ISLEWORTH & SYON SCHOOL
FINIS CORONAT OPUS

INFORMATION FOR THE POST OF

SIXTH FORM SUPPORT OFFICER

Required for September 2017



www.isleworthsyon.org/sixth-form

The Role

THE SUPPORT STAFF

The key aim for all of our staff is to provide an excellent education across all subjects and across the age and ability profile. We are committed to developing the abilities, skills and attributes of all our students, allowing them to work towards and achieve their maximum potential. The team of support staff play a critical role in the school and contribute greatly to creating an environment where expectations are high and our students can be successful.

SIXTH FORM SUPPORT OFFICER

This role is critical in ensuring that our students are highly successful.

The person appointed will support the efficient and effective running of the Sixth Form to ensure that the provision and outcomes are outstanding at all levels.



This will involve ensuring that Sixth Form students are monitored and supported on a day-to-day basis, so that they can maximize their achievements. The job will include liaison with all relevant agencies and partners to maximise educational and career opportunities

Whilst the work will require the post-holder to work independently, the person appointed will be part of the Sixth Form team and the wider school support staff team.

It should be noted that it is expected that the job description will evolve as both the role and the post holder develops.

"Building on the long-standing traditions of the school, staff support the development of 'courteous, respectful and calm' young men, reflecting the school's well-established values."

- Ofsted 2017

THE POST

This post offers the successful candidate a fantastic opportunity to join our excellent, over-subscribed school, and to work within an inspirational and supportive team of staff.

The post is full-time and permanent. We are looking to appoint a person, preferably with experience of working in an educational setting and with relevant prior experience. For all applicants we will be seeking to identify the potential to fulfil this role.

Remuneration will be on Scale 5.



"The strong commitment of staff to meet the needs of pupils is evident."

– Ofsted 2017



THE PERSON

Having the highest quality staff (teaching and support) is the key to being a successful school.



It is our intention to only appoint staff who will enhance the school, thereby ensuring that our students have the best possible chance of achieving their potential.

For this post, this means that the appointed person will:

- Have experience of working in a medium or large organization
- Have excellent IT skills
- Have superb organisational skills
- Have strong communication skills, including written and spoken fluency and accuracy in English.
- Be able to develop highly effective working relationships with students, parents and carers, and other colleagues.
- Have a high degree of professionalism, which is modelled on a daily basis in the workplace and when representing the school.

STAFF BENEFITS

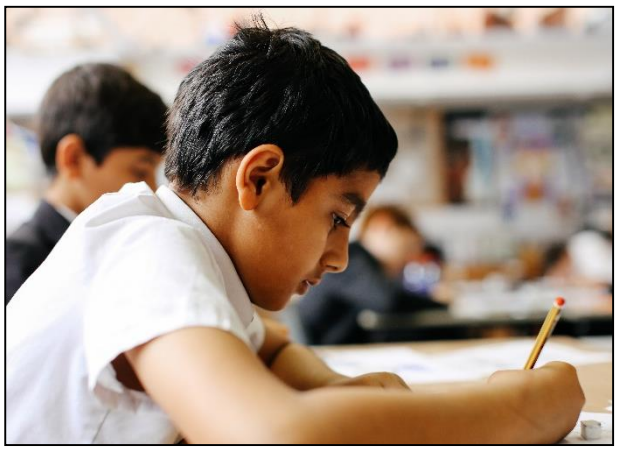
All staff at Isleworth & Syon School benefit from:

