

PRIESTLEY

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ABOUT PRIESTLEY COLLEGE

PERSONNEL DEPARTMENT
PRIESTLEY COLLEGE
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The College's mission is to realise potential through inspirational teaching and learning in a wholly supportive and caring environment.

Priestley College is situated to the south of Warrington near Stockton Heath. It was established as a Sixth Form College in 1979 following a reorganisation of local school provision in partnership with local 11-16 schools.

The College has a successful track record of meeting its targets for growth and currently has some 2300 sixth form students. The College is the leading provider of post 16 opportunities in Warrington and recruits students from 11-16 and 11-18 schools in Warrington and increasingly from beyond.

Priestley has also developed a niche adult programme that runs in community outreach centres in Warrington during the day and at the main site on two evenings a week.

We currently have approximately 300 staff on pay roll. These include full and part time teachers, business support and casual hourly paid staff.

The College has grade A financial status.

The College Vision is **“To be recognised as an outstanding College striving for excellence.”**

Our mission is to realise potential through inspirational teaching and learning in a wholly supportive and caring environment.

We are committed to safeguarding and promoting the welfare of all students and to sustaining an open and supportive culture where students can thrive and achieve, staff, governors, volunteers and visitors feel secure and where everyone is assured that their welfare is high priority.

CURRICULUM PROVISION

The Sixth Form College offers an inclusive provision with programmes at Levels 2 and 3. We offer an extensive range of AS/A2 and BTEC programmes at Level 3 which are followed by over 95% of students. At Level 2 there is a more limited range of BTEC programmes on offer alongside a range of GCSEs.

The College is at the forefront of curriculum development and has for some years worked with partner schools to successfully deliver 14-16 programmes both on and off site.

More recently the College has led the introduction of Diplomas in Society Health and Development and Business Administration & Finance.

The College is the nominated provider for the International Baccalaureate for Warrington and became an official IB World School in January 2010. Our first cohort of IB students were recruited in September 2010.

The adult programme is based around Skills For Life and Family Learning in outreach and Early Years and First Step provision in the evenings.

Sixth Form College students also benefit from an extensive Enrichment programme which includes options such as the **Duke of Edinburgh Award, Driving Theory, Aromatherapy, History Society and Priestley’s Got Talent**. Students are also encouraged to develop and take part in a range of curriculum related enrichment activities. These include countless visits in the UK and numerous overseas study visits ranging from Berlin to New York, and Rome to Egypt. We are very keen to broaden the student experience both locally, nationally and internationally to ensure that they are prepared to be active citizens when they move on from Priestley.



QUALITY

The College was inspected by a team of OFSTED Inspectors in March 2007 with the final report being published in May. The College was judged to be outstanding with the following grades being awarded:

Effectiveness of Provision	Grade 1: Outstanding
Capacity to Improve	Grade 1: Outstanding
Achievements and Standards	Grade 1: Outstanding
Quality of Provision	Grade 1: Outstanding
Leadership and Management	Grade 1: Outstanding

We believe the opening sentences of the overall judgement give an excellent overview of the College **“Priestley College is an outstanding college where every learner really does matter. It does everything in its power to maximise the life chances of its learners in a friendly, caring learning environment that encourages and enables them to do their best and achieve their potential.”**

Recent Self Assessment Reports have confirmed these grades and the 2010 Self Assessment Report awarded the following grades to our Curriculum Areas:

Art and Design	Grade 1: Outstanding
Professional Studies	Grade 2: Good
Health and Education	Grade 1: Outstanding
English and Modern Foreign Languages	Grade 1: Outstanding
Humanities	Grade 2: Good
ICT/Computing	Grade 2: Good
Media and Performing Arts	Grade 1: Outstanding
Science and Mathematics	Grade 1: Outstanding
Sport and PE	Grade 1: Outstanding
Adult Skills for Life	Grade 2: Good

Following the Outstanding Inspection Report the College was awarded Learning and Skills Beacon College status by Ministers in May 2007. The College has been involved in delivering three QIA/LSIS Beacon Innovation projects.

STUDENT ACHIEVEMENT

Sixth Form student results are excellent. The College has had an A Level pass rate of over 99% for the last seven years and in 2011 there was a 99.1% pass rate at A Level with 73.4% at A to C grade.

The College achieved a 100% pass rate in BTEC National and BTEC First programmes in 2011 and also achieved an A* to C GCSE pass rate of 73.1%.

