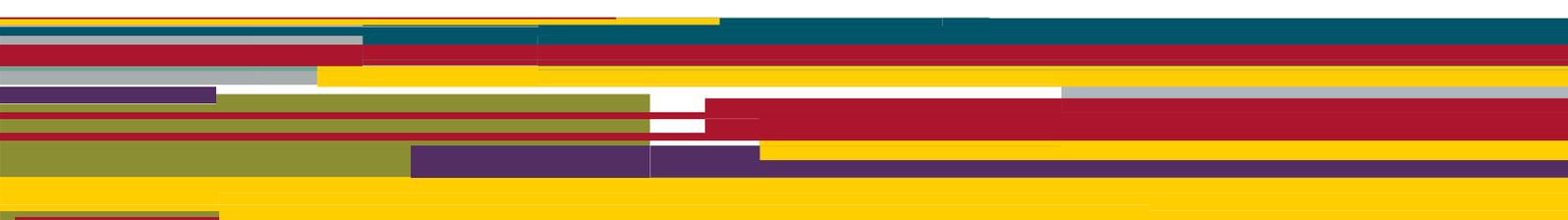


# INFORMATION FOR PROSPECTIVE EMPLOYEES



# ABOUT MYTON SCHOOL

## OUR MISSION

*“To enable us all to be successful by achieving our full potential as learners and individuals. This means we will work together to ensure high levels of achievement for all.”*

Myton is a larger than average, popular, 11-18, fully inclusive, co-educational school located between Warwick and Leamington Spa. We converted to Academy status in July 2011.

We are a forward thinking, caring, and, most important of all, happy school, where students of all abilities and social backgrounds achieve well.

Support for new colleagues is excellent at Myton. We have a tried and tested induction programme and a rigorous and well-embedded performance management structure. We know that having motivated, supported staff is key to our future success and we provide outstanding opportunities for continued professional development.

We also have highly effective care, guidance and support systems to meet all students' needs and as a result our students are known to be courteous and well-behaved. Extra-curricular provision is excellent with students having access to state-of-the-art drama, sports and creative facilities as well as academic clubs.

Our student profile:

- Over 1,600 students on roll, including a Sixth Form of approximately 300 students

- Students eligible for free school meals - below average
- Students with disabilities and those with special educational needs - below average
- Students from minority ethnic backgrounds - above average (15% of our students are from the Sikh community)
- Students who are learning English as an additional language - above average

As a school, we have achieved:

- Investors in People status (since 2004)
- High Performing and Leading Edge School status
- International Schools Award and Enhanced Partnership status with Warwick University for Initial Teacher Education
- Accredited training centre for the National College for School Leadership (NCSL)

Please explore our website ([www.mytonschool.co.uk](http://www.mytonschool.co.uk)) to gain a flavour of what it means to be part of the Myton School community. We sincerely hope that you will be inspired to apply to join us.



# GOVERNORS AND LEADERSHIP TEAM

## OUR GOVERNORS

Myton School Trust is controlled by the Governing Body, which has 13 members including the Head Teacher and the Chair of Governors.

Governors' Committees meet regularly and report to the full Governing Body. All Governors are members of Committees and Panels.

Governors help produce an annual School Improvement Plan (SIP) along with a Financial Plan and the Self Evaluation (SEF). The School Improvement Plan is produced in consultation with staff and is used as a working tool.

## OUR LEADERSHIP TEAM

Head Teacher: Mr Andy Perry

Deputy Heads: Mr Simon Jones  
Ms Helen Bridge

Finance Director: Mrs Jane Burrows

Assistant Heads: Dr Jenny Hunt  
Mr Alef Rosenbaum  
Mr Mark Aynsley  
Ms Julie Stevens  
Mrs Emma Atkins  
Mr Chris Cannon

