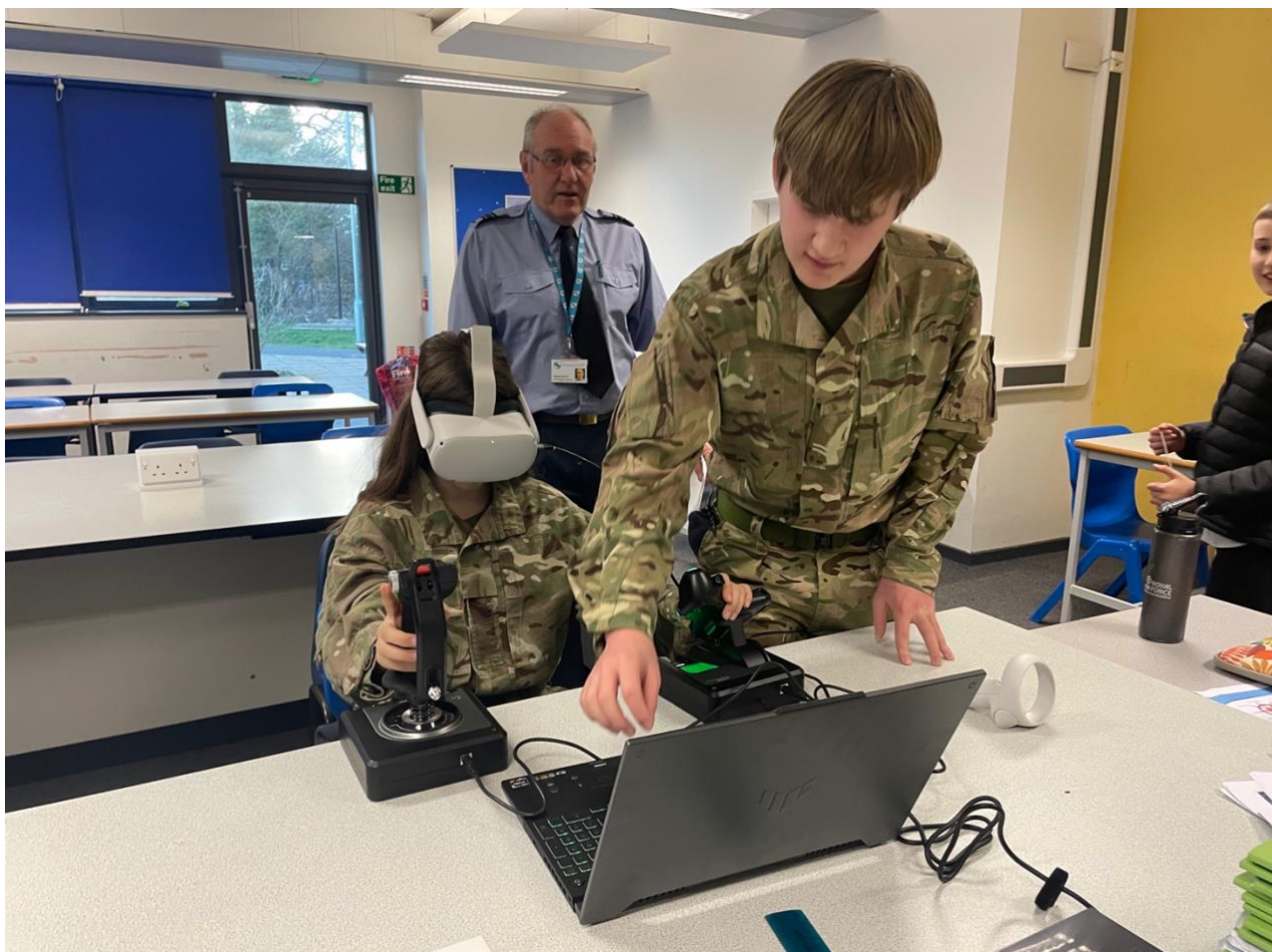
Sir Thomas Fremantle Free School was opened in 2013 to serve the community and provide an excellent education in North Buckinghamshire. The community spirit is at the heart of its success. In 2017 we moved in to our wonderful new building and we continue to grow and serve our local community. Students join us from



Our community is hugely important to us and we have links with local partners including Buckingham University, Action4Youth, Stowe School and not to mention Men In Sheds who have supported out allotments. We are one of the few schools that has its own Combined Cadet Force on site and our students have the opportunity to work with the Royal Air Force – our CCF run flight simulation, gliding and flight experiences at local RAF bases.

Wellbeing Hub

Our wellbeing hub is our facility which provides support for our students when they need it most. This may be via internal staff or external agencies such as the Mental Health Schools Team.



