



QUEEN MARY'S GRAMMAR SCHOOL

Academic in purpose - Generous in approach - Enterprising in spirit - International in outlook



Information Pack

Academic Intervention and Learning
Behaviours Mentor (6th Form)

Term Time

Queen Mary's Grammar School
Sutton Road,
Walsall,
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THE MERCIAN | TRUST

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Welcome



Queen Mary's Grammar School was founded in 1554 by Mary Tudor. We have been shaped by our past and are proud of our traditions, but we are also confident of an exciting future as we help to shape the new educational landscape with our partners in the Mercian Trust.

Queen Mary's is an academically selective school. It is our aim to support pupils to achieve their full academic potential. We value the life of the mind and want to pass on a love of learning.

Outside the classroom, we offer a range of life-enriching opportunities: time at our Field Centre in Wales; membership of our thriving Combined Cadet Force; individual and team sports; foreign exchanges and travel; participation in music, debating and public speaking and many other activities. We believe that achievement and enjoyment go hand in hand.

We equip our pupils to meet the challenges of a rapidly changing world. Most choose to go on to higher education. Through partnership between School, pupil and parents, we aim for the examination success that will open doors to the very best universities and international employers. It is our mission to attain excellence in all that we do.

Our House system celebrates the four pillars of school life at Queen Mary's: an academic focus, an international ethos, an enterprising spirit and a sense of community. We enjoy our social, cultural and ethnic diversity and recognise our many privileges. We are keen to share what we have - experience, expertise, enthusiasm - both with those who live on our doorstep and those from further afield.

To do so is very much in the spirit of our motto *quas dederis solas semper habebis opes*: it is what you give that you will keep as eternal riches.

Richard Langton

Headmaster

About Us

Queen Mary's Grammar School is an invigorating and rewarding place to work: the pupils are intelligent and committed to study; the staff are friendly and forward looking. It is more than just a place of work – it is a thriving community, proud of its past and confident of its future. In November 2008, it was recognised as 'Outstanding' by Ofsted.

There are currently almost 1150 pupils on roll, including 422 in the Sixth Form. The School has an outstanding academic record and regularly features at the upper end of the national league tables. In 2019, 76% of GCSE grades were 7-9 (A*/A) and 62% of A Level grades were A*, A or B. Our value added scores place the school top in the borough, with a Progress 8 score of +0.76 in 2019. We do not rest on our laurels, but encourage all our pupils to realise their full potential.

In June 2011, the School converted to Academy status and we have undertaken a series of exciting building projects since then, including a new Sixth Form Centre, science labs and a humanities wing, music and PE refurbishments, extensions to existing English and maths classrooms, as well as a new dining room and reception. We were a founding member of the Mercian Multi Academy Trust (along with five other schools) in January 2018. Over the past year, we completed projects to add additional capacity through the building of extra science rooms and improving Design Technology and Art facilities.

The School encourages an enterprising and international outlook: trips, expeditions and exchanges have gone all over the world in recent years, as well as a wide range of vibrant and formative educational visits and experiences closer to home such as theatre visits, visiting speakers and the mental health ambassadors programme. We are proud to appear in Ross Morrison McGill's new book *Just Great Teaching*, showcasing our mental health work.

We want our pupils to lead happy and fulfilled lives. Learning here is not just about passing exams, but about enjoying the life of the mind. We also encourage all our pupils to take part in a wide range of enrichment activities in music, sport, the Combined Cadet Force and at our Field Centre on the Afon Mawddach in Southern Snowdonia. We have been named in the Top 100 cricket schools by the *Cricketer Magazine* for the second year in succession.

Our pupils come from diverse backgrounds, but they all thrive on the sense of support, encouragement and care that characterises Queen Mary's.

Benefits of working at Queen Mary's Grammar School

- teach gifted and intelligent students who have a real motivation to succeed
- a thriving and expanding school that achieves examination success, particularly at GCSE level
- professional autonomy in the classroom – you are encouraged to teach in a style that suits you and your subject
- a Headmaster and Senior Leadership Team that operate an open-door policy to support colleagues personally as well as professionally
- we take our mental health seriously, considering workload and staff wellbeing
- a dedicated induction programme for new staff and NQTs to ensure you are supported at whatever stage of your career you join us
- opportunities to play a role in the wider life of the school, including involvement in the CCF, music, debating, drama, coaching of sports teams and other opportunities
- career progression – many of our current middle and senior leaders are “home-grown” promotions from within.

Find out more

You can find out more about our school at <http://www.qmgs.walsall.sch.uk>.

For a flavour of daily life at QM follow us on Twitter at @QMGS1554.

