

# Welcome to Nailsea School Staff Prospectus

*Nailsea School is part of the Wessex Learning Trust family, sharing knowledge, information, experience and support.*



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**Wessex** Learning Trust

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# A Message from the Head

Dear Candidate,

I have been Headteacher here since 2016 and I am very proud to see the school grow during that time, both in reputation and in student numbers.

My vision for Nailsea is rooted in the desire to provide an outstanding, inclusive and aspirational education for local children that will prepare them for adult life. In these ever changing times, we cannot know exactly what the future will bring for our students, but by giving them a love of learning, adaptable skills and the determination to succeed, we will enable them to rise to whatever challenges they face.

At both the Wessex Learning Trust and Nailsea School we strive to inspire and support every member of our community to achieve excellence. We are committed to creating a happy, purposeful and secure environment, which provides the opportunity for all to develop and grow; to build confidence and self belief and to be enriched and stimulated so that we can all contribute significantly and positively to the Nailsea Community and beyond.

All staff are committed to ensuring the best outcomes for those that they teach or work with and there is a very positive feeling and ethos in the school, which I am determined to maintain. The school has made huge strides since its 2020 Ofsted report, being successful in its focus of raising standards and achievement.

I continue to be extremely ambitious for the school and its students, if you're inspired to make a positive impact within our team, help us achieve our goals, support our students, and develop your own pathway - we might just be the team for you!

Mrs Dee Elliott  
Headteacher, Nailsea School



*Dee Elliott*

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# The Wessex Learning Trust

Dear Candidate

I am delighted to introduce you to the Wessex Learning Trust.

Our family of seventeen Academies across Somerset and North Somerset, strive to offer a world class, 21st century education for all young people between the ages of 2 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning Trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

As you read more about the school, and what we offer as a Trust I hope you'll be encouraged to find out more, and want to be a part of the Wessex family.

Mr Gavin Ball  
Chief Executive, Wessex Learning Trust



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# We're more than just a building...

## Our Location

Situated less than 10 miles from Bristol, and just over 15 miles from Weston-super-Mare, Nailsea enjoys the benefits of a small town, whilst being on the doorstep of one of the UK's most prosperous, vibrant and diverse cities, internationally renowned for its links to the Media, Creative and STEM industries.

Nailsea and Backwell railway station is a 15-minute walk and has direct links from Bristol Temple Meads, Bath, Cardiff and Weston-super-Mare. The school is fortunate enough to be on a main bus route that services many of the towns across North Somerset, and is situated within 3 minutes walk of Nailsea's shopping centre.

## Our School

Nailsea School is a mixed secondary school and Sixth Form with a common purpose - to ensure the very best for each and everyone of their students.

At Nailsea School all students are valued and each individual is encouraged to be the best version of themselves: to Aspire, Believe and Succeed.

## Our Students

Our students are the real asset of Nailsea School, in recent years we have been attracting students from outside of our traditional catchment area. As such, as well as students joining us from schools in and around Nailsea, we also welcome families from the surrounding areas in North Somerset and into South Bristol. Recent cohorts transitioned from over 20 different primaries across the area. With an average of 200 students in each year group, and a Sixth Form of around 180 students, we are significantly smaller than other secondary schools in North Somerset, meaning we know our students on an individual basis. Our growing reputation means that student recruitment is strong across the school and Sixth Form.

*...we're a community.*



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# We focus on the whole child...

## The Whole Child

The change from childhood to adulthood can be challenging and we believe that confidence, happiness and strong communication skills form the foundations for success. Our in-school pastoral team advise and nurture the whole child, offering support with social skills, peer problems, anxiety, home or academic issues. Experts in safeguarding, counselling and mentoring work alongside our Heads of House and tutors to support the wellbeing of student.

The House structure's vertical tutor groups integrate year groups and encourages peer to peer learning and support. This leads to strong friendships, confident relationships between groups and a comfortable family base from which students thrive. Feedback from a dynamic student voice programme connecting the whole school, reveals students to be happy and flourishing.

