



SOLIHULL

Recruitment Information Pack for Applicants
2023 - 2024



SOLIHULL

One of the great schools of England

A leading 3-18 independent co-educational day school



Founded in 1560



Over 1,500 pupils across two campuses



Co-educational since 2005



450 pupils at the Prep School



77% of A Level results grades A*-B



110 Co-curricular activities



1,100 pupils in the Senior School



400 teaching and support staff



All faiths and none



SOLIHULL



Executive Headmaster's Welcome

Solihull is the leading academic independent co-educational day school in the Midlands. This has been a seat of learning for nearly 500 years and Solihull is undoubtedly one of the great schools of England.

I recommend Solihull School as a place for you to work. I moved myself and my family up from London in 2022 to join the community here and I could not be more pleased. Personally, I was drawn to apply by the strong academic reputation, by the excellent name that the school enjoys for pastoral care and by the co-curricular offering which is as good or better than you could find anywhere.

What appealed to me the most, perhaps, was the warmth of welcome that I found from the very first interaction with the school. I am pleased to lead a diverse and inclusive staff body and I am delighted that you are considering joining the team.

This is a school where children thrive in academic studies – results at A Level and GCSE are exceptional and Silhillians, as we call our pupils, progress from this school to the most prestigious universities in Great Britain, the USA or elsewhere around the world.

Our recipe for success is no secret; it comes from the habits established, the opportunities encountered, and the moments experienced by your child at Solihull.

Our pupils prize leadership and teamwork, they excel in sport, in music, in art, in drama, in debating and in public-speaking. Silhillians learn both a confidence and a humility at school which sets them up for life.

As you will see from other pages in this booklet, our teaching staff and support staff are well looked after in terms of induction, professional development and care. It is important to me that we operate as a united team, because I know that our workforce is our most valuable asset.

We offer Infant, Junior, Senior and Sixth Form education across more than 80 acres on our two campuses in the centre of the town.

The town of Solihull is a great place to live as well as work. I hope that you will put in an application to become part of the future of Solihull School.

Charles Fillingham, Executive Headmaster





Our Aims

Ambition

Staff and pupils are ambitious and seek to maximise potential in one another. We aim to engender an enduring thirst for learning and a sense of well-being, and all members of the school community are encouraged to extend themselves beyond their immediate interests and perceived capabilities. Doing one's best is uppermost and perseverance is very important in achieving our goals. Reflection is ongoing and the genuine belief that we can all be better drives us on.

Opportunity

We aim to provide breadth of opportunity and inspire depth of achievement. Learning takes place in and out of the classroom, at home and abroad, and staff and pupils are encouraged to balance over 450 years of tradition with innovation and creativity. New opportunities are welcomed and embraced and all are encouraged to take risks and to learn from failure. The curriculum and co-curriculum are of equal importance and learning for learning's sake is a priority. Intelligence takes many forms and the acquisition of experience, knowledge and skills, whether academic or not and whether tested or not, is very important. Education is holistic and independent thought, exploration and fun are essential.

Community

Christian in our foundation, we welcome pupils of all faiths and none into a supportive and caring environment. We aim to prepare them for adult life as happy, charitable, confident and intelligent people and all come to understand the value of a strong moral compass and global perspective. Pupils learn the importance of winning with humility and losing with dignity, and individuality and inclusively permeate all areas of school life. Leadership skills are uncovered and developed and pupils lead with pride, compassion and integrity. Happiness and success are recognised as inextricably linked and all members of the school community are jointly responsible for pastoral care. Looking beyond the school gates, all former pupils belong to a life-long community regardless of distance or the passage of time and are actively encouraged to remain engaged with the school forever.



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About Our School

Solihull is a leading 3-18 independent co-educational day school. The school has been in existence since 1560, and moved to the current Warwick Road campus in 1882. Originally the Free Grammar School, Solihull became independent in 1946. The school admitted only boys until 1973 when girls joined the Sixth Form. It became fully co-educational in 2005. The school maintains strong links with the former pupils' association; the Old Silhillians and has a very strong Parents' Association.

Solihull merged with Saint Martin's School in September 2020. Solihull Preparatory School (aged 3-11) is based on the Saint Martin's campus and Solihull Senior School (11-18 years) is based on the Warwick Road campus.

The school has over 1,500 pupils, 450 at Solihull Preparatory School and 1,100 in Solihull Senior School.

The school's examination results are excellent; in 2023, 77% of A Level results were at grades A*-B. Almost all Upper Sixth students go on to their chosen university, and each year the majority of pupils go on to Russell Group universities, including Oxford and Cambridge.





The Co-Curricular Life of the School

As well as strong academic results, the school offers an outstanding range and standard of co-curricular activities in both the Preparatory School and the Senior School.

As part of the co-curricular programme at Solihull we aim to provide as varied a life beyond lessons as we can, so that our pupils not only have the pleasure of activity when they are young, but also find and develop essential skills which will form a vital part of their adult lives.

The co-curricular programme at Solihull is rich and diverse and enables pupils to explore their potential and find interests in areas new to them. Staff at Solihull are essential to the running of such a range of activities and there is a contractual expectation to contribute to the co-curricular life of the school for our teaching staff.

