



Walsall Studio School  
THE MERCIAN TRUST

**Candidate Information**  
Director  
Vocational Specialism and Quality  
L4-L6

**Application Deadline:** Monday 25<sup>th</sup> March 2019  
**Interviews:** Wednesday 27<sup>th</sup> March 2019



# Our Story.

Walsall Studio School opened in September 2013 and is currently the only 14-19 academy within the Mercian Trust. It is the only studio school in the Black Country and one of only 30 studio schools in England.

Introduced in 2010, studio schools are small schools with a focus on vocational learning where employers and personal coaches work with teachers to prepare students for the world of work. Studio Schools are mainstream schools funded by the DFE like any other academy, but they are exempt from government policy regarding Ebacc entries and the DFE and Ofsted place more emphasis on the destination outcomes students achieve than the school's progress 8 scores.

More information about studio schools can be found on our website: <https://walsallstudio.school/>

The school is currently oversubscribed in KS4 and more than 60% of the student cohort are enrolled on sixth form study programmes.

	Y10	Y11	Sixth Form
PAN	55	55	190

The school places significant emphasis on preparing students to progress onto university or directly into the world of work within the creative industries. Students have successfully continued their studies at some of the most prestigious universities and conservatoires including: *Trinity Laban Conservatoire of Music and Dance, Royal Central School of Speech and Drama, Italia Conti Academy of Theatre Arts, Mountview Academy of Theatre Arts, The Royal College of Music, Leeds College of Music, and the British and Irish Modern Music Institute*. Students have also secured employment with flagship employers including the BBC, Channel 4 and IBM.

Students in Y10 and Y11 study GCSEs and Technical Vocational courses. All KS4 students study English, Maths and Science and the most popular option choices for students are Music and Performing Arts (with the majority of students choosing both subjects together). In many ways the studio school's curriculum is innovative, particularly in its use of project-based learning and live, real-life projects with industry professionals.

In the sixth form students typically study a full-time vocational programme in Performing Arts, Music, Digital Media or Business Enterprise. Additionally, the studio school now offers a Health and Social Care pathway in both KS4 and KS5. Many students continue to study maths in the sixth form either GCSE or L3 Core maths.

Walsall Studio School was judged Good in its first full Section 5 Ofsted Inspection in April 2015.

Since 2015 the studio school has been successful in leading a number of innovative programmes including:

- Being part of the L3 Core Maths National Pilot and increasing the numbers of students studying maths post-16
- Becoming an NCTL Lead School for TSST Maths
- Leading the successful Wave 11 Free School application and pre-opening stages of an Alternative Provision Free School (The Ladder School)
- Becoming one of only 15 schools selected by the DFE as a T Level pilot school for the launch of the new qualifications in 2020

The studio school's Executive Principal Mr Dan Parkes is Chair and Director of the National Studio Schools Network and represents the studio schools movement in regular meetings with the DFE – most notably working to secure recent changes in accountability measures for studio schools and UTCs and the implementation of the statutory duty on schools and local authorities (the 'Baker Clause') to ensure parents and students are made aware of the technical vocational opportunities available to them in studio schools.

# Interested in us?

Walsall Studio School is a school of pioneers, breaking new ground in education together and ensuring students gain a competitive advantage when applying to university or interviewing for their first job with an employer.

We are committed to delivering the very best learning experiences as a result of precision planning, expert delivery, unrivalled personalisation for individual students and a commitment to creating unprecedented memorable learning experiences that change students' lives. We have a large and successful sixth form and all teachers benefit from the extensive opportunities to teach post-16 students.

We are a founding academy of a nationally significant MAT (The Mercian Trust) with opportunities for all staff to further develop their professional practice through collaborative working with colleagues in other schools including Queen Mary's Grammar School, Queen Mary's High School, Aldridge School, Shire Oak Academy, The Ladder School (AP Free School). Our small maths team includes creative and dynamic teachers who are committed to quality first teaching and bespoke intervention that is personalised to individual students.

## Top five reasons to work at Walsall Studio School.

These are the reasons staff (not the senior leadership team) give for working at the studio school.