SENCo: Miss Amy Hawkes



# MESSAGES FROM MYTON STAFF

- “I knew I wanted to work at Myton School from the instant I arrived at the school gates. The students inspire me as much as I inspire them and everyone is pushed to be their best. At Myton School I am encouraged and supported in becoming a better teacher and a better person.” - Newly Qualified Teacher
- “I want to thank everyone who has made my training year so successful. I honestly couldn't have done it without all the encouragement and support that I have been given by so many individuals across the school. It has been an absolute pleasure to work alongside so many talented colleagues and I really believe that I couldn't have asked for a better school to train in.” - Trainee Teacher
- “Myton is a great school with some fabulous students who are eager to learn and apply themselves to complex problems. The school has a very forward thinking Head who is keen to support departments in their quest for improvement and development of the curriculum.” - Head of Department
- “I want to thank all of you for making me feel so welcome here, training me and giving me so many opportunities. I've been very happy working at Myton. I can't thank you all enough or express how important Myton has been to me.” - Teacher of Science
- “At Myton I feel like I am part of the whole school, not just a department. Staff are included at all levels and our opinions are listened to.” - ICT Training and Support Officer
- “I started at Myton as a newly qualified teacher in 1996; now I am Deputy Head. I have thoroughly enjoyed the opportunities and challenges, but most significantly, the friendships and support that I have found from staff in all areas of Myton School.” - Deputy Head Teacher
- “Something about Myton inspires loyalty.” - Teacher / Staff Governor
- “The best thing about working at Myton is the camaraderie, professional relationships and the care given to students.” - Part-time Teacher
- “The staff are very supportive of each other and there is always someone to listen.” - Teacher with 17 years' service
- “I am working with a great team who are supportive, caring and share my strong work ethic and desire to improve the outcomes of all students.” - Current Teacher



# PROFESSIONAL DEVELOPMENT AND TRAINING AT MYTON

*“The training gave me lots of fresh ideas to create more fun & engaging lessons. It was useful participating in activities so I could visualise the impact it could have on my lessons.”*

*“This training session instantly changed and improved my teaching practice.”*

At Myton School we are highly committed to the ongoing professional development of our entire staff. We support and value one another in contributing to a culture which is always seeking new ways to be better.

The school supports continued professional development in a variety of ways:

- Funding attendance on external courses
- Providing internal courses delivered by our staff or visiting experts
- Bought-in resources & materials
- Delivering National College leadership courses; NPQML and NPQSL
- Partnership Plus – our subscription to shared CPD across Warwickshire and Coventry schools
- Visits to other establishments & networking meetings
- Financial assistance with further professional qualifications (eg Masters, diplomas)
- Peer observation & student shadowing
- Regular in school Teach Meets to share and discuss practice
- Coaching for leadership
- ITT mentoring & new staff ‘buddy’ support

- Lead Practitioners: demonstration lessons, coaching, mentoring, research and ‘tailored’ support and training
- Our own Middle Leader Coaches to support staff new to middle leadership or those encountering new experiences
- Dedicated time, resources and twilight training to support the appraisal/performance management of all staff
- We subscribe to Blue Sky whereby all staff track their progress in individual and portable portfolios
- Our in-house twilight programme is extensive and delivered by a range of staff members. It is highly valued and sessions are practical and relevant

If you join us, in whatever role, you will be involved in a comprehensive induction programme which will include the allocation of a ‘buddy’ who will offer advice and support in your initial year. If you are new to the teaching profession you will also have a mentor (a subject mentor and a Lead practitioner) who will support you in your development programme.



# OUR WELLBEING

*Our staff are the key to the success of the school and therefore the health and wellbeing of our team is essential.*



## EMPLOYEE ASSISTANCE

We have an employee assistance programme with Education Support Partnership, a non-profit making organisation which offers all our staff and their immediate families free access to a team of specialist advisors and counsellors 24 hours a day/7 days a week for services such as:

- Legal advice and guidance
- Emotional support and counselling, including face-to-face counselling as standard
- Financial advice and debt counselling
- Specialist information services on a wide range of work-life issues, including medical information
- Support and consultation for managers

## STAFF WELFARE GROUP

We have an active Staff Welfare Group comprising of colleagues in a range of roles across school. Our 'staff listeners' project actively promotes a listening culture across the school. We have an annual 'Wellbeing Week' and a number of wellbeing days throughout the year with opportunities for staff to learn together in workshops created and offered by our own staff.



# OUR CURRICULUM

**OUR VISION:** *“The outstanding teaching at Myton School, combined with the highest expectations of learning, ensure the students are aspirational and are determined to succeed.”*

Myton has always aimed to provide an inclusive and personalised curriculum that meets the needs of our students.

At Myton, we only offer high currency qualifications that enable our students to make real choices in life.

## KEY STAGE 3

We deliver a broad curriculum offer throughout Key Stage 3 to include modern languages; creative and performing arts: music, drama and art; humanities: geography and history; design technology subjects: textiles, resistant materials, graphic communication and food technology; ICT and STEM projects taught in a carousel.