The co-curricular programme across both campuses cover events, clubs and activities in:
Academic Enrichment | Community Relations | Music | Outdoor Education | Performing Arts | Sport, Health & Fitness





SOLIHULL

Wellbeing and Personal Development

The Solihull Senior School Wellbeing and Personal Development is a unique and highly-sought after curriculum that in all things covers 'learning for life'. With a regular timetabled lesson for all our pupils we are proud to say that this work was highlighted as excellent at our most recent inspection, and we are continually developing and responding to current needs and contemporary issues.

Developed and implemented in 2018, the foundations of this holistic part of the school timetable have its roots the Jungian Theory of Individuation (the Hero's Journey) and Lave and Wenger's Community of Practice teaching philosophy. Discursive in nature, we offer safe spaces for pupils to explore topics across the spectrum of RSE, PSHEE, Citizenship and much more ranging from mindfulness, resiliency, mental health and wellbeing, discrimination and vulnerabilities in all their forms (including for example, sexism and 'incel' behaviour, gangs, online risks etc.), citizenship, ethical upstanding and a metacognitive forum for pupils to identify who they are, what they stand for and who they want to be. In the Preparatory School, pupils engage in the 'Happi-ometer' and meet Scuffle and Twitch, two squirrels who act as representatives for growth mindset and learned optimism.





Recent Developments

In September 2015, the Warwick Road campus saw the addition of The Cooper Building, the Sixth Form centre, which provides teaching space, private study and IT facilities, social areas, dining facilities and an external roof garden, and in 2017 we welcomed the Coton Rugby Pitch and the Clovelly Hockey Pitch. In November 2019 we opened our refurbished refectory. The school is also part of the Steinway initiative, involving significant investment in music.

We have redeveloped School House, one of our oldest and most iconic buildings, to include more teaching space for several departments, a new ICT centre and increased social space for the Lower and Middle Schools. During the summer of 2020, the former Junior School on the Warwick Road campus was repurposed as Senior School classrooms and renamed the Mark Hopton Building.

Significant investment has taken place at the Prep School campus, of which its main building, Malvern Hall is Grade 2 listed and was painted by John Constable. That investment has included redevelopment of the teaching spaces, playground areas, playing fields and improved car parking facilities. The Preparatory School also has a full-sized floodlit artificial turf pitch, a 25m swimming pool and an Arts Centre, incorporating a dance studio and theatre.





SOLIHULL

Benefits of Working at Solihull

Professional Development and Career Opportunities

Solihull is committed to maximising professional development and career opportunities for staff.

The school has a progressive curriculum and co-curricular programme and fully supports staff CPD.

Solihull is innovative and strives for continuous improvement in all areas. All staff are encouraged to be reflective practitioners, willing to try something new.

All staff participate in a biennial Professional Development Review in which they are recognised for their achievements and supported in developing their skills, knowledge and training.

All new colleagues, Early Careers Teachers and new line managers are supported by the school to develop and succeed in their roles through a programme of support and training.

The twilight INSET programme is varied and all staff are encouraged to attend and contribute if they have a particular area of specialism. In addition, staff are also welcome to join one or two-year long internally certificated courses; Preparing for Senior Leadership and Preparing for Middle Leadership.

Other training includes Mental Health First Aid, Coaching, National College qualifications and Microsoft Educator Training, as well as more bespoke training and development. The school gives financial support for external qualifications such as Masters and PhD studies, as well as Apprenticeships.

The school facilitates and mentors unqualified teachers through Initial Teacher Training via the King Edward's Consortium or assessment-only route, and welcomes applications from suitably experienced unqualified teachers.

Other employment benefits can include the following:

- Generous contributory pension scheme
- Tuition Fee Remission and free wraparound care in the Preparatory School
- Personal Accident Insurance
- Use of swimming pool and gym
- Free lunch during term time
- Free car parking
- Cycle to Work Scheme
- Short-term accommodation may be available to newly-appointed staff



Living in Solihull

The town's motto, "urbs in rure" (town in the country) is particularly appropriate given Solihull's proximity to the countryside and the ease of access to Birmingham, Stratford-upon-Avon and other towns in Warwickshire.

The school is less than five minutes' walk to the thriving town centre, and is in close proximity to excellent transport links from the M42, Solihull train station and Birmingham Airport.



SOLIHULL

Policy on Equal Opportunities

Solihull School is an equal opportunities employer.

In order to promote an environment within which the school can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislation and codes of practice, we are committed to achieving and maintaining a workforce which represents the population within our recruitment area in terms of race or colour, nationality, national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age and disability (together known as “Protected Characteristics”).

To this end, we shall regularly review the operation of our recruitment, promotion, training and development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic.

How to Apply and Further Information

Solihull is an excellent place to work. It is a nurturing and happy environment which flourishes thanks to the commitment of staff and the support of the wider school community.

We are proud of our impressive history and have very exciting plans for the future. We welcome applications from exceptional individuals who believe that they have the attributes and experience required to join us.

If you require further information about an available post, or would like to enquire about potential future openings, please visit our website at www.solsch.org.uk or contact Hayley Miles, HR Manager on 0121 703 2947 or at milesh@solsch.org.uk.

For further information about Solihull School, please view our latest ISI Inspection Report [here](#).

This is your opportunity to be part of our Solihull Community.