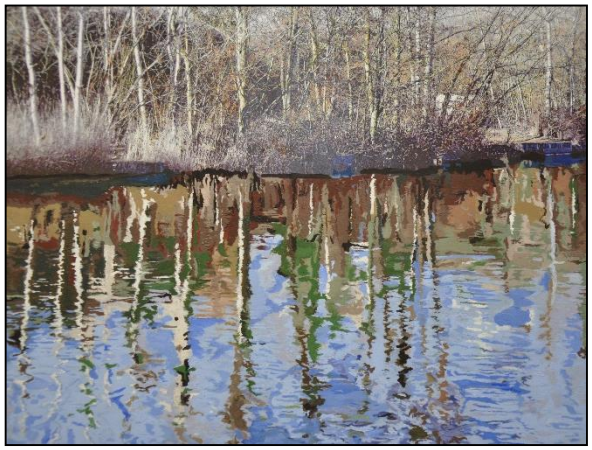


- A highly supportive and friendly staff.
- A school ethos which encourages and insists on students being polite and courteous.
- A supportive PTA and parent body, and a high quality body of governors, several of whom work in education.
- An excellent induction programme and mentoring for staff in new positions of responsibility.
- An on-going professional development programme with significant financial support available for long courses.
- A highly-subsidised MA in Education delivered by St. Mary's University College.
- Involvement in national staff development programmes.
- Membership of the International Boys' Schools Coalition.
- A founding and partner school in the Challenge Partnership.
- Affiliation to the Schools Network, and the Youth Sport Trust, both of whom provide support for Continuing Professional Development.
- A supportive consortium of local secondary schools which facilitates co-educational teaching and learning.
- Working within a highly effective Education Improvement Partnership.
- The use of a laptop (teaching staff).
- Free annual flu-jab.
- A pick-up and delivery dry-cleaning service.
- A subsidised 'Cycle to Work' scheme.
- A chef-led restaurant service.
- Staff sports sessions and a staff badminton club.
- The Isleworthians Association (the former students' network).
- Excellent transport links to the West End and Heathrow.
- Working in a conservation area in Osterley, West London with both Osterley Park and Syon Park within walking distance.









HOW TO APPLY

You must submit the 'Support Staff' application form, ensuring that all sections are fully completed.

You must also complete a covering letter of no more than two sides of A4 (font 11 or 12), demonstrating how your qualifications and experience make you a good candidate for the post.

"[Pupils] say that school staff encourage them to be friendly and to show respect towards each other."

– Ofsted 2017

Please address your application to the Headteacher, Mr Euan Ferguson. You may submit applications by e-mail to school@isleworthsyon.org (with a subject line of 'Job Application: Sixth Form Support Officer') or by post to:

Isleworth & Syon School
Ridgeway Road
Isleworth, Middlesex
TW7 5LJ.

Applications must be received by **10:00 (first post)** on **Monday 26 June 2017**, although we reserve the right to close this vacancy early should we receive an overwhelming response. A selection process will be held shortly after the vacancy has closed.

Rehabilitation of Offenders Act 1974 (Exceptions)

Isleworth & Syon School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. This Act requires applicants for employment concerned with the provision to persons under the age of 18 of schooling, supervision, training or recreational facilities which allows access to children and young people, to disclose all their previous criminal convictions whether "spent" or "unspent", bind-over orders and cautions, as defined within the Act.

Equal Opportunities

The School is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010), and values diversity amongst its staff and for applicants for posts. The School, therefore, aims to ensure that all individuals are treated fairly and equally. Unless the job is covered by a statutory exception, we will not discriminate directly or indirectly on the grounds of: cultural background; ethnic or national origin; nationality; age; gender; sexual orientation; disability; religion; marital status; or membership of a trade union.

The School

LOCATION AND POPULATION



The school is situated close to the centre of Hounslow, just off the Great West Road. Excellent transport links and the proximity to Osterley, Isleworth, Brentford, Chiswick and Hounslow result in a truly comprehensive and richly diverse intake of students. The school buildings date from the 1930s and are built in an Art Deco style. Isleworth Grammar School and Syon Secondary Modern School amalgamated to form the current school in 1979.

We are over-subscribed with first-choice applications for the 174 Year 7 places. This has been the case for many years. However, in the past few years this level of oversubscription has increased, much of which arises from neighbouring authorities. Our reputation for providing high-quality education for boys is becoming known well beyond our usual boundaries.

We are proud of the achievements of our students. Whilst league tables do not allow our boys to be fairly compared with boys in mixed settings, we know that our students continually out-perform their counterparts in mixed schools. Our most able students achieve as well as or better than students in any educational setting, and sixth formers regularly gain places at Oxbridge, and other top educational institutions. Our GCSE results this summer were record-equalling, with 63% of students gaining five or more high passes, including English and Mathematics. At Advanced Level, our results for value-added were in the top 10% of schools nationally, and have been so for the last nine years. Whatever one's views about single-sex education, we know that our school allows our boys to flourish and develop in an environment that supports them. Girls are welcome in our Sixth Form, and they too perform extremely well, and enjoy their time with us.

