



RIDGEWAY SECONDARY SCHOOL



RECRUITMENT PACK



WELCOME

Thank you for considering Ridgeway Secondary School. We appreciate it is a big decision to make a career move, so we want to ensure that Ridgeway is the right school for you by asking you to answer the following questions:

- Do you want to work in a school where behaviour is exceptional and you are able to teach as the expert in the room?
- Do you want to work, lead and teach in a school where all staff are valued, supported and developed? Will you be an excellent leader, teacher and a member of staff that colleagues can rely on?
- Will you put our students and their futures first? Do you want to be a part of the most improved school in the country?



If you have answered yes to the questions above then we would love to receive an application from you and would encourage you to visit us, meet with key staff and see our fantastic school in action. We hope that by reading this information and visiting the school you will gain a sense of what it means to be at Ridgeway. We look forward to welcoming you.

SMALL SCHOOL BIG VISION

We are a small school of 434 students and part of the successful Shires MAT since September 2022. We have the highest expectations of our students and staff and an ambitious vision for the future. **Our vision is to be the very best** and we challenge and support our whole community to strive to be better every day. This relentless drive to be the best resulted in us being judged by Ofsted as outstanding in 3 out of 4 categories in May 2025 and as good in the other and we were officially recognised as the **most improved school in the country for Progress 8 outcomes in 2024**.

Students at Ridgeway are happy, polite and exceptionally well behaved. We give our students clear routines and nurture and guide students to make good decisions. The school is oversubscribed with every new Year 7 intake and we are immensely proud of the school we have become. There is still much to do in our exciting journey to give all of our community the very best all-round educational experience and this is an exciting time to join our committed and dedicated team.



SMALL SCHOOL BIG AMBITION

Our ethos is to develop the whole person and we are committed to Ridgeway 360° for all our students and staff. Ridgeway 360° underpins everything we do both inside and outside the classroom, developing young people and staff academically, mentally, physically and socially, so that they leave our school a fully rounded person, equipped to meet the challenges of the next steps they take.

We are a school with big ambitions and a big future. Being judged as “outstanding” and the most improved school in the country is an extraordinary achievement but it is not the end of our journey. There is still so much for us and our students to experience and achieve and we are determined to give our students the very best educational experience. This is an exciting time to be at Ridgeway, a time of change, where the rapid improvements we have made are now embedded and processes being refined to find that 1% improvement in every area. We are all working tirelessly to be the very best that we can be, a great, small secondary school where students develop into fully rounded people and achieve outstanding results.



SMALL SCHOOL BIG RESULTS

The Most Improved School in the Country

Examination outcomes continue to improve year on year and we were extremely proud to be officially recognised as the **most improved state-funded mainstream secondary school in England for Progress 8 in 2024**. In just one year, the school's overall Progress 8 improved by an incredible 1.05 points, to 0.43 and Ridgeway achieved an unprecedented leap of 2,266 places in the Department for Education (DfE) school performance tables.

- The most improved school in the country for boys' progress. (up 1.31 to 0.5).
- Science: With a value-added score of +0.94, Ridgeway is ranked in the top 4% of schools in the country and as the top school in Worcestershire for value-added in Science.
- Maths: Progress in Maths improved by an extraordinary 1.09 points, from -0.46 in 2023 to +0.63 in 2024, earning Ridgeway the title of top in Worcestershire for Mathematics progress and the third most improved in the country.
- English: English progress saw an impressive increase of 0.98 points, rising from -0.51 in 2023 to +0.47 in 2024. Ridgeway is ranked second in Worcestershire for progress in English and has the fifth most improved English progress in the country.

SMALL SCHOOL BIG OPPORTUNITIES

Quality staff make the biggest difference to the lives of our young people and their experiences at this school. At Ridgeway Secondary School, we recognise this and strive to achieve a workplace where ALL staff understand their role and value. We **promise** to commit to making the working lives of our staff a positive one and, in return, our staff **promise** to commit to making a difference to the lives of those they work with.

