



Dear Applicant,

Thank you for your interest in the advertised post at Fort Royal School.

We are a community-maintained specialist Primary School in the heart of the city of Worcester. We cater for pupils with a wide range of special educational needs who are unable to flourish in the mainstream, even with additional or targeted support.

We have 243 pupils on role in Reception to year 6, all of whom have an Educational, Health Care plan (EHCP). This includes learners with severe learning difficulties (SLD), profound and multiple learning difficulties (PMLD), autism with a learning disability (ASC) and global developmental delay. Over the last few years our pupil group has become more complex in their needs.

Our [School Mission Statement](#) or statement of our core purpose is:

To provide an environment where all can *Play, Learn, Laugh & Succeed* to their full potential

- *Play*: Developing Interaction and Social Skills for lifelong learning and living.
- *Learn*: Developing Thinking and Life Skills in a range of contexts, transferable across the curriculum and into daily life.
- *Laugh*: Developing Communication & Interaction skills. We aim for our pupils to be competent communicators through whichever method best suits them. We also appreciate that everyone learns best when they are engaged and enjoying themselves.
- *Succeed*: Achievement, Confidence and Independence: Providing and encouraging everyone with the opportunity to develop to their full potential in terms of developing independence, autonomy and becoming resilient learners.

We offer a range of specialist support and therapies to meet our pupil's individual need's as well as a range of specialist facilities such as sensory rooms, indoor and outdoor sensory regulation areas and a hydrotherapy pool. We also work with a range of other professionals such as Educational Psychologists, Speech and Language Therapists, Physiotherapists, Occupational Therapists, a school nurse and others to ensure we can meet individual needs identified in each child's EHC plan.

The school is surrounded by wonderful and well developed outside areas to support our pupils needs, these include outdoor learning areas, specialist play equipment, sensory gardens and specialist regulation areas and equipment.

We have a large, dedicated, and cohesive staff team, including teachers, therapists, HLTAs, teaching assistants, specialist teaching assistants, outreach workers, support staff, site staff and our own catering team who offer excellent value for money meals for all pupils and staff. Our staffing structure offers progression opportunities and some staff have progressed from TA1 to HLTA, TLR teacher and even to senior leadership level. Staff wellbeing and continued professional development to support staff to meet the wide range of pupil need is at the heart of our ethos and we have an excellent external staff support package which offers 365-day GP access, physiotherapy, counselling and a range of other health and wellbeing benefits.

The school is operationally organised into departmental key stage phases, each led by an Assistant Headteacher. The School Business manager oversees the office, site and catering team and the headteacher has strategic oversight, supported by the governing body.

We seek to form strong links with our pupil's parents to support them and to support their child's learning and development. We offer parent training courses and direct support at home via our family support worker. We are supported by parents and others through our Friends of Fort Royal group who organise many fundraising activities and help to provide us with additional resources and equipment.

As with almost all special schools across the country we are facing challenges due to finding the physical space to meet the increasing number of pupils with complex needs who require specialist provision. We are currently in discussions with WCC to extend our capacity beyond our current site.

The school is situated near the centre of the city, 10 minutes' walk from Shrub Hill station.

Please visit our [School Website](#) for further information, photos and videos. Visits to the school are strongly encouraged for all potential applicants.

Fort Royal School is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. This post is subject to an enhanced DBS check.

Closing date for applications:

Interviews will be held on:

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ed Francis', with a stylized, cursive script.

Ed Francis

Headteacher