

Dear Colleague

Thank you for your interest in a teaching post at The Urswick School. This letter is designed as an introduction. Do also please look at our website which includes newsletters to parents and our prospectus.

We are a Voluntary Aided Church of England School located in the heart of Hackney, close to Mare Street and Hackney Central Station. Most of our children live locally and both our students and staff reflect the diversity of the area. We articulate this with the simple phrase 'we are a Christian School but not a school just for Christians'. We are an LGBT Best Practice School for 'Educate and Celebrate', and have recently won the Wellbeing Award for schools.

Our students arrive at the school with attainment below the national average. Around 70% of our students are eligible for Pupil Premium Grant. This places Urswick as the third most deprived cohort in England and the most deprived secondary school in London. A significant proportion live in overcrowded housing conditions and do not have internet access at home. We aim to ensure that students make accelerated progress, graduate into our Sixth Form and then to University. Our school mission statement is 'Believe and Achieve' – we have high aspirations for our students and offer them all the support possible to break the glass ceiling. In 2021 30% of our Year 13s went to Oxbridge or a Russell Group University. This is one of the things that makes teaching at Urswick both enjoyable and rewarding.

I am in my sixteenth year as Headteacher (and am also Executive Head of New Regent's College in Hackney). We have a stable and experienced staff team. We are an expanding school, with larger numbers in KS3 than KS4.

Since September 2019, Urswick has become six forms of entry and taken 180 children in each year group. Our Sixth Form, which is in its ninth year, also continues to expand.

Behaviour at the school has been recognised as Outstanding by a series of OFSTED reports. This is not achieved by boot camp methods but by ensuring our expectations are made very clear to students and our behaviour policy is consistently enforced. There is a very positive atmosphere in the school and an extensive rewards system which students very much subscribe to.

Our current award-winning building is a very pleasant place to work. We provide every child with a free school lunch each day whether they are entitled to Free School Meals or not. The free lunches extend to staff provided you are willing to eat lunch within the canteen. We have dedicated work rooms, teachers are all issued with an iPad, there are tea points where hot drinks are provided free to all staff, and a number of staff social events are organised each year.

We have an excellent record of supporting the professional development of NQTs (now ECTs). We also offer NQTs to start their employment on the first Monday in July, and so get paid for the Summer holidays. Please see the document about provision for ECTs which is on our website.

In October 2021 we were awarded the highest possible grade by SIAMS – excellent. Please do read the report on our website.

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Executive Headteacher: Richard Brown B.Ed (Hons) NPQH

Deputy Headteacher: Martha Braggins

Deputy Headteacher: Vanessa Moise

**believe and achieve**



Consistent with the school's Risk Assessment and DFE guidelines, short listed candidates will be invited to attend a face-to-face interview and deliver a demonstration lesson. We will not be offering the opportunity to interview or complete the recruitment process remotely.

I hope this has given you some sense of the school. When we interview for teaching posts there is always an opportunity to have a guided tour of the school and meet our children. I look forward to receiving your application.

Yours faithfully

A handwritten signature in black ink that reads "Richard Brown". The signature is written in a cursive style with a large 'B' and a trailing flourish.

Richard Brown, Executive Head