



Richmond School & Sixth Form College

North Yorkshire



Thank you for expressing an interest in starting or furthering your career at Richmond School, part of the Arête Learning Trust. We'd love to meet you and explore the prospect of you joining us.

We sincerely hope that what you read here inspires you to apply for the position and that the features of our school serve to whet your appetite.

Richmond School is a happy, hardworking school. We are here to ensure that every student achieves and experiences as much as possible during their time with us. We want our students to enjoy their education so that they value learning and we aim to ensure they are as well prepared as possible for the next stage in their life, as independent and resilient young people with the strength of character and the confidence to compete in a highly-competitive world.

We demand high standards in all areas of school life within a disciplined, secure, caring and stimulating environment. We value and praise the successes of our students and staff. Alongside academic excellence we place a strong emphasis on excellent behaviour, smartness of appearance, hard work and kindness.

Our teaching and support staff are a pleasure to work with. They are highly skilled, professional and inspirational. Candidates visiting the school invariably comment on how welcoming and friendly they find the School during their day with us. In turn new members of staff are well supported by their colleagues, making transition to their new environment that much easier.

We offer:

- A dynamic 11 to 18 school, teaching the full ability and age profile
- An ambitious student body
- A highly-skilled, professional and inspirational staff
- An aspirational community
- Excellent facilities and a well-resourced working environment
- Excellent in-school career advancement opportunities
- Comprehensive professional development and training opportunities
- A very supportive Senior Leadership Team and Governing Body
- A thriving extra-curricular activities and educational visits' programme
- An Ofsted rating of 'Good' in all areas
- The beautiful setting of the Yorkshire Dales and yet within easy reach of York, Newcastle, Teesside or Leeds.



Richard, Design and Technology

My start at Richmond School could not have been made any easier or more welcoming, my move to the school from an existing post having been prompted by the positive impression I gained from previous visits. The whole school induction I was given as an experienced teacher was very appropriately targeted, time effective and friendly, while the students were immediately polite, well behaved and motivated. Departmental support has been forthcoming from the very first day, and continues with frequent, formal and informal discussion of students, projects and resources and the sharing of skills.

Vision Statement

Richmond School and Sixth Form College will provide the best possible learning experiences and high-quality outcomes for the young people of Richmondshire.

Mission Statement

We will achieve this vision by:

- maximising the academic and personal potential of **every** individual;
- using our collective expertise to achieve outstanding learning and care throughout the school and college;
- creating a healthy, happy School and College where everyone feels proud to achieve;
- acknowledging the support and involvement of parents and carers in their child's learning journey;
- being part of an alliance of schools working together to provide the best education for students within the area;
- becoming a central part of the community through positive relationships based on mutual support and trust.

School Values

We want all members of our School community to value: Respect, Teamwork, Creativity, Excellence, Resilience and Independence.



About the school

This is an exciting time in the history of Richmond School and Sixth Form College; a history that goes back nearly 700 years. With the refurbishment and new buildings, teachers and students now have facilities that rank as some of the best in the country. On December 1st 2017 Richmond School and Sixth Form College became part of the Areté Learning Trust, a relatively new Trust, established when Stokesley School converted to academy status in April 2015. In an educational climate in which there is so much volatility and change, we wanted to ensure we could secure our future, stay true to our values and work with others who are similarly committed to helping all young people, whatever their starting point, to "be the best they can be."

We are delighted that a recent Ofsted inspection (January 2017) confirmed that we continue to be a good school, with leadership and management, and behaviour and safety, all deemed as 'Good'.

This is particularly pleasing because the inspection took place under the new, tougher, criteria. Our goal now is to push on towards becoming a truly outstanding school. We are confident that we will achieve this through our shared responsibility for the future success of all students.



We have a team of dedicated staff who work hard together to ensure our agenda of continual improvement and future success. We are looking for positive and ambitious people to join our team, share our values and drive innovation in this exciting setting. In return, we will provide you with the stretch and support to develop your career as an educational leader.

We are an Equal Opportunities employer and welcome applications from appropriately qualified persons regardless of gender, race, religion, disability or age.

All successful applicants are required to complete an enhanced "Disclosure Bureau Service" check and any offer of employment will be subject to satisfactory references.

The Wider School Community

Richmond School is situated on the edge of the beautiful Yorkshire Dales, approximately four miles from the A1 (M) at the northern end of the extensive county of North Yorkshire. It is an extremely attractive market town in part of what has become known as 'Herriot Country'. Richmond itself has all the services of a market town and is within easy reach of Darlington and Teesside, with Newcastle, York and Leeds each less than an hour's drive away. The nearby town of Darlington is on the main East-Coast line

between Edinburgh and London, whilst the Dales area itself has a rich, rural and industrial heritage. Musicians, thespians, walkers, potholers, campers, historians and many other interest groups find Richmond to be an ideal base.



Over thirty five primary schools contribute to the School's Year 7 intake. The School has an admission limit of 250. Students travel from the borders with County Durham, from the Catterick area and from Wensleydale and also from the head of Swaledale, as well as from the town itself - testimony to the fact that the School enjoys an excellent reputation over a wide area which extends well beyond the Dales.