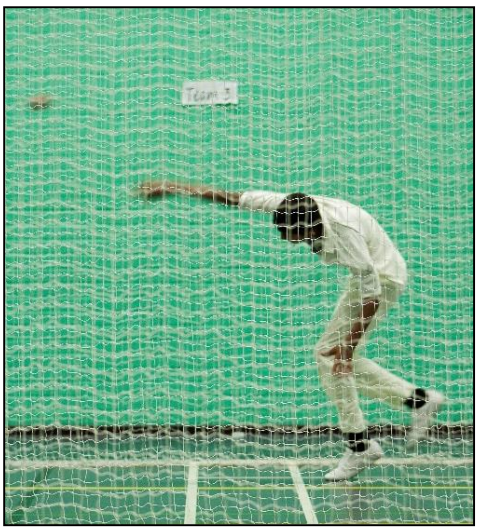
HISTORY AND TRADITION



The school's history can be traced back to 1630 and it has experienced many stages of development in that time. We take pride in our history and continue with many of the established traditions. School uniform is a strong feature, with hairstyles conventional, school rules well-known and implemented, and poor behaviour not tolerated. Staff are also expected to dress in a manner that befits their professional status. Courtesy and respect are attributes that are encouraged and valued. The awards that students can access include 'colours flashes' and 'colours ties', which are awarded for academic, artistic and sporting achievement, as well as for progress and contributions to the school or community. It is our view that the insistence on traditional values and the blending with innovative practice are the key reasons for our popularity. Looking to the future, our drive is to be 'outstanding in every respect', and this mantra is used on a daily basis in school.

Currently we are planning to expand the school to take an additional two forms of entry from September 2017 due to the fact that, since 1979, the school has never been stronger than it is today.

ACADEMY



In March 2012, we successfully converted to being an Academy, and we have ensured that we maintain our foundation of governors and our philosophy of working in partnership with others. In 2003, we gained specialist school status as a Sports College.

Ofsted and the Youth Sport Trust know of no other state school in the south of England that maintains a full Saturday morning programme of sport. We continue to run the School Sport Co-ordinator Programme, under the 'Sport Impact' banner, the most successful partnership in the country. Double Olympic Champion, Mo Farah, attended our Sixth Form prior to taking up a place at St. Mary's University College, and he maintains a close link with the school as patron of 'Sport Impact'.

In December 2005, we were the inaugural winners of the 'Sports College of the Year' Award. Whilst we maintain a strength for PE and Sport, we match this success with outstanding provision throughout many other areas of the school. There are particular strengths in an increasing number of curriculum areas, across the pastoral system and in our extra-curricular provision. In March 2012, we were awarded Leadership Academy status, in recognition of our exceptional work in this area.

THE STAFF

The teaching staff and support staff at Isleworth & Syon are thoroughly professional, with their hard work and expertise ensuring the success of our students. An enormous amount of work has gone into developing a comprehensive induction process for new staff, as well as professional development opportunities for all staff. We are committed to an extensive CPD programme through our involvement in national programmes, our own inset programme, and through our links with Initial Teacher Training establishments (SWELTEC, The Institute of Education and King's College). We also work with trainee teachers who join us from Teach First, School Direct and the new Researchers in Schools programme. We have a partnership with St Mary's University College to offer a very heavily subsidised MA in Education. Leadership is strong throughout the school, and staff are positively encouraged to develop further their own expertise.



Our expectation is that teaching across the school is outstanding. This results from all staff working hard at their own teaching and striving for excellent outcomes for every student. It is also important that our teaching staff commit to being self-reflective, to the sharing of good practice, and to working well in a subject or faculty team.







CURRICULUM

We offer a Key Stage 3 curriculum that places an emphasis on ensuring that students make rapid progress, especially if extra literacy and numeracy is required. The curriculum is traditional; we have had an accelerated Key Stage 3 curriculum in place since September 2015, in order to ensure the best possible progress at Key Stage 4. At Key Stage 4, we operate an options system.

