



A Taste of Mountbatten



This is an exciting time to join the teaching profession. As our children join the global village they will find themselves matched against children graduating from classrooms in China, India, Brazil and Africa. Put simply, a good education has never mattered more than it does today. Whilst this is a challenging time for all schools, we can be proud of the advances in education over recent years.

Standards in schools have never been higher.

Children at The Mountbatten School have a hunger to learn. Mountbatten will reward committed, highly skilled NQTs with outstanding support and development opportunities, and a unique three-way career progression path.

If you would like to find out more, get in touch and come and see what Mountbatten has to offer.



Heather McIlroy
Executive Headteacher

For current vacancies, visit www.mountbatten.hants.sch.uk or
Email: human.resources@mountbatten.hants.sch.uk



The Mountbatten School is an 11-16 co-educational, non-denominational school, founded in 1970 by Earl Mountbatten of Burma. The School has a wealth of outstanding features which have now been recognised in three excellent Ofsted reports and by a host of other national awards. The School is recognised for its very high quality teaching and academic achievement combined with strong commitment to student welfare and to assiduous monitoring of each student's progress. Students are exceptionally well-behaved with politeness and common courtesies being highly valued and practised by nearly all our students.

Our primary objectives are academic excellence, fellowship, co-operation, and the development of students as independent, responsible, and involved members of the larger world community.

As a comprehensive school we cater for students of all abilities. However, we expect and require all students to be keen to work hard, to be willing to do their best, and to share our commitment to have the highest possible standards. We also expect that parents will be committed to provide all the support needed for students to gain the most from the opportunities which such a successful school can provide.

Location

The school is located on the eastern edge of Romsey, a town of approximately 18,000 people. Romsey is situated in the southern Test Valley, a particularly pleasant area surrounding and encompassing the abbey town of Romsey and abutting Wiltshire to the North West, Southampton to the South East and the New Forest to the South West.



A good road network gives easy access to the recreational areas of the Solent, Dorset coast and Bournemouth (40 minutes by car). Currently, some staff live within the catchment. Many live in Salisbury, Southampton or Winchester. A good number commute from as far as Bournemouth, Portsmouth and Basingstoke.

The School

The school is one of the largest and most successful co-educational comprehensives in Hampshire. Our intake is 284, and there are currently 1450 pupils on roll. The school serves a predominantly rural catchment area extending from the boundary of Southampton to the boundary of Wiltshire. We are the larger of Romsey's two secondary schools. The school is very popular and heavily oversubscribed.

Headteacher Heather McIlroy has been in post since September 2007 and Executive Headteacher since January 2014. Christopher Cox has been in post as Associate Headteacher since January 2014 and has overall responsibility for the day-to-day management of the school. The Senior Leadership Team also comprises a Senior Deputy Headteacher (School Improvement, Staff Development and Teaching and

Learning), a Deputy Headteacher (Data and Achievement, Curriculum), 2 Assistant Headteachers (Upper School Progress, and Student Services), and a Director of Finance and Resources. The school is organised into eight faculties (with approximately 80 FTE teaching staff), and the pastoral structure is based on five year groups.

The School has a number of national awards. These include Youth Sports Trust Gold Partner, Lead Behaviour School, full International School Award, Artsmark Gold, and HPSS status.



The School is fortunate to have extensive grounds. Built on land that was formerly part of Lord Mountbatten's Broadlands Estate, there are extensive grounds. Since the School became an Academy on 1 April 2011 there has been extensive investment in facilities. Sport, ICT, Art and Technology are very well-resourced and accommodated. General classroom facilities are a mix of very high quality accommodation to 1970s and 1980s buildings that are a priority for refurbishment.

