

Welcome to John Willmott School.



Headteacher
Tracey Peters



I am pleased that you are interested in working at John Willmott School and hope that the information within this pack proves useful. I have been a Headteacher within The Arthur Terry Learning Partnership (ATLP) for 8 years and moved across to lead John Willmott School in September 2016.

In 2019 the school converted to an academy and became a member of The ATLP, a multi academy trust of 14 primary & secondary schools in Birmingham, Staffordshire and Warwickshire. <https://atlp.org.uk/>

It is our intent to create a respectful leaning community, characterised by acts of kindness, ensuring that all individuals feel safe. We aim to develop resilient, communicative and organised young people, the leaders of the future with drive and initiative. All leading to examination success that opens doors to the future.

Our school is very diverse with 35 languages spoken by staff and students. This is a fact that we celebrate. We have a strong pastoral system that supports newly arrived students. Every year group has a Head of Year and we work with a wide range of agencies to ensure that student's needs are effectively met.

We have developed a strong teaching & learning model which we refer to as 'Triple E'. This framework draws on evidence based research and is focused on high expectations to ensure that students are Enthused, Engaged and Excel.

We offer a broad and balanced curriculum at all key stages. Our character and culture curriculum is based on the LORIC principles of Leadership, Organisation, Resilience, Initiative and Communication. It is designed to ensure that students develop into confident and independent learners.

There have been significant improvements in progress and outcomes in the last few years. In 2020 we were judged to be 10th in Birmingham for progress at A Level. In the last few years our students have gone on to study at prestigious universities such as Cambridge, Imperial College, London, Birmingham, York and Sheffield. Courses they are following include medicine, biomedical science, English, pharmacy and law.

At John Willmott we place our students at the heart of everything we do. We work closely with our families to ensure that any barriers to success can be overcome. We believe in having High Standards, High Expectations and Huge Aspirations for everyone.



High Standards, High Expectations & Huge Aspirations



JWS in action*Visit to Paris as part of the maths curriculum. *Brexit Day visit to 10 Downing Street, London for our EAL social group *Literacy & reading programme in Years 7 & 8. *Online Christmas concert. *Student performances at Sutton Coldfield Town Hall and The ICC, Birmingham. *Student art installation as part of the PSHE programme.



School context & performance.

950	Students on roll, 92 in sixth form
94%	A Levels graded A*-C in 2020
68%	A Levels graded A*-B and 31% graded A*-A
50%	Students in receipt of pupil premium funding
B	Average grade at A Level 2020
21%	Increase in students gaining 4+ English & maths in last 3 years.
19%	Increase in students gaining 5+ English & maths in last 3 years.
60	Teachers
48	Support staff



The Curriculum

Our curriculum follows the National Curriculum and has been designed to inspire and challenge our students to have a love of learning.

As part of our curriculum students have a fortnightly enrichment activity such as; cycling, upcycling, and film appreciation. This wide range of opportunities allow students to participate in something different and broaden their love of learning.

In year 7 and 8 students are taught in their English groups based on their KS2 results, in all subjects except for mathematics and science where students are grouped by ability based on their KS2 results to allow for appropriate support and challenge.

In Year 9 to 11 students are taught in mixed ability groups in their option subjects with maximum class sizes of 30 students. In the core subjects of English, mathematics and science students are again grouped by ability with maximum class size of 30 students. Students select from a range of 20 Level 2 courses.

In Year 12 to 13 students are taught in mixed ability option groups with average class sizes of 10 students. There are 19 A Level or Level 3 vocational courses available to study.

Staff Development

There is a comprehensive staff development programme at John Willmott. Our staff are our most valuable resource and we believe they have an entitlement to continuing professional development. We are members of The National College and all members of staff both teachers and support staff have access to regular training & development to suit their role or aspirations via this route.

We have regular in school twilight sessions and weekly teaching & learning briefings. Staff also meet regularly in faculties, teams or year groups as appropriate. Staff also have the opportunity to access external training including being examiners. Several are following apprenticeships routes in school including to masters Level.

We have 5 training days each year which are aligned with the other schools within The ATLP. This allows for collaborative working across schools. All staff attend The ATLP conference once every two years. In addition we offer 3 Personal Development Days (PDD) which allows staff to focus on their own development.

Our CPD programme also includes the development of pastoral skills and knowledge with recent topics including bereavement, mental health & domestic violence.

Pastoral Care & Student Leadership

Our intention is to support and develop student's emotional health and well being. We do this by placing every student in a form group that they remain with for the first five years of their time with us. Where possible they retain the same form tutor throughout this time. Every year group had a non teaching Head of Year (HoY) and a member of the Leadership team attached to support.

In addition, we have a full time Family Support Worker (FSW), and a Home School Liaison Officer.

We work with a wide range of support agencies such as Cherish, City of Birmingham School (COBs), Aim Higher, Nudge to name a few. We also employ our own speech & language therapist and work closely with The Communication & Autism Team (CAT), Pupil & School Support (PSS) and an art therapist.

We operate a House system which has been recently re launched. Students have the opportunities to be both House Captains and ambassadors and develop their leadership skills. Our School captains are selected from the sixth form.

Students are able to take part in their bronze DoE. We have also recently become a Bronze Rights Respecting School and are moving towards our Silver award.

JWS has a small leadership team. The Headteacher and Deputy Headteacher joined in September 2016 and three of the four Assistant Headteachers were with the school prior to this.

The Leadership Team is supported by an experienced team of middle leaders including Heads of Faculty and Heads of Year.

