



Candidate  
Information Pack  
2023-24

# Lode Heath School



# A message from the Headteacher

Dear prospective candidate,

Thank you for your interest in joining the Lode Heath family.

Lode Heath's unique atmosphere makes this an exceptionally rewarding school to attend and work at. Our family ethos is central to our identity, where staff, students and parents/ carers work together in the best interests of each and every one of our children.

If appointed, you will be joining a strong and dedicated team of professionals, working with talented teachers and support staff, who are fully committed to delivering the best outcomes for our students. We aim to both challenge and support our students to push the boundaries of their achievements, to contribute to the wider life of the school and its community and to be role models in all that they do. We are looking to appoint individuals who will continue to enhance and develop this culture; driving aspirations and raising expectations within a strong environment of genuine care and support.

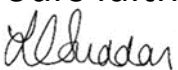
If you share our vision and believe that Lode Heath School may be the place for your next career step, we would be delighted to receive your application.

We hope that you find the following information helpful. Should you like to arrange a visit to our school or have any further questions please contact us at [office@lodeheath.org.uk](mailto:office@lodeheath.org.uk).

The relevant job description and person specification can be found together with our application form on our website vacancy page. Completed applications should be submitted electronically, addressed to me to the above email address.

We look forward to hearing from you!

Yours faithfully



Laura Suddon  
Associate Headteacher



*Ad Astra*★

# Our School

We are an exciting and ambitious school that strives daily to ensure opportunities for all our students and staff.

We pride ourselves on our family ethos and foster a supportive and caring culture that ensures an environment exists where students can be pushed and challenged to achieve their potential and where our highly skilled staff can deliver the highest levels of inspiring and engaging learning. This is underpinned by a strong sense of responsibility – for our choices, for our actions and for the way we treat those around us. We support each other, we value and respect each other, and we share the highest expectations of each other.

Through our broad curriculum and our extensive array of extra-curricular and enrichment opportunities, we provide opportunity for all students to find their passion and to achieve their potential in their chosen pathways. These opportunities add depth and variety to our students' learning, ensuring that school fulfils a far greater role than just the delivery of a curriculum.

We work hard, along with parents/ carers, to support our students to achieve the very best they can – academically and as individuals. We realise that the combination of both is crucial in ensuring that they are prepared to enter the worlds of further education and work as skilled and resilient members of society.

Our determination and drive means our students' exam results continue to improve and we are very proud that they leave us well equipped for the next stages in their lives.

However, no one sells our school better than our students. Hear from them yourself by watching a brief [video](#) they produced.



# Our curriculum principles

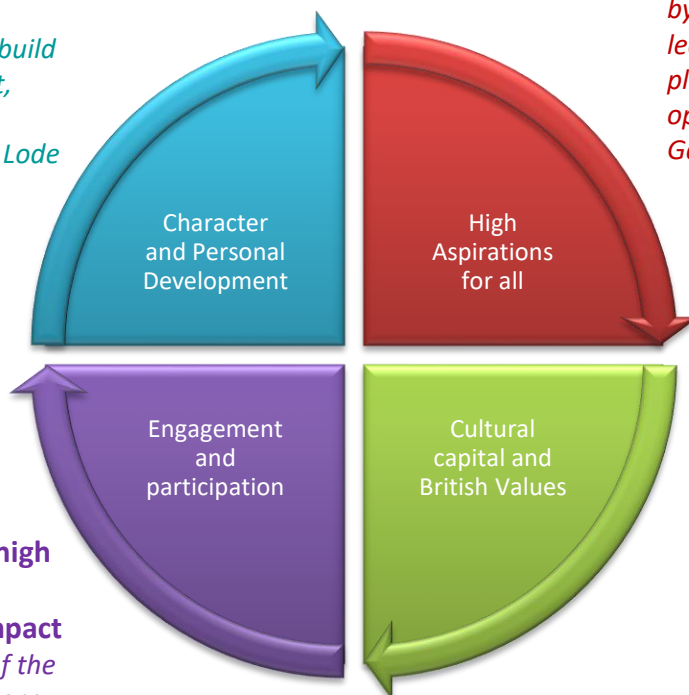
Our aim is to encourage students to achieve the highest standards of which they are capable. We make every effort to ensure that work is stimulating, enjoyable and matched to their individual needs, so that all students fully engage in the learning process.