Please contact Simran Sahota (HR Executive) if you would like to discuss the role further via email;

s-sahota@qmgs.walsall.sch.uk

The Sixth Form at Queen Mary's Grammar School:

We have high expectations of our Sixth Formers in terms of commitment both to academic study and to the school community. Increasingly, students will take responsibility for their programme of work; they will also hold positions of trust and responsibility and develop leadership skills. In 2012, we opened a new Sixth Form Block, the Collier Centre, to give our students the best possible environment in which to learn. This multi-purpose building incorporates a university-style lecture theatre, with breakout seminar rooms and a community common room. We also have plans to grow the Sixth Form building capacity in the next year after a period of expansion of student numbers. We are a popular Sixth Form destination, not just for those that complete their GCSE qualifications with us but also for students to join us in Year 12 from all over the Midlands. There are now 432 students in our Sixth Form, studying a range of A Level subjects, alongside a wealth of extra-curricular opportunities. Our partnerships within the Mercian Multi-Academy Trust, mean that we can offer our students a broader range of A-Level subjects to accommodate a wider range of individual academic interests and ambitions.

We believe that enjoyment and achievement go hand-in-hand and we are proud of our students' excellent academic record: 62% of grades in 2019 were at A*, A or B and the vast majority go on to study at top universities. We have a long tradition of success in preparing students for medical-related courses and also for Oxbridge applications. We are able to offer a wide range of courses taught by experienced and highly qualified teachers. Our students enjoy learning and it shows in their commitment and enthusiasm.

We expect our students to work hard, to think for themselves and to pursue academic excellence with determination and discipline. Examination success crucial but we also believe that Sixth Form life is not only a matter of working for examinations. The extra-curricular activities, opportunities for travel, the responsibilities of leadership in the School will all give all students the chance to contribute fully and so get the greatest fulfilment from their two Sixth Form years.

For much more information and a flavour of life working with staff and Sixth Form students at Queen Mary's Grammar School, please visit our virtual open evening for students at: <https://qmgs.walsall.sch.uk/6th-form-virtual-open-evening/>

THE ROLE:

Academic Intervention and Learning Behaviours Mentor – 6th Form

Job Title:	Academic Intervention & Learning Behaviours Mentor (6th Form)
Grade / Salary:	NJC SCP 12 – 17. (FTE: £22,183 – 24,491) Actual Salary: £19,080 - £21,065
Hours:	Term Time
Purpose of Job:	
Contributing to the raising of attainment of individuals, or groups of students in the Sixth Form, who have been identified as underachieving, or as likely to underachieve	
Reporting to: Head of Sixth Form and Deputy Head (Curriculum)	

Key responsibilities:

- Provide intensive curricular support across a range of A Level subjects to ensure targeted students achieve their potential.
- Support identified students to access the academic curriculum in the most effective way, appropriate to their needs and understanding.
- Assist and support teaching & learning through the development and delivery of a programme of effective learning behaviours
- Ensure effective use of Supervised Private Study by monitoring attendance, supervision and organising allocation of rooming, alongside the Cover Manager
- Develop and record individualised action plans for students who have been identified as requiring targeted support, taking into account any other plans already developed, such as SEND and including, as appropriate, regular one-to-one discussions with students for academic support or advice.
- Provide regular reports for SLT, Head of Year, Head of Departments and teaching staff to facilitate ongoing intervention programmes, using existing and future systems such as SIMS, CPOMS and Microsoft TEAMS.
- Monitor and record students' progress, keeping detailed records of progress towards identified goals and specific outcomes and assisting in the effective and speedy transfer of student information between phases.
- Ensure the effective academic transition of all students that enter the Sixth Form
- Maintain regular contact with parents/carers as appropriate and encouraging positive family involvement in the learning process
- Promoting the ethos of the School, eg. with regard to attitudes to learning, effective study habits, standards of behaviour, dress code, punctuality and attendance.
- Encouraging independence and self-motivation, ensuring that all students understand the importance of wider and deeper reading, "hinterland", cultural context and a general love of learning for learning's sake
- To prepare students for study at Higher Education, the Post-18 route for the vast majority of our students
- Administer privilege removal, where appropriate and linked to academic under-achievement, ensuring that appropriate learning behaviours are embedded
- To support the successful learning and participation of targeted students across a range of education activities, including "Block E" additional academic options, as well as extra-curricular opportunities.

- To liaise with staff, parent/carers, Social Services, LA officers, staff in other schools and other outside agencies as required.

General Responsibilities:

To play a role, under the overall direction of the Headmaster, in:

- creating a School environment with an outstanding care and guidance of, and for, all members of the School community;
- contributing to the overall ethos and high academic achievement of the School;
- supporting outstanding teaching and learning, achievement and behaviour across the School.

This includes:

- being an active member of the School community who is passionate about ensuring an excellent standard of teaching and learning;
- providing a flexible service that adapts to the changing needs of the School community and responds to day-to-day situations as they arise;
- ensuring that a proactive customer service approach is adopted in all tasks undertaken;
- ensuring that the School community has the right information at the right time to enable an excellent service;
- contributing to the ethos of the School by participating in enrichment activities;
- taking on relevant responsibilities that are both essential or add value to the School community
- being aware and alert to the care of each child in the School, monitoring as appropriate and raising concerns when they appear;
- being a professional role model with a clear understanding of tolerance and the importance of diversity;
- developing positive and collaborative working relationships with, and between staff to provide them with appropriate support and guidance in achieving the school's priorities and targets;
- attending and participating in meetings, as required;
- regularly reviewing own practice, setting personal objectives and taking responsibility for self-development;
- consistently enhancing knowledge of educational initiatives, information and communications technologies and developments in relation to your role utilising self-directed learning;
- managing own workload and that of others to allow an appropriate work / home life balance;
- attending out-of-school-hours events, as directed by the Headmaster, Line Manager or another member of the Senior Leadership Team;
- undertaking any other professional duties reasonably delegated by the Headmaster, Line Manager or another member of the Senior Leadership Team.