We are proud of the behaviour of our students, and visitors often remark on the studious, calm atmosphere within the school. Staff and students work together to ensure the effectiveness of rules and behaviour policies around the school creating a fair and safe environment for all, with a clear focus on effort as well as achievement.

## A Place for Everyone

Understanding that each child is different, Nailsea School has developed a range of inclusive ways to meet individual needs including a specialist Resource Base within the school for students with high functioning Autistic Spectrum Disorder. Teachers at Nailsea are skilled in adopting and responding to the learning needs of all students and there is also extra support in the form of dedicated Teaching and Learning Support Assistants within lessons for those who experience specific learning difficulties.

...you will help them to develop.



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# We nurture each child...



## Our Vision and Values

Nailsea is a school at the heart of the community.

At Nailsea we have an achievement focused culture where there is no ceiling on what our students can accomplish. We will never compromise on excellence so that all students thrive and achieve their absolute best.

Through high quality teaching, strong pastoral systems and a focus on personal and social development we seek to prepare each unique student for the bright and optimistic future they have ahead of them.

When we **aspire** and **believe** together, our community **succeeds**.

Our core values underpin students' experience at Nailsea School. Our five core values are:

### Ambition

*By aiming high, demonstrating drive and determination.*

### Respect

*By valuing the diversity, rights and property of others.*

### Kindness

*By demonstrating consideration to others.*

### Pride

*By valuing our own and the achievements of others.*

### Community

*By welcoming everyone and celebrating the diverse society we live.*

*...you will help them grow.*

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# Where every child...

## Pastoral Organisation

Students in Years 7-11 are organised into one of four Houses, overseen by a teaching Head of House, and supported by their Assistant Head of House. Tutor groups are vertical, meaning that there are students from each year group in each tutor group. This creates a collegiate atmosphere amongst the group and the houses. The Sixth Form (Years 12/13) is organised separately by year group.

The pastoral programme is delivered by tutors within these vertical settings as well as through age appropriate discussions during our extended tutor time on Tuesdays. These sessions cover our ABSolute Curriculum, ensuring learning is taken beyond curriculum subjects, into the skills and understanding required to be successful citizens in 21<sup>st</sup> Century Britain.

The school has a clear policy on behaviour to ensure that there is a consistent approach. Students and adults are expected to embody the #TeamNailsea values at all times.

The school is very clear that close and regular contact with parents and families ensures the very best chance of success for all of our students. The pastoral team, which includes Academic and Pastoral Mentors, work closely together. The pastoral team keeps teachers informed so learning takes a collaborative approach. It is this focus on partnership that enables our students to shine.

## Student Voice

Student Voice is an integral part of the #TeamNailsea ethos, and our council of student representatives including House Captains, Year Group Ambassadors, and Sixth Form prefect team that represent the Sixth Form meet regularly with senior leaders.

Student Council discussions can encompass anything from input on celebration events, uniform & lunch menus to eco-improvements.

...is part of the picture.



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# Map their future, plot their journey...



## Aim High - Progress 8

Our Progress 8 Score has increased spectacularly over the past four years and since our last Ofsted rating in March 2020. In 2023 our Progress 8 figure was at +0.07. The continued dedication and focus of all staff and students, continues to strengthen and inspire, especially given the exceptional circumstances of the time frame and the affects of the Covid19 pandemic.

We are proud of our students and staff and the efforts made by every member of the school community to ensure that Nailsea is a beacon of aspiration, progress and attainment.

## GCSE Results

Nailsea School Results	2023	2019
4+ in English	86%	76%
4+ in Maths	78%	71%
4+ in English & Maths	77%	68%
5+ in English & Maths	51%	37%
7+ English and Maths	13%	13%
All entries 9 – 7	25%	12%
All entries 9 – 4	72%	68%

## Level 3 Results

Nailsea Sixth Form Results	2023	2019
A*/A	37%	25%
A* – B	67%	54%
A* – C	89%	83%
A* – E	99%	99%

...you'll help them find their way.

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# Your journey, your future...

## Nailsea Sixth Form

Our self-contained Sixth Form area is designed to support the independent learning of our older year groups, with group and individual study areas, as well as a newly refurbished social space.