We are constantly reviewing the curriculum offer at Key Stage 4 to meet the needs of the students and the changing syllabi, as well as ensuring appropriate exit routes for all. The focus is across six GCSEs in English, mathematics and science for all students, accompanied by a range of options. Many students complete the English Baccalaureate, as well as many being very successful on vocational courses.

Our Sixth Form has grown over the last few years and is strengthened by the close links with local schools, with whom we work in a very productive and supportive partnership. We are able to offer a very broad range of subjects in the Sixth Form and, although our curriculum is mainly traditional, we have developed vocational options to meet the demands of our students. Girls join us in the Sixth Form, either from consortium schools or as new students to the school. The Sixth Form is an excellent area of the school and many students continue their education at university or college.

"Pupils, parents and staff are supportive of the school's mission in the community. The school is a popular choice for families."

– Ofsted 2017

PASTORAL CARE

The pastoral system is a strength of the school and is led by the Senior Deputy Headteacher and supported by two Assistant Headteachers. Systems are designed to ensure that students are fully aware of the expectations on them, of the support available to them, and of the range of sanctions and rewards used, as we endeavour to ensure that all our students become mature, considerate and confident young men (and young women in the Sixth Form).

Three Pastoral Leaders take responsibility for Years 7 & 8, Years 9 & 10 and Year 11, and each is supported by year teams of tutors. In addition there is a House System, with three House Leaders working vertically across the school to provide pastoral support and a wide range of additional opportunities for students.

Behaviour management systems are supportive of students and have a strong emphasis on ensuring that our students become 'the best that they can be'.

Relationships within the school are excellent and this ensures that the school is a very pleasant place in which to work.

"The school is a safe and ordered environment. Pupils continue to behave very well in lessons and during unstructured times."

– Ofsted 2017

EXTRA-CURRICULAR ACTIVITIES





Opportunities for students, both within the curriculum and as extra-curricular activities, are a major feature of life at school and intrinsic to our values. Ofsted have consistently noted how the extensive range of additional opportunities afforded to the students has a significant impact on the school's ethos, the learning of our students, and relationships throughout the school. Staff take the initiative with such activities, to the benefit of many students.

We enjoy a strong and growing tradition of music and drama in the school. The annual school production has included performances as diverse as 'Fantastic Mr Fox', 'Romeo and Juliet', 'The Government Inspector', 'Great Expectations', 'It's a Wonderful Life!' and 'Macbeth'. The quality of artwork around the school is outstanding, and some of our students' work has appeared on permanent display in Kew Gardens. The school is a Centre of Excellence for Badminton and we run the Duke of Edinburgh's Award Scheme at all three levels, including being the only local school running our own Gold expeditions. The House System is a source of great strength and provides a range of competitive and charitable activities.

THE FUTURE

We are committed to an on-going and intensive programme of school improvement in order to ensure that our students, and those in our partner schools, have access to outstanding educational provision, from our Gifted and Talented students, who have their own enrichment and mentoring programmes, to the students who require additional support at school.

We are one of the original members of the 'Challenge Partnership', a new group of schools working nationally to improve education across the country. We are also a member of the International Boys Schools' Coalition. This is a group of high-performing boys' schools from around the world. This affiliation allows us to share experiences and learn from colleagues from around the world to improve the educational successes of boys.

"Pupils enjoy learning and feel suitably challenged by their teachers; staff are proud of the work they do."

– Ofsted 2017

Our improvements are focused on ambitious outcomes for students, a rigorous focus on high-quality teaching, ensuring leadership and management throughout the school is outstanding, and underpinning this with a 'no excuses' culture when it comes to student behaviour.

We are a technology-rich environment, within which all members of the community have the opportunity to develop high levels of capability, confidence and competence in the integrated use and application of ICT. Every classroom is networked and all have interactive facilities in place. Self-evaluation is the key to fulfilling our improvement agenda.

In May 2013, Ofsted noted how well we were aware of our own strengths and weaknesses. At our most recent visit (February 2017), Ofsted reported that "leaders are ambitious and have set robust targets to drive improvements."

Over the next five years, we intend to maintain and build on our existing strengths and to be outstanding in all areas, setting ever more aspirational targets to ensure that our staff enjoy their work and our students achieve academic excellence, whilst developing into mature, considerate and confident young men.





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