

Sanders *School*

Information Pack Deputy Head teacher





Sanders *School*

Teamwork Hard work Transparency

Dear Candidate,

Thank you for taking the time to consider joining our team of staff at Sanders School part of the Success for All Educational Trust (SFAET). We share the Trust vision of 'Commitment to Success for All' and work hard as a team to ensure our students develop the skills that will enable them to achieve the very best at every stage of their life.

Sanders has a very unique history and you can read more about this further in this pack. We believe strongly that we will be the best we can be, by being true to our values of Teamwork, Hard work and Transparency.

If you were to ask a parent why they chose Sanders for their child, they would tell you how the focus here is on the development of the whole child. Sanders strives for academic success as well as offer a range of opportunities beyond the classroom and throughout providing excellent pastoral care.

We understand the importance and role that a school plays within the local community. Our students play an increasing role looking to give back positively to Hornchurch and Havering. This has included delivering mince pies at Christmas to our neighbours, raising money for the local food bank.

Our students are amazing and have a real thirst to grow, develop and be challenged. We provide many opportunities for them to use their voice and also represent Sanders; for example, classroom ambassadors, Student prefects and Senior Leadership team, our PE leaders who help organise and run local primary school's sports day and host a big Primary Olympics on site, on the sports field, the stage in the school play or in the many opportunities to play music.

We are committed to improving outcomes for all students and focus on high quality teaching and learning to ensure the best possible progress for every student. Our Partnership with Redden Court School and The Royal Liberty School has afforded us fantastic opportunities to collaborate and share best practice. Together we are passionate about raising educational standards across Havering

Sanders School has been and continues to be a journey to becoming an outstanding educational establishment, we are relentless in our pursuit of this. We are driven by our belief that every student is capable of achieving great things and that through our belief in them. We also understand the importance of working with home in partnership illustrating

We have a balanced CPD programme which offers a mixture of department time, staff designed training matrix covering a range of aspects of note for staff/departments and whole school CPD. Additionally we offer support to staff at all levels to develop and experience opportunities to progress their careers within Sanders and the Trust.

Staff well-being is vitally important and we invest in School Advisory Service. This is a package of Health and Well-Being Services with a range of services for all staff in the school to access. Further information can be found about this towards the end of the information pack.

We seek a Deputy Headteacher to join us from September 2021. Sanders School is a hardworking school which is driven to support all of our students and ensure that the whole child is developed through our approach. I have proudly been Head at Sanders since September 2018 during which time we have made considerable progress on many fronts. I consider the appointment of a new Deputy very important in our continual push for excellence in all matters at Sanders.



This exceptional opportunity provides an opportunity for an aspiring Deputy Headteacher to join our leadership team. It will offer the successful applicant opportunities to shape a successful, growing school.

At Sanders School, we have a passionately holistic approach to providing the children we serve the best possible education to give them what they need for successful and happy futures. We are committed to providing an excellent education that develops ambition, raises expectations and delivers excellent results. Our students are helped to become the best versions of themselves as people who know they must work hard and who have responsibilities. At Sanders we value academic success however believe that it must be matched by the development of character and

conscience through our wider curriculum drive. We also believe that a happy child is a child who is better equipped to study and fulfil their potential.

We have very strong relationships with parents and carers, who play an active role in the school's vision and values. We genuinely believe in the importance of working in partnership with our staff, parents/carers, students and all stakeholders as we know this approach is vital as we all work together to support the progress of every child.

We are looking for an exceptionally inspiring, extremely motivated, hardworking leader with a fine track record of developing others as well as themselves and who is still an excellent teacher themselves. We want someone who is caring, forward thinking and able to work with everyone in a community that is hardworking, totally committed and loyal. We would welcome candidates with all school backgrounds and areas of specialisms.

The successful person will join an experienced and hardworking team of professionals who will continue to do all they can to drive the school forward.