## Aspirational Learners

Our students thrive in a culture of ambition, aiming high in their academic studies, personal development and Post 18 destinations.

## Independent Thinkers

We nurture curiosity, developing self-regulation and independent study skills, so students can take responsibility for their current and future learning.

## Community Ambassadors

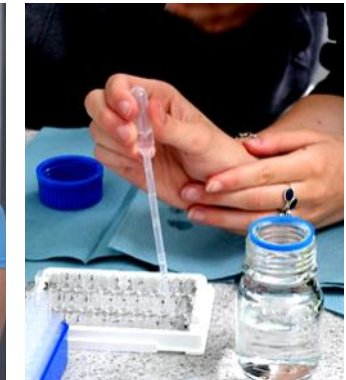
Students engage in our extensive enrichment programme, enhancing their holistic development whilst creating positive relationships within the local and wider community.

## Student Voice

The Sixth Form Prefect team organise the whole school student council, and also mentor our lower school House Captains to make a positive change within the wider school community.

## Destinations

Following their time at Nailsea Sixth Form, students are well-equipped with the skills, experience and qualifications to succeed. On leaving Sixth Form, in 2023, 65% of our students went onto further education, 18% were successful in obtaining apprenticeships and 7% found employment.



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# We don't leave anyone on the bench...

## **SEND Year 7– 11 Special Educational Needs ( E & K code) = 18%**

Our team have high ambitions for our SEND students both in the mainstream and ASD Resource Base. All students follow a broad range of curriculum subjects at key stage three, four and five. We have a team of around thirty staff with wide-ranging skills and experience to support students as they progress through school.

We know that SEND students can achieve alongside their peers, in addition to quality first teaching, we ensure teachers use an adaptive teaching strategies approach to reach all kind of learners.

## **Pupil Premium Year 7– 11 Pupil Premium = 17%**

We are also committed to ensuring that all our students feel included in all aspects of school life and our school community, our whole school approach in which all staff take responsibility for disadvantaged pupils' helps to raise expectations of what all students can achieve.

The focus of our strategy is to support disadvantaged pupils to achieve that goal, including progress for those who are already high attainers. We consider the unique challenges faced by pupils and carefully monitor strategies to ensure that we are supporting our students to overcome these challenges. The targeted approach used will be responsive to common challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage.

## **English as Additional Language (Year 7– 11 EAL = 5%)**

Our designated EAL lead works closely with students to best understand their needs, whether that is providing a buddy, visual cues, digital translation, demonstrations, or additional class room materials. We have 27 different languages spoken by the student body. Teacher training opportunities are available and a programme of helpful resources is continually being developed to support learning in the classroom as demand increases.

...We play the whole team.

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# Facilities



Design Suite



Auditorium



All Weather Pitch 4G



Canteen



Super Lab



Outdoor Classroom



6th Form Study Suite



Lecture Theatre



House Base



Dance Studio



6th Form Common Room



Resource Base

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# We're designed to be better...

## Our Facilities

Nailsea School was re-built in 2009, its modern free-flowing structure makes navigation easy and there is a sense of calm learning throughout the school. All classrooms are contained within the building and the wide corridors and glass panels make for light and airy spaces. The school benefits from excellent sporting facilities, including an all-weather pitch, fantastic creative arts facilities with music, TV and art studios, and technology throughout the school. Students can also enjoy learning outside by visiting the in our den space where extra-curricular activities are held.

## SEN Resource Base

We are an inclusive school, and are proud to house the only secondary school Resource Base in North Somerset. It comprises of a 10 place ASD provision of high achieving students, which opened in September 2020. Students that are placed in this provision have a bespoke curriculum for KS3, with access to some mainstream teaching in smaller, supported classes, to enable them to transition to mainstream school in KS4.

## Student & Staff Bases

Each House has a designated area where House staff and Tutor Groups are based, and students can gather, meet and discuss House events. Each faculty has a staff base, with space for teachers to work and to socialise. All staff have access to a communal staff room, which has comfy chairs, dining facilities, tea and coffee making facilities, microwaves and fridges.