1. You get to shape students' 4-year transformational journey from school student to young creative professional. You get to prepare students for the real work and see students continue their studies in top universities and conservatoires. That is a real privilege.
2. You get to be part of an innovative and nationally significant multi academy trust of schools that encompasses all types of educational settings. You get the best of both worlds – being part of a small team of creative teachers and industry professionals – and a larger team of teaching colleagues in a diverse group of schools.
3. You get to collaborate. Our curriculum that is influenced and driven by cross curricular collaboration, reflecting the working relationships of the creative arts industry.
4. You feel part of shaping the future. Our school is always seeking to be part of something new and innovative. Next year we will be the first school anywhere to pilot and deliver the new T-Level in Digital, Production, Design and Development in 2020.
5. Everyone is supported to improve what they do. We benefit from CPD within the trust and beyond including accredited courses and simply collaborating with staff from other schools in the trust.

# Our five recognisable characteristics.

Our shared DNA is best identified using our five recognisable characteristics.

We are looking for staff who demonstrate these characteristics in their professional practice (see diagram below).



## Transformation from School Student to Young Creative Professional

- Appropriately challenge and encourage students to develop confidence in use mathematical language and with numbers
- Promote self-management and independence in learning
- Expect, uphold and exhibit professional standards

## Personalised and Tailored Approach

- Personalise and review the maths curriculum regularly to meet the needs of the students and the expectations of employers
- Tailor learning to suit the needs of all students and differentiate work to challenge all students
- Understand how students best learn and engage, and plan for this effectively

## Academic Rigour & Vocational Excellence

- Plan and deliver engaging sessions that challenge students and link to their learning in other subjects and vocational specialisms
- Influence & inspire students to reach higher and achieve beyond expectations, forming positive relationships with all
- Work closely with teachers of of different subjects to ensure no opportunities to develop maths/numberacy skills are missed

## Support & Wellbeing

- Work closely with the school's Personal Coaches to ensure the well being and appropriate support for every student
- Share success with all students and uphold the school's ethos of *Perform and Applause*

## Contributing to the Local and Wider Community

- Contribute to upholding the school's values through the planning and execution of community projects
- Encourage and plan for students to work in and *give back* to thier local community

# Person Specification.

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree level qualification or above</li> <li>Recognised teaching qualification</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Training and Qualification</li> </ul>	AF
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven track record of excellent outcomes for students</li> <li>Evidence of improving Teaching and Learning of subject through teaching strategies, extra-curricular activities and enrichment</li> <li>Evidence of managing quality of vocational programmes</li> </ul>	<ul style="list-style-type: none"> <li>Has taught in both KS4 and KS5</li> </ul>	AF, I, R
<b>Knowledge, Understanding &amp; Skill</b>	<ul style="list-style-type: none"> <li>Outstanding subject knowledge</li> <li>The ability to engage and inspire a diverse and creative student cohort</li> <li>Understanding of teaching strategies to drive high expectations and outcomes</li> <li>Understands how to effectively safeguard students</li> <li>Knowledge of technical vocational qualifications and the quality requirements</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach more than one subject</li> <li>Experience of managing vocational qualifications from a range of awarding bodies</li> </ul>	LO, R, I
<b>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>Ability to plan and deliver high quality teaching &amp; learning that improves outcomes for all</li> <li>Able to understand and use data to inform Teaching &amp; Learning</li> <li>Possesses excellent planning and organisational skills</li> <li>Capacity to form excellent relationships with students, inspiring and motivating them</li> <li>Ability to personalise learning to suit the individual needs of learners</li> <li>Ability to plan and deliver outstanding project-based learning independently and in collaboration with other departments</li> <li>Is resilient, innovative and an excellent communicator</li> <li>Will embed the school's ethos and values in all aspects of teaching and learning</li> <li>Has the capacity to make links/partnerships with external creative organisations to better improve curriculum projects</li> </ul>	<ul style="list-style-type: none"> <li>A strong understanding of meta-cognitive teaching strategies and the ability to use them in the classroom</li> </ul>	LO, I, R, AF
<b>Shaping the future</b>	<ul style="list-style-type: none"> <li>Capacity to recognise, design and develop an outstanding vocational curriculum at KS4 and KS5</li> <li>Ability to innovate and drive improvement, whilst nurturing and maintaining the ethos of the school</li> </ul>	<ul style="list-style-type: none"> <li>Experience of pioneering new qualifications and curriculum pathways</li> </ul>	AF, I

AF Application Form  
 I Interview  
 LO Lesson Observation  
 R Reference