

# Ruislip High School



## Staff Recruitment Pack

*Welcome to Ruislip High School*

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# Headteacher's Welcome



Dear applicant

I am delighted that you have shown an interest in this position at Ruislip High School. I could not be prouder of the culture that we have created to ensure that Ruislip High School is a school both in, and for, its community.

The school's motto: from grass roots to reaching for the sky, symbolises both the high aspirations we have for all members of our community, and the journey the school has undertaken, from first opening in 2006 to the outstanding reputation it holds today. The school also boasts excellent facilities, and you are applying at an exciting time for the school, as we have recently opened a brand new wing, including a new state-of-the-art Post-16 centre for our expanding sixth form.

Candidates for this role must be committed to outstanding inclusive education and this will be a focus throughout the recruitment process. At Ruislip High School, we believe that education opens doorways and allows students to fulfil their undoubted potential. Our curriculum centres on developing students' passion for subjects alongside equipping students with the knowledge and skills they need to be successful. Staff have the determination to raise students' aspirations and we are proud of the achievement of all of our students. Students are both academically driven and motivated to make a meaningful contribution to society. Our alumni have attained excellent results at both key stages 4 and 5 and beyond, including attending the most prestigious universities in the country. This reflects the quality and dedication of our staff and the hard work of our students. I hope you can see yourself as someone who can share in this and make your own significant contribution in our collective journey as we continue to grow.

I look forward to receiving your application should you choose to join us. In your letter of application, I would like you to tell me about your passion for your subject, as well as indicating how you meet the person specification. Shortlisted candidates will have an opportunity to visit the school as part of the interview process. I hope you find our application pack helpful but please contact me if you have any further questions.

Yours sincerely

A handwritten signature in black ink, appearing to read 'G.D.', written in a cursive style.

Gareth Davies  
Headteacher

# VLT Mission Statement

The Vanguard Learning Trust is a group of local primary and secondary schools in Hillingdon.

We strive to be a Trust that serves its local community and is pioneering in its approach to broadening our students' lives.

We believe in highly effective teaching which allows our students to shine both in and out of the classroom and that intellectual curiosity is at the core of every learning experience. Whilst schools in the Trust have their own ethos and values, they share the common aspiration that all students can achieve their potential and embrace a life-long journey of discovery.



## Executive Headteacher

Ruislip High School joined the Vanguard Learning Trust (VLT) in September 2018, a local multi-academy trust with Ryefield, a local primary school in Hillingdon, and Vyners, a local secondary school in Ickenham. As a Trust, we are committed to staff's wellbeing and promoting an open and transparent culture.

We have established a number of cross-phase school improvement projects with the primary aim of providing staff with professional development opportunities through collaboration with colleagues in local schools.

Each school in the Trust has its own unique ethos, whilst supporting the Trust's vision and values; the overarching tenet of the VLT is to be a local, inclusive Trust serving its Hillingdon community. We are confident that staff across the Trust feel valued in their individual schools. As the Trust expands we intend to develop partnerships that provide staff with opportunities to take a leading role with specific initiatives and Trust improvement projects.

*Dr Martina Lecky*  
Executive Headteacher

# Staff Quotes



**Noemie Lucas, Head of Year 10**

*'I like that career opportunities are always available and I am provided with the CPD that is right for me.'*

**Rob Alexander, Head of Year 9**

*'As someone who has worked in other schools, I don't think some staff fully realise how special the school is.'*



**Ciara Harkin-Bullen, Teacher of English**

*'I enjoy the community feel, how approachable everyone is - I feel we are all on a journey together.'*

**Tania Matias, Curriculum Leader of MFL**

*'I love the school - I love the staff - the modern building - the sense of community is what I love.'*



**Tony Porther, Senior IT Technician**

*'I have never worked in a school where the teaching and support staff get on so well, just a great bunch!'*

# Staff Quotes



**Debbie Keohane, Data Officer**

*'I've been here 15 years in May. It's a great place to work - the people are fabulous. I feel very supported.'*

**Khaleel Ladhani, Curriculum Leader of Maths**

*'Inclusion is so important here. The Learning Support Faculty are great and really support the students.'*



**Jo Stoodley, Pastoral Director**

*'There is something special about the place and the dynamics about how we work together.'*

**Steph Keenan, Director of English**

*'There is a relentless focus on teaching and learning and keeping the most important thing as the most important thing!'*



**Pete Randall, Teacher of English**

*'The best thing about working at Ruislip High is the community that you become a part of. It is no empty claim to suggest that this is a school 'for and in the community'. The staff are highly motivated, exceedingly welcoming and utterly supportive. The students are keen, kind and possess a strong sense of identity as a group.'*