## Eco School Status

Green technology has been developed throughout the school, including a biomass boiler, sensored LED lighting, solar panels and even the toilets use recycled greywater. Our student led Eco-Group meets regularly and through our student voice system, helps to inform decision making. Our carbon footprint is improving year on year and we recycle throughout the school.

...for everyone.



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# Start a new chapter at Nailsea School....

## Our Structure

Our strong Senior Leadership Team has seven members, a Headteacher, Deputy Headteacher, who looks after curriculum and assessment, a Business Manager and four Assistant Headteachers. Each with different roles and responsibilities, the four Assistant Heads are responsible for

- Teaching and Learning
- Behaviour and Wellbeing (DSL)
- Inclusion and Aspiration
- Sixth Form

We have eight faculties across the school – nine including the ASD provision, these faculties are led by a Head and are further divided into subject specialisms. Each department has their own Head and their role is to lead the curriculum and the direction of travel for each subject.

Many of our support staff roles across the school are student facing, such as learning support, pastoral care, classroom technicians, careers support, librarian, reception, first aid and catering.

Behind the scenes our admin and facilities teams provide a wealth of expertise and support in areas of finance, facilities, health and safety, IT, communications, data, exams, HR, and site management.

...together we will develop our story.



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# Welfare



We recognise that schools are a fast paced, ever changing and demanding environment. We also know that whilst we have a passion for doing right by our students, that should not come at a cost to our team's work-life balance.

## **Workload**

We strive to streamline workload wherever possible and work hard to make sure it is appropriate.

## **Working Hours**

Staff are not expected to stay late after school and the calendar has been designed to keep after school sessions to a minimum.

## **Email Protocol**

There is no expectation for staff to reply to emails out of work hours including evenings and weekends.

## **Staff Voice**

We promote an 'open door' workplace, where members of staff can speak freely—with no concern being too small. Each year staff undertake a feedback surveys specifically for the school and for the wider Wessex Learning Trust, with their reflections being taken into account by SLT for future planning.

## **Flexible Hours**

Where possible we try to accommodate flexible working and take work life and personal circumstances into consideration.

## **Mental Health First Aiders**

Nailsea School has a number of both teaching and support staff trained as Mental Health First Aiders—available for all staff to liaise with.

## **Wellbeing Noticeboard**

There is a wellbeing noticeboard with advice and recommendations in the staff room.

## **Recognition and Belonging**

We value our staff and the contribution they make, and staff are given regular recognition for the incredible work they do. We also seek to create a sense of belonging at the school.

Our staff are invited to attend 'staff socials', these include hump-day tea breaks, quizzes and activities such as choir, with larger whole school events organised on a termly basis.

## **#TeamNailsea**

We are a warm and supportive team— each striving for the same goal, where we all aspire, believe and succeed; an ambition not only for our students but for our staff too.

# Benefits

## **Canteen**

Our in-house catering facility offers a range of home-cooked meals and snacks. Food prices are subsidised and the same for staff as they are for students, and staff can pre-order hot meals in advance of lunchtimes for collection.

## **Parking**

Free onsite parking is available for staff to park on site.

## **Care First**

All staff should be happy and healthy at work. Staff benefit from the services of 'Care First' who provide Employee Assistance Solutions - supporting Wellbeing, Performance and Attendance.

## **Gym Membership & Recreation Discounts**

All employees are entitled to more than half price membership at our Kings Fitness & Leisure in Cheddar- offering unlimited access to the state-of-the-art gym, 25m swimming pool, classes and more.

Nailsea School hires rooms and its facilities to private hirers through The Link organisation. Staff receive up to 50% off room hire / facilities rental from the Link.

## **Training**

We are committed to the continuous development of all staff and run numerous CPD programmes across the Wessex Learning Trust and within the school to provide the opportunity to develop and flourish. We also create opportunities for staff and schools to work together and share best practice so we can learn from each other. We use the BlueSky app to track progress and CPD opportunities and Nailsea School is a member of the National College—which offers all staff members a range of free, online training opportunities.

## **Cycle to Work**

All employees can benefit from our cycle to work scheme. The scheme offers tax incentives/discounts when purchasing a new bike as a means of travelling to work.

