

**Welcome to Swanlea**

Swanlea School is a large, vibrant and thriving secondary school in the centre of London. With approximately 1000 students on roll and a further 210 at KS5, staff at Swanlea work alongside outstanding colleagues to achieve outstanding student outcomes in all key stages.

In July 2013, OFSTED graded Swanlea as outstanding in all categories for the second time. In July 2015, we were awarded Teaching School status as part of our journey to achieving excellence and we continue to strive to deliver outstanding outcomes across all key stages and subject areas. We are committed to the continuous professional learning of all staff.

**Why work with us?**

We are an OFSTED outstanding school with a culture of high expectations based on our Swanlea Values. We are in the top 120 schools for progress at KS4 and have an ALPs score of 3, making us the best performing sixth form for progress in Tower Hamlets. The vast majority of our students progress onto top universities including Oxford and Cambridge. We have the best attendance and behaviour figures in the local authority. Despite our successes, we are not complacent and we believe that we have the capacity to further improve.

Swanlea students are proud of their school and we have extremely supportive parents/carers and governors. We are highly committed to the development of all colleagues as evident in our comprehensive CPD programme.

Swanlea School is located in one of the most deprived areas in the UK; 60% of our students are Pupil Premium. Our students may come from disadvantaged backgrounds but they do not lack ambition for their futures, and neither do we as reflected in our no excuses culture. Our highly motivated and hard-working staff are driven by the moral imperative that our young people are capable of achieving highly.

**In return, we can offer the following:**

* A competitive salary with inner London weighting and pension scheme;
* A highly regarded middle & emergent leadership programme;
* A broad and wide ranging staff development programme, delivered by outstanding experts;
* A central location with excellent transport links;
* Outstanding facilities and resources to support teaching and learning;
* A friendly and diverse student and staff community;
* Discount scheme that offers savings on purchases, including grocery, eating out, entertainment, etc;
* Season ticket loan scheme;
* Cycle to work scheme;
* Free eye tests and discounted eye-care scheme;
* Access to confidential emotional and practical advice support services.

**Staff CPD**

Teaching Staff

It is our belief that all teachers are life-long learners. We therefore offer unparalleled opportunities for staff development. All staff have access to excellent quality training, e.g. our literacy programme supports staff with the teaching of academic vocabulary and extended writing to ensure students become fluent and proficient writers and are prepared for the higher demands of the new GCSEs and A Levels.

Staff have access to both in-house and external training which they value highly. In the past we have invited eminent leaders in education to work with our staff including: Claire Gadsby, Sir Kevan Collins, Andy Buck and Ross McGill (Teacher Toolkit).

Support Staff

We believe that the whole school community benefits from professional development. Thus, all support staff have targeted, personalised training that meets their relevant needs. This is presented by specialist facilitators who deliver training on topics including: Effective Classroom Support, Swanlea Values Training, Behaviour Management Strategies and Leading Successful Teams. It is an expectation that all support staff will participate in this CPD.

NQTs

At Swanlea, Newly Qualified Teachers are offered a high quality and supportive experience. NQTs have access to experienced and expert mentors who will support and guide them through their first year of teaching.

We have an excellent programme of professional training which runs throughout the year and gives NQTs the opportunity to develop and hone their skills, allowing them to become excellent, reflective teachers and learn from the expert professionals we have in our school. Our NQTs also benefit from participation in the Tower Hamlets City Excellence Cluster Programme. This runs across several schools, allowing them to network with fellow professionals in developing their practice.

There is also access to support and advice from the dedicated NQT Coordinator plus training and support from Tower Hamlets as the assessing appropriate body.

Many of our NQTs not only stay on with us but have successfully progressed onto leadership roles in the school. The programme is led by NQT Coordinator, Monica Compton (Senior Leader).

BTs

Initial Teacher Training though the PGCE and School Direct Routes

We offer an outstanding teacher training programme at Swanlea; as a teaching school, we offer student teachers a positive and rewarding experience. The feedback we receive from our trainee teachers is overwhelmingly positive. We offer a full range of subjects and our experienced staff support all of our beginner teachers through their programmes by providing excellent mentoring, professional training, demonstrating good practice and offering consistent, fair and positive feedback.

Swanlea has excellent working relationships with higher education providers, such as the UCL Institute of Education, King’s College, Goldsmiths and University of East London.

As well as welcoming trainee teachers through the traditional PGCE route, we also provide school-based training through School Direct, both salaried and non-salaried, which is offered through the City Excellence Partnership.

The programme is led by Monica Compton (Senior Leader).