- We will continue to create a positive and respectful environment for all.
- We commit to ensuring strategies developed have well-being at its heart.
- We support each other in this school community through the challenges that we face together and individually.
- We will ensure that the working environment for staff is the best that it can be.
- We will continue to create an environment of high expectations and consistent standards.
- All staff will have the opportunity to embrace high quality training that helps develop their practice, achieve their role and support them in pursuit of their goals.



SMALL SCHOOL BIG FUTURES



Careers

At Ridgeway, careers education is not an 'add on' to education, it is a key component of everything that we do. Within subject areas, careers education is embedded into the curriculum allowing students to see different career options within the context of their lessons.

All students receive at least one 1 to 1 careers guidance appointment from a level 6 qualified careers adviser. This helps everyone to explore a range of different pathways for success after Ridgeway. This is also done through PSHCE, as each year group have dedicated lessons to develop skills to prepare them for their future careers. In Year 10, all students complete a work experience week in the summer term. Work experience gives students the chance to learn about what type of job they might enjoy, develop new skills and experience to add to post 16 application forms. We know it can be one of the most transformational experiences young people have during their education.

We care about every individual being successful, not only while they are at Ridgeway but also long after they have left. Our students leave our school, confident and fully rounded people, ready for their next step. They go on to study at a wide variety of further education providers, ranging from top local 6th forms to colleges within our region and a number also enter into apprenticeships.



SMALL SCHOOL BIG HEART

Pastoral

At Ridgeway, we offer a bespoke and specialist level of pastoral care to meet the different needs of each student. Our well-equipped and highly trained Student Services Team work tirelessly to ensure our students can be safe, happy and engaged with all that school life has to offer.

The team consists of leaders responsible for each key stage in the school: their role is to monitor, challenge and support everything from welfare and attendance to behaviour and mental health. Alongside this we have a dedicated student and family support worker who forms a support system around the child by engaging with parents and carers, the student, the school and appropriate external agencies to reduce or break down any barriers to learning that may arise.

Exceptional Behaviour

The behaviour and conduct of our students is exceptional, based on the highest expectations, politeness and manners. We give our students clear and consistent behaviour and learning routines. We are a “warm strict” school and our students understand the positive impact that this has on their all round development and academic progress. Our attendance is in the top 10% of schools nationally and 96% of our parents would recommend us as a school. Our students are safe, happy and want to be successful. They are proud of their school.



SMALL SCHOOL BIG EXPERIENCES

Personal Development

At Ridgeway we deliver a broad and extensive Personal Development curriculum, developing each student in our four pillars of development: Academically, Socially, Physically and Mentally. Students will cover topics ranging from how to stay safe online and making healthy friendships to leading an active life and how to reduce stress and study effectively.

In addition to the Personal Development curriculum, we also offer an extensive enrichment programme to all students, through a variety of extra-curricular clubs across all areas. We have a number of hugely successful competitive teams, ranging from mock trial and equestrian teams to football and netball. We also collaborate with local and professional clubs like Birmingham Rockets and Gloucester Rugby Club to give our students the best experiences possible.

The Ridgeway 360° Award programme represents a holistic approach to student growth, designed to prepare our young learners for the diverse challenges and opportunities of the modern world. Through completing increasingly demanding tasks, students journey towards becoming well-rounded, confident, and compassionate individuals who are prepared to lead and succeed in an ever-changing world.

At Ridgeway we understand that learning about who we are and developing as a person does not just happen in the classroom. There are those priceless experiences that we all remember from our time at school. The wide variety of residential trips, visits and sports fixtures offered to our students build character and forge memories that will stay with them.

Our '**Ridgeway Promise**' means that as students' progress through the school, they have opportunities to take advantage of trips and experiences outside of the classroom. Overseas trips, residential for outdoor activities, foreign exchange visits, sports tours, museum visits and theatre performances all feature in the programme. The school also offers the Duke of Edinburgh Award to students from Year 9 onwards with students achieving both bronze and silver levels of the award.





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