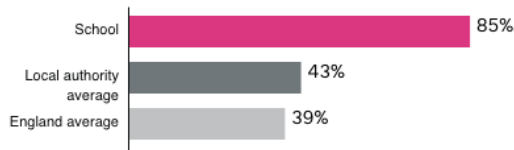


A school for academic success

We know that working in a selective authority can have its challenges but we embrace them and strive to offer our students an amazing unforgettable education! We don't rest on our laurels and we want our curriculum to inspire, challenge and broaden our students experiences. In 2022 our results demonstrated we offer a broad curriculum with EBacc double the national. Our Progress 8 data was above the national progress and we're working hard to increase the Grade 5s and above.

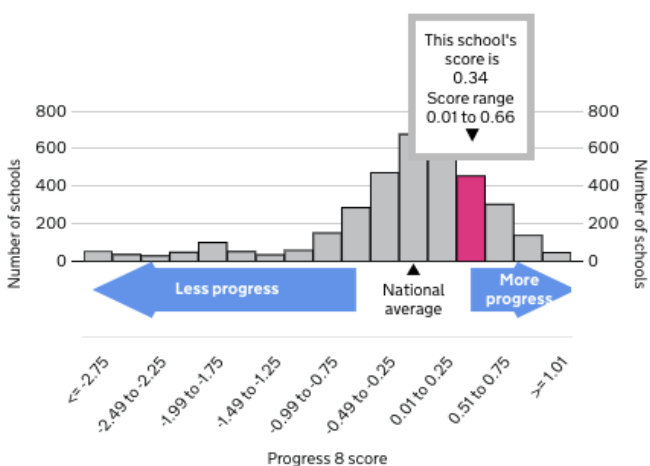
Entering EBacc ?

A pupil is considered to have entered for the English Baccalaureate if they entered for qualifications in English, maths, sciences, a language and either history or geography.



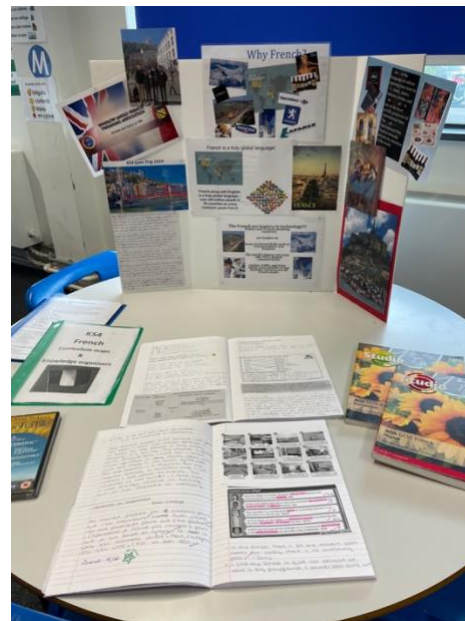
Attainment 8 score ?

Schools get a score based on how well pupils have performed in up to 8 qualifications.



Grade 5 or above in English & maths GCSEs ?

This tells you the percentage of pupils who achieved grade 5 or above in English and maths GCSEs.





A great location

Sir Thomas Fremantle is situated in the wonderful market town of Winslow in north Buckinghamshire. Within a very short distance you can be roaming the countryside or enjoy the buzz of MK hub. With the Chilterns, Cotswolds and Dunstable downs less than an hour away north Bucks is a great place to be. If you're after the amenity and culture of the city,

- **Buckingham – 5 miles**
- **Milton Keynes – 9 miles**
- **Aylesbury – 10 miles**
- **Bicester – 12 miles**
- **Northampton – 20 Miles**



It has the best of both worlds – within moments you can be in the countryside and you can also enjoy the amenities of London with a 35 min train from Bletchley to Euston!

New Rail Link

The new East West Rail link will provide a service from Oxford to Cambridge with a station a stone's throw from the school. Not only does this create an opportunity for our students to access the University Towns but it will prove a link to the London lines in MK and Bicester.



Buckinghamshire

Buckinghamshire is not only the Entrepreneurial Heart of Britain, it also offers an outstanding quality of life. This raises productivity and creates some of the highest staff retention rates in Britain.

Because Buckinghamshire is a great place to reside, this helps create a motivated workforce who enjoy a high living standard.

Over a third of the area is covered by the government designated Chilterns Area of Outstanding Natural Beauty which stretches across the southern part of the county.





Buckinghamshire's colleges and universities work with local companies to provide students with real life experience and companies with early links to the student population. In addition to the wide range of further education courses they offer, Aylesbury and Amersham and Wycombe Colleges provide employers with apprentices in a wide range of disciplines and will also provide tailor made courses for individual companies. Over 380,000 students are also accessible from London and neighbouring counties.

The Open University, based in neighbouring Milton Keynes is also a hugely successful pioneer of distance education, and the world-class University of Oxford is less than 25 miles away.



Useful Links:

[Living in Aylesbury - A helpful guide to Leisure Entertainment & Education \(chilternrelocation.com\)](http://www.destinationmiltonkeynes.co.uk/)

<http://www.destinationmiltonkeynes.co.uk/>

<https://www.londonnorthwesternrailway.co.uk/>

<https://www.mkgallery.org/>

<https://www.beds.ac.uk/>

<https://www.culturechallenge.co.uk/>