Visitors to our school are always impressed by the atmosphere at Sander and the real passion and pride students have for the school. I would welcome you to visit us to see this for yourself, meet some of our amazing students and staff and get a true taste of Sanders. To arrange a visit please telephone Headteachers PA Vicky Murphy on 01708 443068 or email vmurphy@sandersschool.org.uk

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. We require the successful candidate to undertake an enhanced criminal records check via the Disclosure and Barring Service. We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, age or sexual orientation.

References from 2 previous employers will be sought prior to interview.

For details on how to apply, please visit our website: <https://www.sandersschool.org.uk/about-us/vacancies>

Closing date: Thursday 11th March 2020 at 12pm.

Interviews will take place on: week commencing 15th March 2021.

Stuart Brooks
Headteacher



To be the best we can be, by being true to our values



Our Vision

To be the best we can be, by being true to our values.

Our Values

Teamwork

Hard work

Transparency

We believe students are more successful when they feel safe and are challenged yet supported. Students thrive in an environment in which they are allowed to take risks, develop confidence, discover a passion, find themselves, develop individuality and independence.

Students at Sanders succeed because they are inspired to learn, challenged to exceed expectations and encouraged to persist in the face of adversity.

Teamwork will help students communicate with others, increase their social skills and self-confidence, and help them to develop into happier adults. Teamwork teaches children important skills and life lessons.

All staff share the view and desire to bring about success for every student. We all work together collaboratively and in unity. At Sanders we understand the importance of working with the home and the family, as it is together that we will instill the values and ethics required to be successful not only in their studies but in all future endeavors.

We are unapologetically ambitious for our students and this empowers our students to believe that through working as a team, with hard work, and honest open conversations they can and will achieve their goals.

Our students learn in an environment firmly rooted in an ethos of respect, understanding and empathy for others. Our students today are learning today to be leading tomorrow.



SCHOOL DESCRIPTION

In 2018 we joined the Success for All Educational Multi Academy Trust. We are making extensive use of our partnership with Redden Court School and The Royal Liberty to continually raise standards of teaching and learning and student outcomes. We are using these links to drive further improvements in all aspects of learning across the Trust.

We are a small school and have a real strong sense of community. We have many students who are second generation Sanders students. Staff and students have good relationships based on mutual respect.

What people say about us



“What a great atmosphere. Happy student and staff” (A visiting parent Open Evening 2019)

School leaders work closely with external agencies, parents and carers to provide support to pupils when it is needed. Leaders with specific safeguarding responsibility in the school have a thorough understanding of the safeguarding policy and procedures. They have detailed knowledge of the needs of pupils and work well to promote pupils' well-being and safety. (Ofsted 2017)

“I am proud to be a member of Sanders and understand we are all working together as one team to be successful” (Year 9 student 2019)

“Pupils enjoy a range of extra-curricular activities that support learning and enrich their experiences” (Ofsted 2017)

“I am excited at the journey Sanders is on and the drive and passion by the leaders to improve the outcomes for the students” (Staff member 2019)

“Sanders is better than primary school because there's more after school clubs, I go to rugby on a Monday. The Atmosphere is great, the teachers help us and are really nice” (Year 9 student 2019)

“Sanders offers incredible support to its students #Proud2BTeamSanders” (Parent 2019)

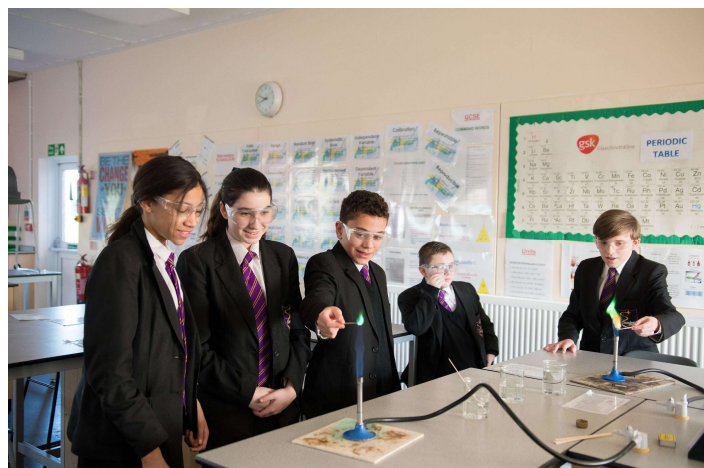
“At school I feel safe and know that the staff really care about me. They are always there.” (Yr8 student 2019)