## KEY STAGE 4

In our extended, three-year Key Stage 4, we provide a personalised curriculum that guides students into taking

the right blend of mainly GCSE courses supplemented with a few, very high quality BTEC and other qualifications where appropriate.

We have designed our curriculum offer around providing students with the choice to explore and specialise in areas of particular interest. We also seek to maintain a balance and breadth in subjects, enabling students to enjoy their learning and achieve greater success.

This breadth of choice enables all of our students the opportunity to study the English Baccalaureate combination of courses, which a large proportion study throughout Years 9-11, in addition to a wide variety of other subjects including our popular digital photography GCSE and our ‘twilight’ Chinese Mandarin and Italian courses.

# OUR EXAM RESULTS

The quality of our curriculum and how well it meets the needs of our students is demonstrated in exam success.

## 2016-17 GCSE results

73% of our students achieved a grade 4 or better in English and Maths.

21 students achieved at least 10 A\*/A grades (including grades 7-9).

8% of our students achieved a grade 9 in English.

## 2016-17 A level results

95% of our students achieved at least 3 A level passes.

27% of all the A level grades awarded were A\* or A grades.

17 students achieved at least three A\*/A grades.

Our **2015-16 GCSE results** show 78% of our students achieved an A\*-C grade in English and Maths.

Our **2015-16 A level results** show 28% of all grades awarded were A\* and A grades and almost 60% of all grades awarded were A\*-B grades.

# OUR EXTRA-CURRICULAR ACTIVITIES

Perhaps one of the best indications of the vitality of the school is the strength and range of its extra-curricular activities. Staff organise a variety of clubs and activities, and Myton has a strong reputation for its sport, drama, music, community service, Young Enterprise and outdoor pursuits.

Music and Drama productions, which receive widespread acclaim, take place annually, as well as Drama evenings and Music workshops. These include regular performances in and out of school, composing using ICT topics and full recording studio experience in school, Shakespeare Schools Festival, whole-school musicals, Key Stage 3 drama productions, trips to New York and our Festival of the Arts.

We have stage lighting and sound systems installed

in both School Halls and the support of a Music and Drama Technician.

Every year a wide range of visits are organised to venues at home and abroad. There are also several formal events in the calendar, including Achievement and Awards evenings, curriculum freeze days, Sports Day and an Open Morning in September.

We hope that new staff will add to this rich provision by sharing their talents and interests with our students.

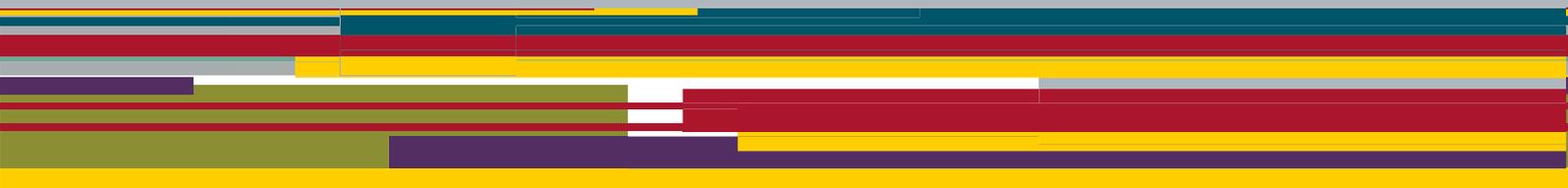
The Friends of Myton School Association (FOMS) organises a full programme of social, educational and fund-raising events, which includes bingo nights, family quizzes and school discos.

# LINKS WITH BUSINESS & INDUSTRY

Myton has strong links with the local business community and an extensive list of contacts (we link with over 200 companies for Work Experience such as Sainsburys, HSBC, Ricardo, Land Rover, Jaguar and Ford and some are also involved in Practice Days and Enterprise Activities).

Myton recently received the Most Enterprising School Award by the Rymans National Enterprise Challenge. This was in recognition of the number and scale of

enterprise opportunities created and offered to students at Myton including: Morrisons Cup Cake Challenge, Practical Action Renew and Reuse Enterprise Days, Xing Smoothie Challenge, Calor Gas Business in the Classroom Partnership and many more.



# PASTORAL CARE AT MYTON

*We have a Vertical Tutoring scheme for Years 7 to 11. Students are allocated to one of five Houses, each led by a Head of House.*

There is a strong emphasis on caring for and supporting individual students. All staff undertake pastoral responsibilities and look after the academic progress and personal welfare of students in their tutor groups. The work of Tutors and Associate Tutors is co-ordinated by a Head of House.