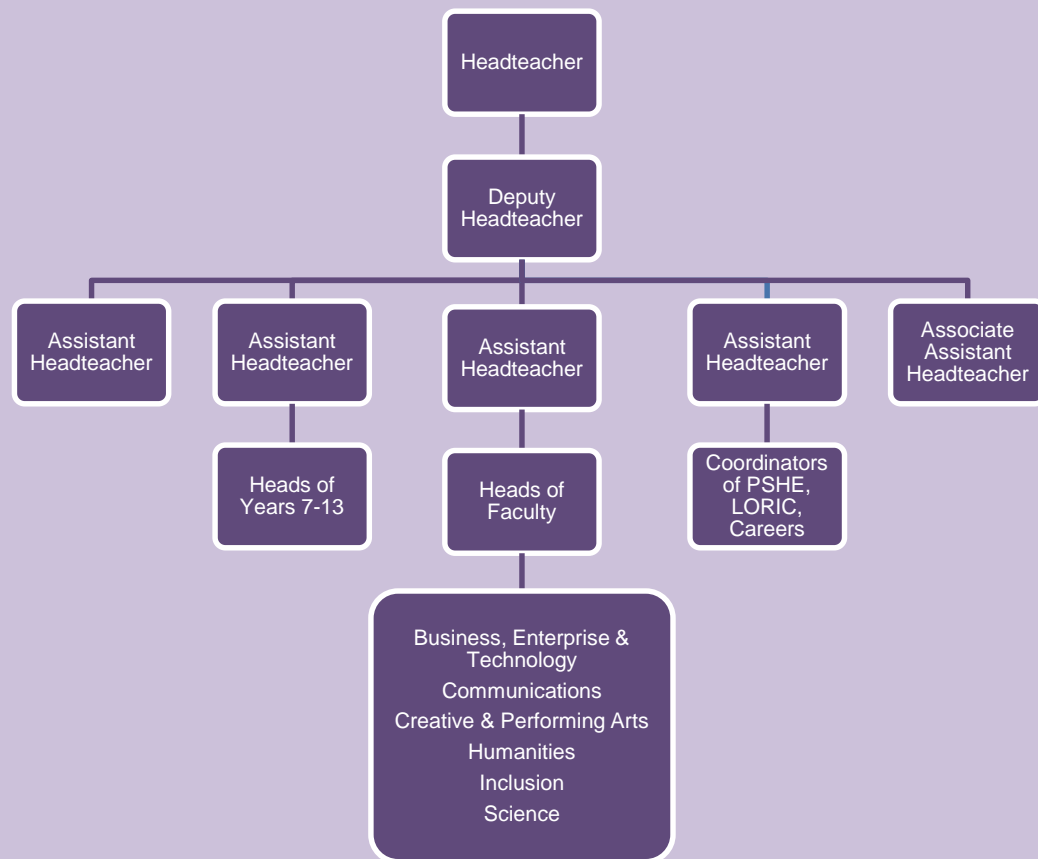
These middle leaders meet regularly with their teams to look at both operational and developmental issues. Heads of Year lead training with their form tutors on pastoral issues such as well being and bereavement. Heads of Faculty lead the development of the curriculum and teaching & learning model with their teams.

There are weekly, whole staff, pastoral and teaching & learning briefings as well as regular CPD opportunities for both teaching & support staff. All staff are enrolled as members of The National College to access ongoing professional development.

The Heads of Faculty meet as a group every two weeks with the AHT teaching & learning and AHT curriculum, assessment & feedback. The Heads of Year meet weekly with the AHT Pastoral Development. These meetings are crucial to maintaining effective communication as well as driving school improvement.

The Local Governing Body (LGB) meet four times a year. The LGB includes 2 parent governors and a staff governor.

Leadership Structure



The Support Staff Team is comprehensive. The Senior Office Manager leads the general admin team. Other key posts within school include The Data Team & Exams Officer. Technicians support within Art, Food & Product Design and Science. The pastoral team has the support of a pastoral manager a pastoral assistant and a Family Support Worker. The Attendance Team consist of an attendance officer, attendance admin assistant & a Home School Liaison Officer. Finance, Estates & Operations, HR & IT support is provided centrally from The ATLP.

Some links with key organisations.



The Brilliant Club works with schools and universities across the UK. The charity exists to increase the number of pupils from underrepresented backgrounds progressing to highly-selective universities. They do this by mobilising the PhD community to share its expertise in state schools.



The Scholars Programme aims to give young people an experience of university learning to help them make an informed decision about your future. The Scholars Programme provides pupils with an experience of university-style learning through seven tutorials and two trips to highly-selective universities. They are supported by a PhD tutor, teaching a supra-curricular topic based on their current research.



Aimhigher West Midlands is a partnership of universities working to support learners who face a number of challenges to broaden their horizons and make informed decisions about their future educational and career choices.



The UNICEF UK Rights Respecting Schools Award supports schools across the UK to embed children's human rights in their ethos and culture. The Award recognises achievement in putting the [UN Convention on the Right of the Child](#) (CRC) at the heart of a school's practice to improve wellbeing and help all children and young people realise their potential. The Award is based on principles of equality, dignity, respect, non-discrimination and participation.



Duke of Edinburgh Award, JWS will be able to offer DofE programmes as a Licensed Organisation w.e.f. September 2021. This will help our students to develop a whole range of skills and attributes such as resilience, confidence, commitment, drive, self-awareness, empathy, team working and problem solving, which support them in navigating adult life.