We have designed our curriculum to embrace the following five curriculum principles to ensure that students:

## Students have an enriched “Lode Heath School” experience

*through the delivery of subject linked enrichment, Character & Personal Development and wider co-curricular opportunities, which build resilience and respect, developing students’ understanding of the Lode Heath School family.*

**Student needs are met through personalisation** via ‘top down planning’, lessons are appropriately challenging and supportive. We ensure that we meet the needs of all students by exploiting assessment for learning to further inform planning, and by creating opportunities to ‘Close the Gaps’.



**Our teachers build high levels of learning engagement and impact** through the delivery of the very best planned lessons, which make great use of opportunities to create awe and wonder and expect active participation from all students. We make clear the links between past, present and future learning and use regular retrieval practice to support long term memory.

**We support our students to the best they can be as citizens** through the delivery of a broad and balanced curriculum and a wide range of enrichment and extra-curricular activities so they leave Lode Heath School prepared for life in modern Britain, and can contribute to society in a positive way.

# Arden Multi Academy Trust

At Arden Multi Academy Trust (AMAT) we truly value the success of every child and we place the sharing of excellent education practice at the core of this value. We are committed to improving the quality of education and life in Solihull and its immediate surroundings.

Our academies have common values and core operational systems, which are applied locally, adapted to individual context and needs. By this simple expedient, each academy retains its own local governing body, identity and individuality. The young adults who leave our care are prepared for the next stage of their education and are ready and confident to move forward in life.

The Trust started with our belief in high quality and dynamic education for everyone, right in the heart of our community. Formed in April 2015 it has a clear vision to generate self-belief, self-worth, esteem and confidence in young people who can then display ambition and aspiration in achieving high educational outcomes.

The Trust started life when Arden, an outstandingly successful and innovative school was asked to support Park Hall Academy in the north of Solihull in 2009. This was a 'light touch' relationship and, following the academy moving into special measures in November 2013, Arden took over the governance, leadership and management of Park Hall. This new relationship saw the creation of Arden Multi-Academy Trust (AMAT). Joint working in a spirit of enthusiastic partnership has seen Park Hall develop into an Academy which is now an oversubscribed secondary school. It was in January 2018 that Lode Heath School became part of the Trust, followed quickly by Henley in Arden School in 2019.

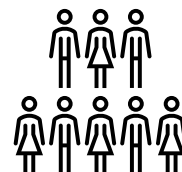
In 2023/24 the Trust consists of four secondary schools providing education to approximately 5000 students with further plans to expand very soon.

As a Trust we are committed to maintaining our core principles and focus as we grow; working with schools where we believe we can help and who, in turn, can enrich and provide real benefit for the existing Arden Multi Academy Trust family.

The Trust operates from its hub in Knowle, South Solihull.



# Looking after our staff



We feel it is vital that every member of staff feels valued and supported throughout the school year, from their first day in September right through to the last day of the summer term. We want our staff to feel enabled and motivated to provide high-quality teaching every day for our students. It is also a priority that our staff to feel assured that they will be supported in times of difficulty, especially from school leaders and governors. This work starts with a bespoke induction package to suit you.

We have 6 core principles, that drive our assessment of decisions relating to the wellbeing of staff:

- a culture of positivity that all stakeholders contribute to equally
- an environment to energise all members of staff
- leaders who aim to be highly effective, proactive and non-judgemental
- excellent working relationships
- career satisfaction
- healthy lifestyle