“The Parental Communication Group allows parents to provide constructive feedback directly to the school. The group look at the processes and systems in place and how it could be improved from a parental view and not just that of the school. It is about being part of the school community, being involved and helping to make a difference.” (A parent who is a member of the Parental Forum Group 2019)

They provide pastoral and practical support for children who are worried about anxiety, depression and other concerns. The team is aware of the social and cultural pressures on the children, they recognise the lack of parental understanding and confusing role models for some children. The clear aim is de-escalation, keeping children focused on day to day life and the positives they experience. (External 175 Audit - Havering Borough 2019)

“I am so proud to be a staff member at Sanders and know that I am making a real difference to the future lives of our students” (Staff member 2019)

“My daughter has had lots of opportunity to develop as a leader which is so important” (Parent 2019)

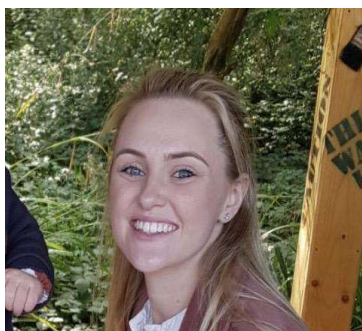


Staff stories



Mr M Yeates, Music/Raising Standards Team

I joined Sanders as a newly qualified teacher and I feel that it was the perfect school to develop my practice and knowledge of music teaching, planning and assessment. With support I was given the freedom to develop music within the school so that it raised the profile of the subject and became a real part of the Sanders community. Professionally the school has supported and developed my skills so that I could make an impact in more whole school responsibilities. I have been Head of Arts and currently have a role on the Raising Standards team, helping to improve outcomes for all our students. The school has also given me the time and resources to be able to start a two year NPQML course in Middle Leadership that will help benefit both my own practice and the whole school. The Sanders community is a special community, made up of unique and curious young minds. I not only love teaching our pupils at Sanders but also running the various extra-curricular clubs as they are so well and enthusiastically attended.



Mrs J Allen, Second in Science

Sanders School has supported me from when I was training 5 years ago, through my NQT and then I progressed into the KS3 Lead in Science role 3 years ago. I have been encouraged to challenge stereotypes within the Science industry to help more girls think about a career in Science by a number of interesting projects I have been working on. The staff and students are a pleasure to work with and I enjoy coming into work every day. I can see that the Multi-Academy-Trust is a good support network and I look forward to the progress that we are planning on making as a School to become the best that we can be.



Mr J Watson, History/Raising Standards

Since joining Sanders in January 2020, I have felt really valued as a teacher and have found SLT really supportive of my professional development. For example, as a member of the Raising Standards team, I have had the chance to attend informative webinars and then work alongside members of SLT to develop strategies to both support low attainers and stretch and challenge high attainers. These strategies have begun to have a positive impact on our pupils' learning, particularly in terms of student engagement. This demonstrates the value of teamwork that lies at the heart of our community: teachers and pupils work together to succeed.



Mrs S Shread, Assistant Head (Wider curriculum and Personal Development)

I began my teaching career as a trainee teacher at Sanders School in September 2003...and I have never left!! The school has been a part of my life now for 17 years and my career has progressed massively during that time. I began as a science teacher, moved into a Head of Year role, became Head of the Science Department and then Head of the Science and PE faculty, and finally became an Assistant Headteacher. I have never wanted to leave Sanders as both the staff and students are amazing and it is like having an extended family. The opportunities that we provide, the support and encouragement and development of the whole child at Sanders is something I am particularly proud to be a part of and we really work hard here to grow students into being the best people that they can be!!

A brief history of Sanders

When Suttons School was officially opened by Lady Simon on 2nd June 1938, it was unique in being situated only 530 yards from the perimeter of Hornchurch Aerodrome, soon to gain fame as a vital Sector Station in R.A.F. Fighter Command's elite No. 11 Group.