## **Sick Pay, Maternity, Flu Jabs**

We are proud to offer generous occupational maternity and sickness pay to all staff. All our schools also offer free flu vaccinations to all staff who would like them.

## **Pension**

All staff are entitled to join a pension scheme. Teachers are automatically enrolled with the Teachers' Pension and Support Staff to the Local Government Pension Scheme. Both schemes offer generous packages.

## **Annual Leave**

We choose to give enhanced leave entitlements. For support staff these are more generous than statutory entitlements and for Teachers, annual leave is combined within contracts.

## **Trade Unions**

The Wessex Learning Trust encourages staff to join unions and maintains a positive relationship with trade unions and professional associations, meeting termly with recognised representatives who negotiate on staff's behalf.

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# We are a community...

## Equality & Diversity Statement

Wessex Learning Trust, and all of its academies endeavour to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations in connection with disability, ethnicity, gender, religion, sexual identity, and where appropriate, age, being applicable to all. Treating people equally involves treating them with equity. Policies, procedures and activities must not discriminate but must take account of differences of life-experience, outlook, background, and the kinds of barriers which people may face.

We are guided by the following principles:

- All pupils, staff and parents are of equal value and we recognise and respect difference
- We foster positive attitudes, relationships, and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We address prejudice and prejudice related bullying

We will ensure that all staff are aware of their responsibilities and receive appropriate training, that appropriate action is taken in cases of harassment and discrimination, including prejudice-related incidents, and that any necessary reasonable adjustments are made.

## Equality & Diversity Expectations

All staff employed by the Wessex Learning Trust are expected to adhere to this Equality Statement and contribute to the delivery of our equality objectives through:

- Actively promoting equality and inclusion in their classrooms, amongst students, and colleagues
- Avoiding unlawful discrimination
- Dealing promptly with, and reporting any prejudice related incidents that may occur
- Plan and deliver Schemes of Work and lessons that reflect the Trust's guiding principles
- Provide and analyse quantitative and qualitative data that supports better understanding of equality groups and any issues that may arise, e.g. pupil progress, attendance, bullying, exclusion
- Engage in equality related training

The Trust is fully aware of our obligations under the Equality Act 2010 and are strongly committed to ensuring its implementation and that there is no discrimination against any protected group.

...of brilliant individuals.

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# Where every child, family and staff member...

## Testimonials

Nailsea School is a welcoming and inclusive community. Pupils are proud of their school and behave well in lessons and around the school site.

Ofsted

I feel like teachers get to know you better here and understand you more and this makes it easier to ask for help.

Student

I, like many other parents, love Nailsea School and appreciate all that you and your staff do for our children. I wouldn't hesitate to recommend Nailsea School to anyone and the 'students first' approach is so key to the ethos of the school.

Parent

I love teaching at Nailsea school, there is such a positive working atmosphere here. Students flourish both academically and socially. To add to this, the building's wide corridors and light classrooms provide a pleasant environment to be in.

Teaching Staff

There are effective processes in place to support good behaviour. The relationships that exist between staff and pupils underpin the culture of respect that is evident in classrooms and corridors. Low level disruption and bullying are rare. Pupils attend well because they feel safe and well cared for.

Ofsted

I long for every school/institution to have the flexibility, openness, knowledge and willingness to be so supportive of individual needs and differences

I feel Nailsea has ALWAYS done what is BEST for my children. And for me that is what counts! My children enjoy school ...and the reason they enjoy school is because of the environment you as a school strive to achieve for them.

Parent

Students in the sixth form develop confidence and independence. They have exemplary attitudes to their work and contribute meaningfully to the life of the school and wider society.

Ofsted

I love being part of the Nailsea Community. We have a strong sense of belonging here and one of the school's strengths is student pastoral care. Nailsea School has lovely facilities, but we are more than just that, we have a great learning environment and atmosphere.

Support Staff

Ofsted ...is a welcome part of our team.

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Thank you for your interest in Nailsea School.

More information is available on our website, including subject information, details of our comprehensive Extra-Curricular provision, the school day and policies.

**All HR enquiries to:**

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