Other requirements:

- to be aware of all Safeguarding and Child Protection updates, as well as the need for data protection compliance at all times;
- to carry out responsibilities at all times with due regard to the organisation and arrangements for Health and Safety at Work (including the preparation of Risk Assessments);
- to carry out duties in line with the School's Policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment;
- Understand the importance of confidentiality and take all necessary steps to protect individuals' personal data according to GDPR, by following Mercian Trust policies and accessing all available training.

Person Specification:

Personal Qualities and Professional Relationships:

- To have a positive and motivated approach to work;
- To have an excellent customer service approach;
- To be able to work in a supportive and patient manner with all students;
- To be flexible and approachable;
- To be resilient and calm under pressure;
- To have excellent administration and time management skills;
- To proactively engage with pupils and students and have presence in order to maintain excellent standards of behaviour;
- To be able to establish and develop good relationships with all involved in the School community, working well within different teams;
- To demonstrate a flexible approach to work and changing priorities.

Skills:

- To be competent in the use of ICT and data entry, including SIMS and all Microsoft packages;
- To have excellent communication skills, both oral and written;
- To have experience of communicating with people at all levels across an organisation.

Operational experience:

- To have experience of working with and supporting young people;
- To have experience of using management information systems and/or online systems.

Other:

- To have an understanding and willingness to be involved in School enrichment activities;
- To have an understanding of the School environment and priorities for learning.

Closing date: 9am Thursday 8 July

Interviews: Monday 12 July

Please return completed application forms to s-sahota@qmgs.walsall.sch.uk

Queen Mary's Grammar School is committed to safeguarding and promoting the welfare of children and young people and all applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Safeguarding and Safer Recruitment Policies can be found on our website

The Mercian Trust

Queen Mary's Grammar School is a Founder Academy of the Mercian Multi-Academy Trust. According to the National Schools Commissioner, Sir David Carter, MATs exist:

- to secure school improvement and develop people
- to encourage good governance and proper risk management
- to secure the financial health of all its academies.

We sign up to those ambitions. In our MAT, the Mercian Trust, we choose to pursue life to the full in the business of education.

The name of our Trust is significant. It is both rooted in royal history and expresses a geographical identity. Mercia was an ancient kingdom comprising parts of Cheshire, Derbyshire, Nottinghamshire, Staffordshire, Worcestershire and, crucially for us, what we now call the Black Country. It was in Mercia that St Chad established learning communities which fostered a sense of common purpose. A thousand years ago, they spoke of bonds of kinship. Today, we want to adopt the same spirit in our approach to relationships within the MAT. So we very much hope that Y7 and Year 12 pupils joining us will feel that they are not only members of Queen Mary's Grammar School, but also of a wider family of schools.

We are convinced that we are stronger together. The Mercian Trust is already helping to shape the educational landscape in exciting ways. We welcome you to be part of that story.

The members of The Mercian Trust are: Aldridge School, The Ladder School, Queen Mary's Grammar School, Queen Mary's High School, Shire Oak Academy, Walsall Studio School.

Our schools prepare pupils to live life to the full by equipping them to realise their full potential as learners; to thrive in the world of work; and to make a positive contribution to the local, national and international community.

You may have heard about some MATs that seem to have turned into big businesses. That is not our view of what education should be about. That is why Queen Mary's Grammar School wanted to be right at the heart of decision making of what our MAT should look like.

The Mercian Trust respects the autonomy of its member schools but, through collaboration, it will foster strengths greater than the sum of its parts. Put simply, the Trust provides a framework for sharing expertise, enthusiasm and experience.

Location

Queen Mary's Grammar School
Sutton Road
Walsall
West Midlands
WS1 2PG

Tel: 01922 720696
Fax: 01922 725932

Queen Mary's Grammar School is located on the Sutton Road, in the leafy south of the town and close to the centre of Walsall. Travel to the school is very convenient, being approximately 10 minutes' drive from both junctions 7 and 9 of the M6.

There are good bus links from Birmingham to Walsall (with the 51 and X51 buses) and there is a direct train route to Birmingham from nearby stations in the town centre, Bescot Stadium and Tamebridge Parkway.

The close proximity of Walsall, Wolverhampton and Birmingham City Centre provides excellent access to shopping, leisure facilities, museums, cinemas and a wide range of nightlife.

House prices in Walsall are also very competitive compared to the Midlands as a whole and there is a range of good local primary schools and nurseries for those with young families seeking to move close to Queen Mary's.

You are very welcome to visit the school. Please contact Simran Sahota (HR Executive) to arrange a visit. Such visits are strongly encouraged.