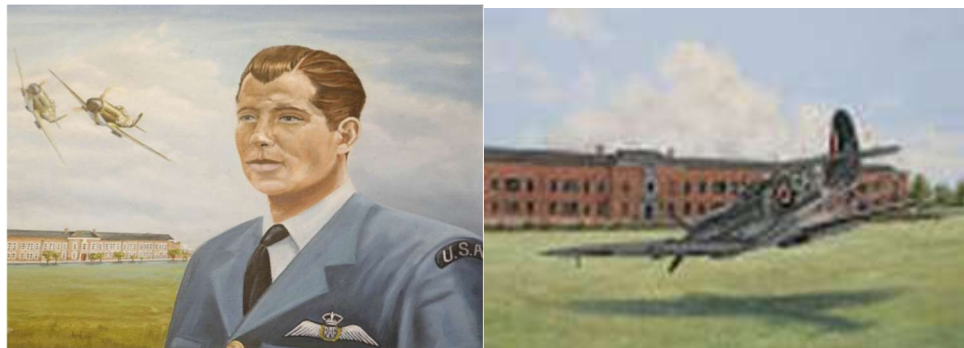
Built to accommodate 960 boys and girls in two entirely separate establishments. Locating the Boys' School at the southern end of the building was a major error since it overlooked the aerodrome, and teachers whose windows had panoramic views across the airfield swiftly discovered that ensuring the average schoolboy's mind upon his work instead of watching aircraft taking off and landing, was no easy task!

On Wednesday 24th March 1943 at 10.40am, a Spitfire of No. 64 Squadron piloted by an American volunteer serving with the R.A.F., Flying Officer Raimund Sanders Draper, developed engine trouble shortly after take-off. What actually happened will never be known for sure but those present believe that he intended passing to the left of the school in an attempt to land on the open ground beyond.

Realising that with reduced power he could possibly hit the school, he deliberately put the nose of the Spitfire down in the playing field, whereupon it bounced up onto the gravel drive and came to rest against the wall and windows of the two end classrooms. The noise was tremendous but mercifully the high octane fuel did not ignite and only one boy, Dick Barton aged 13, was injured.

An R.A.F. crash tender smashed its way clean through the wooden boundary fence but Sanders Draper was dead in his cockpit. The boys were assembled in the School Hall by Mr. Ward, the Deputy Headmaster, where he told them the sad news. After the dinner break, schooling resumed as normal

We are forever grateful to Raimund Sanders Draper for the sacrifice he made



Staff Wellbeing Services

Schools Advisory Service philosophy is to work with Sanders to prevent and reduce staff absence. All the Well-Being and Medical support offered to Sanders staff is designed and implemented by the SAS team of experienced in-house Nurses. Our joint aim is to keep staff in the classroom thus ensuring the children at Sanders get the best possible opportunity to succeed!

20 YEARS' SERVICE

SAS

Schools Advisory Service

All services are complimentary

Health and Well-Being Services

available from SAS under your Staff Absence Insurance

Physiotherapy Service

- Up to 5 free sessions provided
- We co-ordinate specialist treatment outside the NHS to speed recovery and return to work
- Programme developed for your personal needs

Stress Counselling

- Up to 5 free sessions of phone, Facetime or Skype support
- Allows convenient access to a time and place to suit your needs
- Access to relationship counselling for you and your spouse / live in-partner





How to Access

Download the Well-Being App now at schooladvice.co.uk or via the Apple/Android store. Once downloaded click onto the relevant service you require to access more information.

Search for schools advisory service

Medical Support

- Access to over 150 operations performed at a local private hospital to you
- Cover includes surgeon, physician and anaesthetist fees

Online GP with Video Consultation

- Access to free online GP video consultation
- Connects users with a doctor giving a rapid diagnosis
- Flexibility of a pre-planned appointment to fit in with you



SAS PREHAB Supporting staff at work
SAS REHAB Supporting staff back to work

Schools Advisory Service | www.schooladvice.co.uk | 0800 000 000
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