Laura, History

Having worked at Richmond School in the past, I was absolutely thrilled when the opportunity arose for me to come back. The school provides a very supportive environment for staff and the students here are fantastic – hardworking, keen to do well and genuinely a joy to teach. There is meaningful CPD, lots of extra-curricular activities, a real community atmosphere and everything is so well organised. If you are thinking about working in a secondary school and sixth form, please do not hesitate about applying for a post at Richmond School. It's great!

School Performance

Richmond School and Sixth Form College has always had a good reputation and it features well in school performance tables. In January 2017 OFSTED



reported that Richmond School is a good school. We have, at present, 1,361 students, 250 of whom are in the Sixth Form.



Our students' attainment overall is generally well above the National Average. In 2017 our Attainment 8 score was 49.4 (44.2 for England) and the percentage achieving English and Maths at 5+ was 51%, 12% above national.

At KS5, attainment measures tend to be slightly below the national equivalents because the prior attainment of our cohorts tend to be below the national average. However, our overall value-added has been positive for the last three years and was close to being significantly positive (+0.14) in 2016. At A Level our students made above expected national progress and we were graded a 3 (Excellent) on ALPS.

Professional Development & Learning

Richmond School and Sixth Form College prides itself on being a school where teachers can grow professionally. Our aim is to ensure that the development and learning opportunities support teachers to consistently improve their practice. We offer more than 25 hours of professional learning and development and encourage all staff to be the best they can be.

In School the professional learning hubs support the development of teaching and learning through a range of opportunities such as lesson study, professional coaching, specialist SEN support and developing teaching and learning for those new to the profession. Teachers are free to choose the direction of their whole school CPD provision, selecting to attend sessions that best fit their Professional Development needs.

We welcome interest from teachers who want to work in a hard-working and collegiate environment with fellow teachers who are constantly seeking to improve and help one another get better.

Academic Organisation

From September 2018 in Key Stage 3 (Years 7 and 8), all students follow a broad common curriculum with a strong emphasis on English, Mathematics and Science together with an extended core of Modern Language (French or German), History, Geography, Religious Studies, Art, Music, Dance, Drama, Technology, ICT and Physical Education.



At the end of Year 8 the students select their Key Stage 4 Programme of Study which, for the majority, follows a common-core curriculum which includes PE and GCSE courses in English (Language and Literature), Maths, Science, a Language, and a Humanities subject. The students can select two further GCSE subject from a wide range of courses, including technology, health & social care, business studies, computer science, religious studies, media, photography, art, drama, dance and engineering.

All students undertake a "Learning for Life" programme for 40 minutes per week. Teachers are organised into specialist teams and deliver aspects of PSHCE on a rotational basis.

Pupils are considerate, polite, courteous and confident. They are proud of their school and value the opportunities they are given. **Ofsted 2017**

Peter, Associate Assistant Head teacher

Having previously worked at Richmond School as a Lead Teacher, in my absence it soon became apparent to me that the school was a superb place to work. Having provided me with a wealth of experience, working alongside outstanding professionals whilst engaging with some amazing young people, I knew the School was the right place for me to develop both classroom and leadership experience. In current my role, I have been entrusted with the opportunity to lead on whole-school assessment with a focus on pupil response during "Aim Higher" time. Working with the leadership team I feel both hugely valued and greatly engaged in my role. Working with colleagues who do their absolute best to support our students, the working environment is truly first class and I am very much looking forward to the future of the School and the links it makes with other centres within North Yorkshire. Exciting times lay ahead and I am eternally grateful to play a part in this.

Richmond Sixth Form College is successful, the students take 3 A Level subjects and the vast majority continue their education at University. There is a strong emphasis on extra-curricular activity in the Sixth Form and Sixth Formers contribute in many ways to the wider life of the School and College.

Pastoral Organisation

The School is run on a year-based system with form tutors, a dedicated pastoral manager per year group and a lead-learning manager to oversee the Key Stage.

An Assistant Head Teacher oversees the Sixth Form College with the support of a lead-learning manager, two pastoral managers and an academic mentor.



Each student is part of a form group in which friendships can be made and responsibilities exercised. A student's form tutor and the lead-learning manager take a keen interest in his or her progress and development throughout their time at Richmond School. Newly appointed teaching staff are usually asked to carry out a form tutor role in the School. The form tutor "champions" the cause of each member of his or her form group.

The School places great emphasis on good staff-student relationships and on providing a hard-working, well-disciplined atmosphere in which students can flourish as individuals.

Extra-Curricular Activities

All staff are actively encouraged to involve themselves in this important part of school life. Sports such as athletics, badminton, cricket, football, netball, and rugby thrive at Richmond School. There is a full programme of competitive inter-school games.

Music has a strong tradition in the School. Instrumental instruction is available and there is an opportunity to join the School Orchestra, Wind Band or one of the other musical ensembles.

Drama is also a thriving subject, with a number of productions performed each year. Many other clubs and societies run in School throughout the school year.

The School runs a wide range of school visits. Examples include: a science trip to Cern, geography field work on the East coast and Year 7 visits to France, as well as the German exchange in Y9 and 10 to name a few.