Progression to Higher Education and employment is excellent with over 360 students progressing to university programmes, including Oxbridge, in 2010.

The College has a good track record in terms of Value Added and has been the best Value Added performer in Warrington for a number of years. We are in the top 10% of colleges nationally when using the ALPS Value Added system. Moreover, for the last four years we have had significantly positive Value Added scores using the national Learner Achievement Tracker for AS and in three out of four years for A Level. We were also particularly pleased when the new National Contextual Value Added scoring system gave us one of the best positive value added scores in the North West, with the only significantly positive CVA in Warrington for three years running.





CAMPUS INVESTMENT

In the last ten years, the College has invested over £10M in the campus.

In particular, over the last two years, the following investments have taken place: the addition of a full-size all-weather sports facility; an extension to the Learning Resource Centre; refurbishment of the Art and Design facilities across campus; the creation of three additional science laboratories; and a new six-classroom teaching centre.

We place a great emphasis on constantly striving to improve teaching and learning for all our students. In addition to capital investment, we have continued to invest in technologies which support this drive, such as a Virtual Learning Environment and a wireless network upgrade.

MANAGEMENT STRUCTURE

The Senior Management Team consists of the Principal, Deputy Principal and Vice Principal Resources together with the Director of Finance and College Secretary. The Director of Student Services, Director of Quality Improvement and Professional Development and Director of Student Performance Management are associate members of the SMT, meeting weekly with the Deputy Principal.

There are ten Curriculum Managers who are supported by Assistant Curriculum Managers who are responsible for the day to day running of the College programmes.

Students' learning is supported and managed by Personal Tutors working to a team of five Senior Tutors and the Director of Student Services. The Learning Support team also actively supports those students with specific learning difficulties and/or disabilities.

PROFESSIONAL DEVELOPMENT

The College has an annual review programme for all staff which considers performance and identifies development or

training needs in line with the College's professional development strategy.

The College runs a comprehensive induction programme for all new staff and works with Warrington Borough Council to support NQTs through their probationary year.

STAFF FACILITIES / BENEFITS

All teaching staff are now based in curriculum clusters for staff room accommodation. Here you will have easy access to computer based resources including a shared drive housing key College documents and email to aid communication and Moodle our Virtual Learning Environment.

Staff Services is a business support unit that supports teaching and learning by offering a range of services to all teachers and tutors such as photocopying, collection of monies for trips and visits and clerical support.

Pay and conditions for staff are discussed in the College's Joint Consultative Committee and the College itself is a member of the Sixth Form Colleges Forum and Association of Colleges. The Governing Body listens carefully to the views of such bodies and within its various committees, works with senior management to guide the College.

The College has a staff rest room with access to self-catering facilities. Staff also have ready access to refreshments provided by our on site catering facilities.

All Teaching Staff are able to join the national Teachers Pension scheme and Business Support Staff the Local Government Pension Scheme. Both these schemes are currently final salary schemes.

The College offers competitive rates of pay based on the national pay scale for sixth form colleges, which covers both Teaching and Business Support Staff. We also offer The Busy Bee Child Care Voucher Scheme and a Cycle to Work Scheme.

All staff can join the Staff Association which acts as a conduit for ideas for activities and general welfare issues. It also organises a number of social events every year.

The College operates a no smoking policy throughout the buildings.

IS PRIESTLEY FOR YOU?

Further Education is without doubt a most challenging sector in the education world. Growth over the past few years has been in excess of national expectations and cost pressures are significant. However, Priestley College is a genuinely flexible and responsive organisation, one well-suited to meet the new challenges of the years ahead. A key emphasis will continue to be on the quality of teaching and learning.

We are keen to appoint outstanding managers and support staff, and teachers with a passion for their subject, and the highest expectations of students. The College is an equal opportunities employer keen to employ staff from a wide variety of backgrounds, whether working in FE sector colleges, in schools or the world of industry and commerce.

Priestley has a good deal to offer its employees and we are looking for staff who, in response, have a good deal to offer us.

If you:

- Have high expectations of self and others
- Recognise and aspire to outstanding standards and achievement
- Are committed to continuous improvement
- Are positive in outlook, with a "can-do" mentality
- Are a team player
- Genuinely like and care about students
- Are committed to social and educational inclusion
- Recognise and celebrate diversity

- Are energetic and hardworking
- Want to make a real difference to people's lives

Then you sound like just what we are looking for! We very much look forward to hearing from you.