# Why work at Ruislip High School?

## Professional development

**A biennial Trust conference**

**Financial support for professional qualifications (MA, Doctorate etc.)**

**An appraisal process focused on professional development and 'improve, not prove'**

**Trust professional development opportunities, including SSAT Leadership courses and early career development**

## Wellbeing

**Thank you week every half term: staff postcards and treats**

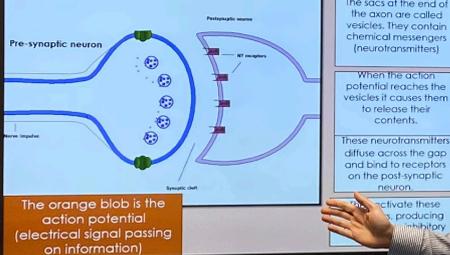
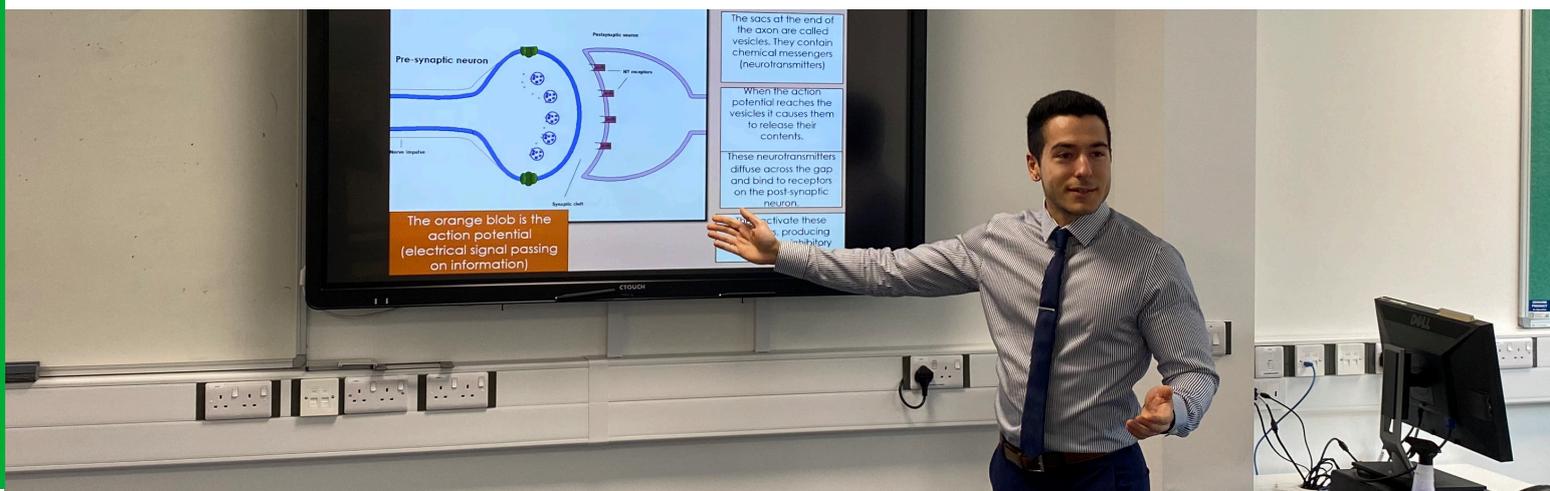
**A newly opened staff room with large social and work spaces**

**Complimentary tea, coffee, milk and sugar in the staffroom**

**Annual staff summer and Christmas parties**

**Annual one-to-one with SLT to discuss wellbeing, workload and career development**

**Mental health first aiders**



The sacs at the end of the axon are called vesicles. They contain chemical messengers (neurotransmitters)

When the action potential reaches the vesicles it causes them to release their contents.

These neurotransmitters diffuse across the gap and bind to receptors on the post-synaptic neuron.

This activates these neurons producing an action potential.

The orange blob is the action potential (electrical signal passing on information)

# Why work at Ruislip High School?

## Staff discounts and entitlements

**Annual flu jab for staff not eligible for a free NHS flu jab**

**Cycle to work scheme and childcare vouchers**

**On-site free parking/5 minutes walk from Ruislip Gardens Underground station**

**Discounts for goods and services through the wider wallet scheme and local shops**

**Recognition for staff 100% attendance**

**Technology wider wallet discounts**

## Induction programme and facilities

**A new staff induction day, programme and buddy in the first year**

**A dedicated classroom for teaching staff where possible**

**A longstanding culture of support and strong staff relationships**

**Communication policy: clear expectations for managing email communication**

**State-of-the-art Sixth Form centre**

# Core Values at Ruislip High School

## Respect

Different views and beliefs: be kind and show good manners to all.  
Value the school community and environment in thought and action.

## Unity

Volunteer to help others; contribute to school life.  
Show loyalty to friends, staff, school and community.

## Integrity

Set high personal and academic standards.  
Uphold the school values.

## Self-discipline

Demonstrate self-control, willpower and strength of mind.  
Remember: 'You Own Your Own Behaviour'. Take responsibility.

## Learning

Be independent and self-motivated.  
Always give 100% effort and check work through: if it's not perfect, it's not finished.

## Inspiration

Show curiosity, imagination and independence.  
Lead by example: take pride in being an individual.

## Perseverance

Be resilient: ask for feedback to improve rather than giving up. Always correct and improve work (D.I.R.T).