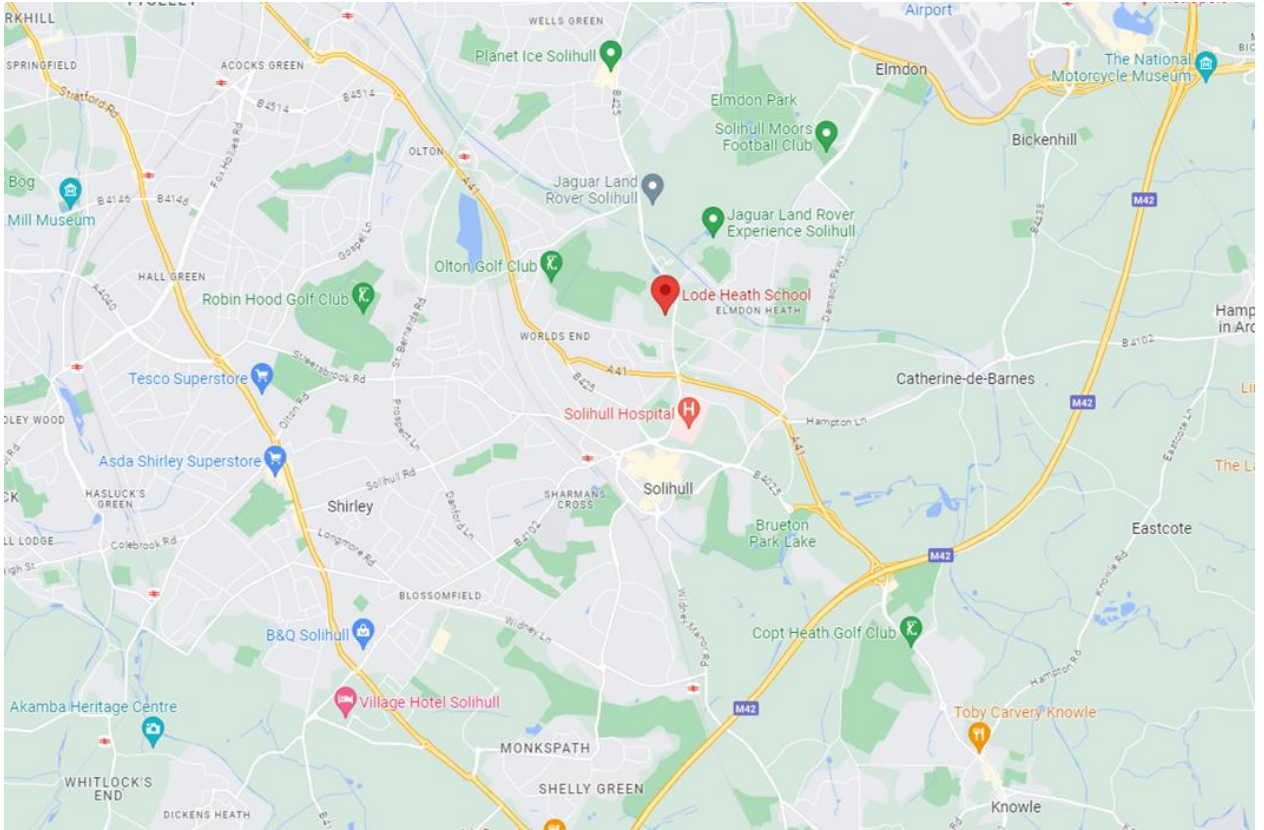
Here are some examples of what we do...

- Our teachers have protected PPA time and at least 16% non-contact time, with many being under allocation.
- We actively discourage all staff from replying to emails out of hours during the week/ weekend/ holidays when 'out of office' messages are centralised.
- We provide peer support and supervision for the Senior Leadership Team, Designated Safeguarding Lead and SENCO.
- We regularly seek feedback from and consult with our staff so we can improve and develop our practices. If it's not working, we change it.
- All senior and middle Leaders have regular line management meetings.
- We plan our annual calendar carefully. We respond to feedback from staff if they feel we have not achieved the right balance.
- Our staff speak positively to each other. If there is to be any criticism, it is valid, polite, and non-judgemental.
- We have implemented initiatives which maximise the impact of feedback to students, whilst minimising the workload for teachers.
- Our staff have access to yearly flu jabs, to support their health during the winter months & we have access to a counsellor.
- We have several disaggregated INSET days each year, which maximises our time for school priorities throughout the year and allows for longer holidays!
- Our staff enjoy social occasions together such as a Christmas party, and other informal get-togethers, and we often share yummy treats!
- Our site team do an amazing job so our physical environment is optimised for all.
- Our SLT, Heads of Year and non-teaching Student Support Team pride themselves on being visible and available – there is always someone on hand.

# Where can you find us?



Lode Heath School  
Lode Lane  
Solihull  
B91 2HW



Lode Heath School is situated in the large market town of Solihull, nine miles south-east of Birmingham. One of the most prosperous towns in the midlands, the area is mainly suburban and surrounded by picturesque Warwickshire countryside. It also offers plenty of superb amenities from its thriving shopping centre through to lively bars and first-class restaurants, it is obvious to see why Solihull is such a popular area for families to live and why demand for school places is high.

We boast excellent transport links with a main bus route just outside the school and a number of train stations close by. Junction 5 of the M42 is only 2.5 miles away.

Free and secure parking is available on site for all staff.

Get in touch...



Tel: 0121 704 1421 Email: [office@lodeheath.org.uk](mailto:office@lodeheath.org.uk)  
Website: [www.lodeheathschool.co.uk](http://www.lodeheathschool.co.uk)