STAFF CASE STUDIES

TEACHER OF PSYCHOLOGY – GEMMA STEPHENS

Starting at Priestley as an NQT was an exciting experience as I was drawn to the fantastic friendly and welcoming atmosphere. I began teaching Psychology at AS level and on the International Baccalaureate new to the college. I received appropriate external training and was supported through each stage of my development.

The programme in place for NQTs is supportive yet flexible where guidance is readily available when needed. Staff in my department and across college were always more than willing to assist with any questions I had making me feel valued as a new member of staff. Bitesize sessions held by other members of staff are valuable to sharing good practice and professional development, I was also provided with my own opportunity to hold a short session.

In addition, being a personal tutor enabled me to gain a deeper insight into the pastoral responsibilities associated with young people providing me with a new challenge. It's a rewarding experience to see my first cohort of students off to university/first employment in my second year.



SENIOR TUTOR – DAN MARTIN

My first impressions from arriving at my interview were that Priestley is in many ways like a small university. The purposeful way students move around the building and the incredible range of extra curricular activities on offer are just some of the things that struck me from day one. Having worked for 10 years in an 11-18 school as a Head of Year, I was looking for a role that would allow me to combine my pastoral responsibilities with my desire to work in a sixth form setting.



The role I now have at Priestley of Senior Tutor is incredibly demanding but also immensely rewarding. It is a great privilege to be able to support students through this key stage of their education and secure opportunities at university or employment when they leave.

STUDY SUPPORT – DAVID TURNER

I have been at Priestley for nearly nine months as a member of the Study Support team, and I can describe it as very friendly, enthusiastic and 'with it.' I am impressed at how much Priestley has to offer students in terms of facilities, activities and support. I can honestly say I have been rewarded in ways I never thought possible.

I was made to feel at home from day-1 and given help and advice from fellow members of the team who all do a great job. Helping students is amazing, just to see the smile on their face when they pass an assignment or have the confidence to stand up in class and deliver a speech and knowing you have helped is very rewarding. I like the versatility of the role too, as you never know what you might be asked to do next. Working in Study Support is a great experience where you know you are making a difference.



LEARNER VOICE

We place a great emphasis on the learner voice at Priestley. Each tutor group elects a representative who joins the Student Council. The Student Council in turn elects the College Council that meets regularly with the Principal and other Senior Managers. The President and Vice President of the College Council serve as members of the Governing Body.

The College Council and its officers organise a number of events for students throughout the year and also lead on major fundraising projects such as Children in Need and Comic Relief. Moreover, and very importantly, the Council adopt a high profile role in developing the whole student experience at Priestley.

Each Curriculum Area holds regular student focus groups and students also serve on the Equality and Diversity and Learning Resources Committees. In addition the Principal and Deputy Principal hold focus group with new students annually. The Governing Body meet annually with a representative group of students at their training seminar and students regularly present feedback to Governors on a range of issues.

Student feedback informs college development on a number of levels and is regularly incorporated in development plans and features prominently in Self Assessment Reports.



WHAT OUR STUDENTS HAVE TO SAY

We used an independent research company to find out why our students came to Priestley rather than stay in a school sixth form. The reasons they gave included:

- The College teachers and resources focus on young adults
- Its an adult environment and I am treated like an adult
- The facilities are better than at other options
- The quality of learning and recreational facilities
- More enrichment (extra curricular) opportunities
- It is close to the town centre
- Flexibility of travel using regular bus and train services
- Guaranteed subject progression from AS to A Level when offered
- Extensive choice of subjects
- A good step to University
- To meet new people

All the students surveyed said they would recommend Priestley and were pleased they had chosen us for Sixth Form Study.

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“Where every learner really does matter”

– OFSTED



HOW TO FIND US

From the town centre, go south on the Wilderspool Causeway along the A49 toward Stockton Heath. Turn left at the traffic lights by Greenalls, onto Loushers Lane. The College is 200 metres up on the left. Pedestrian access is also possible via Menin Avenue.

We suggest that you use services such as Multimap and The AA Route Planner to plan a journey to Priestley if you haven't visited us before. The postcode you will need for both of these systems is WA4 6RD. When using the AA system or other route planners please be advised that you should continue your journey along the A49 and access the College via its main entrance on Loushers Lane as there is no access to the campus via car on Menin Avenue.



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www.priestley.ac.uk



The Government Standard