



# TDMS

Dear Candidate

I am delighted that you have taken the time to consider making an application for a post at TDMS. We are proud of our academic ethos and the character development of leadership, resilience and challenge that comes from teaching an academic curriculum and holding students to our high expectations. The achievement of our students is paramount but we also know all our students as individuals. We are unapologetically ambitious for every student, no matter what their background, prior attainment or needs. We take great pride in developing relationships between students, staff and families, in order that we can ensure that success is desirable, demanded and achievable. Our core aim is to help students achieve their best and so access university or a high-powered alternative.

We complement our academic curriculum with an extensive enrichment programme. From after school clubs to international trips, we give our students access to the cultural literacy to enable them to fully participate in adult educated life. We operate with a strict approach to discipline ensuring our students develop the habits that will be necessary to be successful independent adults. Our students are therefore a credit to us and we are very proud of their example. Teachers are able to teach and students are able to learn in calm, purposeful classrooms. We have very high expectations of our staff, but we value them highly and treat work load very seriously. Our systems ensure you can really focus on your core purpose of teaching unhindered by bureaucracy or poor behaviour.

We want teachers who are conscientious, enjoy being with children and love to see students succeed. We offer the following:

- Great students who behave impeccably. You can make a massive difference to them;
- Tight, robust behaviour systems;
- Highly visible senior leaders who support all teachers;
- No formal graded lesson observations - just ongoing 'no-stakes' feedback, helping you to continuously develop. We believe that trusting our staff with autonomy helps to develop a strong staff culture;
- Collaborative planning with centralised, shared units of work and resources. Staff work together in departments to create shared resources. It makes last-minute planning a thing of the past;
- A feedback policy focused on whole class feedback. We do not have onerous/impossible marking policies;
- A streamlined research-based teaching model that values teacher talk and the use of textbooks;
- A centralised homework system in Years 7 and 8. You do not need to mark homework in Years 7 and 8;
- Same-day centralised detentions, including homework detentions (you do not need to organise/run/chase them at all), helping to underpin impeccable behaviour, so you are free to teach;
- The major business of the school is teaching and its impact on learning. Therefore, we offer excellent ongoing CPD, career development and promotion opportunities;

**THE DE MONTFORT SCHOOL**

**Address:** Four Pools Road, Evesham, Worcestershire, WR11 1DQ

**Telephone:** 01386 442060 **Email:** office@tdms.worcs.sch.uk

**Website:** www.tdms.worcs.sch.uk

- ECTs benefit from a paid programme of CPD during the summer term prior to starting with us, a bespoke programme of CPD during their first year and a reduced teaching load. For more experienced colleagues, career development is made a priority. There will be opportunities to work on whole-school priorities and gain the experience required to progress into middle or senior leadership in due course. Additionally, we offer financial assistance for relevant post graduate study and support for middle leaders wishing to apply to become Specialist Leaders of Education;
- No performance related pay on the main and upper pay ranges; and
- No performance related pay when moving from the main to the upper pay range.

Finally, I am delighted that TDMS is part of The Four Stones Multi Academy Trust (MAT). The MAT will use the opportunities presented by working as a group of schools to offer a broad, balanced and inspiring subject offer at both GCSE and A level with a focus on an academic suite of subjects. Working within a Multi Academy Trust brings with it a multitude of benefits for both our students and our staff whilst also maintaining our individual ethos and distinctive features. Whilst acknowledging the many additional pressures placed upon schools, the core and defining purpose of the MAT will be to ensure that every day, every students' education is the best that it can be. To find out more about The Four Stones MAT, please visit our website by clicking the link below:

[The Four Stones MAT - Home](#)

It is important that you are totally aligned to our values and vision. If you are the type of person who fits with our culture, you will love working here. Therefore, informal discussions with me are welcome. Please contact Kay Taylor (PA to the Headteacher) on the school number or ktaylor@tdms.worcs.sch.uk to make an appointment.

I would also recommend that you visit the school website prior to applying.

I would be delighted to receive an application from you and hope that you will feel as positive and excited as I do at the prospect of contributing to the continued development of what is undoubtedly a very special place to learn. I regret that I will not be able to reply to all applicants, so if you are not called for interview within two weeks of the closing date can I take this opportunity of thanking you for your interest in the post. We will only be able to provide feedback to shortlisted candidates.

Yours sincerely



Ruth Allen  
Headteacher