The key findings of Ofsted in March 2015 – 'Mountbatten is a good school'

- Leaders are committed to ensuring that every student makes good progress. They know what needs to improve further.
- Attainment is improving rapidly due to recent changes. Students generally achieve well in the large majority of subjects.
- Teaching is mainly good, with some aspects outstanding. Some of this outstanding practice is increasingly shared across the academy. Teachers benefit from regular training provided by middle leaders.
- Students who fell behind with their reading in primary schools are successfully helped to catch up.
- The academy's innovative programme in Year 7, known as STAR, has an extremely positive impact on a small group of students and helps them make rapid progress.
- Students study a full and imaginative curriculum. It has particular strengths in science, music and performing arts.
- The behaviour of students around the school and in a large majority of lessons is good. Very few students are excluded. Attendance has improved and is now above the national average.
- The academy makes a strong contribution to the personal, spiritual, moral, social and cultural development of students. The influence of Earl Mountbatten is clear and leads to students understanding well fundamental British values.
- Students benefit from a wide array of extra-curricular activities, including many music ensembles and team-based sports. Students from the academy are set to participate in this year's Montreux Jazz Festival.
- The academy's work to keep students safe and secure is strong.
- Pastoral care is extremely impressive so that the vast majority of students thrive. Those facing intense personal challenges are supported effectively to reduce the impact on their studies.

Student Progress

Our GCSE results are strong with 77% of students achieving five good GCSE passes including English and Mathematics last year (71% in 2015). Well over half of all entries were graded A*, A or B grade. Our academic curriculum suits our students; our EBAC achievement was amongst the highest in Hampshire. We work closely with our linked primary schools through the Romsey Pyramid of Schools, and with our local Sixth Form colleges. A very good number of our students go on from Barton Peveril, Peter Symonds and other Sixth Form colleges to Russell Group universities.

NQT and RQT Programme

Typically the school will recruit 4 to 8 NQTs in an academic year. There is a very well established programme of induction and support. NQTs have additional non-contact time to meet with a dedicated NQT mentor. This mentor will usually be from within the department. In small subject departments the mentor might be the subject leader. In larger departments the mentor might be a teacher who has been teaching for only a few years. The support continues beyond the NQT induction year with a comprehensive RQT (Recently Qualified Teacher) programme.

Central to the School's philosophy is the importance attached to career and professional development. As part of the appraisal process all teachers have a career aspiration target and are asked to indicate how the School can best support this aspiration. There is a unique Teaching and Learning Team of seven lead practitioners who aim to help all teachers in all departments develop their pedagogy. Two of these seven are only in their second year of teaching.

We are always proud when staff leave us for deserved promotion; many have done so. However, there are plenty of career enhancement opportunities within school and it is not unusual for several internal promotions to be advertised each year. We have three distinct career pathways which lead to senior management:

- Subject responsibilities (our larger faculties have Head, Deputy Head and Assistant Heads of Faculty).
- Pastoral responsibilities (we have Heads of Year and Assistant Heads of Year).
- Pedagogy responsibilities (we have a Director of Learning, 4 Lead Practitioners and a Head of Research who work across the school to develop and share innovative practice).

In appointing staff we are looking above all for potential. Of our three new Heads of Year appointed in September 2014, one was in his third year of teaching. Of our four new Assistant Heads of Year two were in their second year of teaching.

We value innovative practice and particularly promote the use of new technologies. We have nine ICT or Mac suites, several class sets of mobile laptops or iPads, and each member of staff has their own iPad. We are a member of several local collaborative networks, some of which we lead. We have particularly close links to the University of Southampton, the LEARN Alliance, and are a member of the Eastleigh Consortium, PiXL and the national Leading Edge network.

Subject Specialisms

We want every department to have the resources they need to be as good as any 'specialism'. Our sports facilities are very good and have been recently enhanced with a new third generation pitch. The creative and expressive arts are highly valued and we have recently launched our Music Academy. Our Science department is exceptionally strong and we have some of the very best Science GCSE results in Hampshire. The Technology and ICT departments have outstanding accommodation and facilities, including a laser cutter, a 3D printer, and newly equipped food rooms. Our Ebacc results are amongst the best in Hampshire with good results in English and Mathematics and very high take up in Humanities.

We have very strong international links and the range of international residential trips and visits are exceptional. Italy, France, Belgium, Germany, Poland, Spain the United States and the Gambia have all been visited this year. Next year will be similar.

Further Information

Our website demonstrates the many reasons why the school has such an excellent reputation within the locality and why our students achieve outstanding examination results. In particular, you may wish to view the most recent Ofsted Report (March 2015) and our current prospectus. Our termly newsletters give a further flavour.