All staff are responsible for ensuring high standards of behaviour, appearance and uniform, and the positive 'attitude to learning' for which the school has an excellent reputation. A key reason why Myton is so popular is because of the high expectations we have of

our young people, whatever their background or social circumstances.

We have close links with our local primary schools and with other secondary schools and colleges in the area. We are also part of the Independent State Schools Partnership linking with Warwick Schools.

We have a dedicated Student Support team who deal with all student-related enquiries, attendance and First Aid provision. This has proved a big success as a focal point for students and parents. Our School Nurse deals with the administration of medical examinations.



Beauchamp House  
Mrs Sarah Wyatt



Greville House  
Miss Natalie Beardall



Leicester House  
Mr Peter Stone



Montgomery House  
Mr James Hibbard



Oken House  
Mr Seb Apostol

# OUR FACILITIES

Myton School occupies two main adjacent buildings with separate purpose-built facilities for PE, Design Technology, Science and English. We also have a specially designed Performing Arts Centre.

The School is well equipped and has good facilities, including two assembly halls, a gymnasium, and specialist rooms for Art, ICT and Business Studies. In 2012 we added to the school facilities with a new two-storey classroom block and an amphitheatre with outside learning space was created.

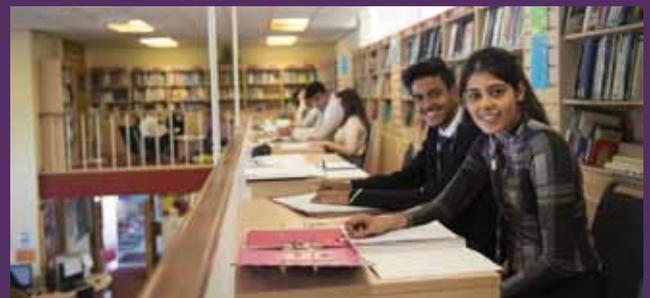
There is an attractive staff room with adjacent study area and a well-equipped reprographics room. We have a well-equipped Learning Resources Centre encompassing

a library, resources area and a Sixth Form study area.

We have around 800 networked computers running Windows 7 and Office 2013 and there are interactive SMART boards in every suitable teaching room. We benefit from a filtered, high speed broadband connection. A wireless network covers the school with internet access available to staff on their personal devices.

The extensive playing fields include two full-size football pitches, a floodlit astro-turf pitch and the John Atkinson Sports Hall.

Our school grounds are a real asset and are extensively used, and yet have the capacity for further development.



# OUR INVESTMENT IN PEOPLE

## EXTRACTS FROM THE IIP RE-ASSESSMENT REPORT, OCTOBER 2015

- There is no question that staff thoroughly enjoy working for the school and derive high levels of personal job satisfaction from the roles that they perform.
- Staff consistently demonstrated their commitment to the success and achievement of the children and see this as their prime responsibility.
- Many of the staff interviewed were of the same, single-minded view that: “Myton is a great place to work and that it is the best job that they had ever had.”
- The school has created an environment in which staff are able to flourish and in which they are empowered to take responsibility and ownership for what they do. With high levels of accountability, staff derive very high levels of job satisfaction for the work that they do.
- Staff talked about the school being a ‘happy school’ with a very purposeful working environment and community in which children of all abilities are able to thrive. It is the latter which in part gives rise to the high levels of staff engagement that were found to exist.
- Many examples of career development and progression were found, aided and supported by the learning and development activities which staff members had undertaken. As several staff members commented, “If you want professional and career development, the opportunities are available to you in this school.”

- People stated that they received the support that they need to be effective in their role and that that they are empowered to act and make decisions about the work that they do. A strong sense of an ‘adult-adult’ culture was found to exist throughout the school.
- The majority of staff interviewed feel that the school has a culture that rewards and recognises people’s talents and contributions. This includes progression opportunities which bring with them financial incentives, as well as peer and colleague recognition.
- Throughout the interviews, staff talked about the great levels of teamwork, collegiality and collaboration which exists within the school. Staff also expressed that they are keen and willing to share their knowledge, experience and resources for the benefit of all.

## QUOTES FROM STAFF IN SAME REPORT

- “The school provides you with excellent opportunities for personal development.”
- “The staff have been incredibly welcoming towards me and helped me to settle in to my role.”
- “My induction to the school has been superb.”
- “The staff are what makes the difference at Myton.”



