



Empowering Students to be Ambitious and Proud

Chiswick School
RECRUITMENT BOOKLET
2023/2024



Welcome to Chiswick School



Thank you for your interest in working at Chiswick School.

We are an 11-18 mixed academy with over 1500 pupils including a large, successful 6th Form. The last Ofsted in February 2020 found us to be a 'good school with outstanding Personal Development'. The school is now heavily oversubscribed. Examination results in the summer 2023 were outstanding.

The school budget has been managed well and three successful CIF bids have resulted in investment of over two million pounds. Staff turnover is extraordinarily low and the school is fully staffed with subject specialists who are committed to achieving our aim of ensuring all children, regardless of background or circumstances, are supported to achieve academically and are cared for pastorally.



“ **Empowering students to be ambitious and proud isn't just a mantra here; it's lived and breathed everyday.** ”

Ofsted - Parent quote



I believe that I am in post to serve the students, parents, community and you. Any colleague joining us will be work together with other talented, creative and inquisitive teaching and support staff who all work hard to support our goals.

We are looking for colleagues who are ambitious and open to learning every day while at the same time sharing their own skills and knowledge with others.

Laura Ellener,
Headteacher

“ Chiswick is a fantastic, rewarding place to work. I feel extremely proud to work here. The passion that staff and students share to be the best version of themselves is the inspiration that drives me to wake up every morning and make a difference. ”

Ms Bertin, Assistant Headteacher



Teaching, Learning & Curriculum

We have an ambitious and knowledge rich curriculum that supports our students to achieve both in and out of the classroom. Our curriculum is well rounded and academic, sequenced and planned backwards from desired outcomes by subject experts who adopt the most effective pedagogical practices to create an equitable experience for every student regardless of their background or ability. Through our Chiswick School Principles of Teaching, we have a streamlined approach to how our staff implement their curriculum, basing our classroom practice on evidence based research to ensure students get the best possible outcomes.

Continued Professional Development

“Teachers are like tennis players: they develop most quickly when they receive frequent feedback and opportunities to practise”

- Paul Bambrick-Santoyo

We value the development of our staff, offering a wide variety of courses and CPD opportunities for staff at all levels. These are detailed below:

Whole School CPD

Coaching Programme:

Fortnightly coaching drop-ins take place for all members of staff. The purpose of coaching is not to judge, but to improve as we recognise that the quality of teaching has the highest impact on student outcomes. No matter the experience, all teachers can improve. We recognise that for CPD to be effective it should be regular, tailored and specific to each member of staff. All teachers get face to face feedback, with 1 or 2 granular action steps for improvement based on the Chiswick School Principles of Teaching. Wednesday Morning Briefings: Fortnightly sessions focusing on short pedagogical tips that teachers can put into their practice. The topics chosen for these sessions directly relate to key areas of development highlighted by the coaching programme.

Weekly Professional Development:

Although only compulsory for our NTTTP teachers, we encourage staff to attend if the focus of the session is an area of their practice that they are looking to develop.



Department Level

Pedagogical Content Knowledge (PCK) Training:

Within each department there are fortnightly PCK meetings, allowing the subject leaders to share the best subject pedagogy within their fields. Not only is this research based and an opportunity to share best practice, but it also provides an opportunity for subject teams to discuss upcoming challenges in the curriculum.

Curriculum Conversations:

To support middle leaders, half termly curriculum conversations take place between the Teaching and Learning team and curriculum team leaders. The aim of the curriculum conversations is to enable the school to holistically evaluate and improve the quality of education at Chiswick School, with a particular focus on curriculum intent, implementation and impact. The review process is used as an opportunity by departments to identify and take ownership over the strengths of their curriculum and teaching and learning and to recognise areas for development that they can work on together to improve outcomes for students.

Other CPD

Lead Practitioner Designate Programme (LPD)

The LPD Programme is designed for teachers who have demonstrated that they are accomplished classroom practitioners and who have the potential to make a real impact on whole school teaching and learning through being on the programme. The Lead Practitioner Designates support the work of the wider Teaching and Learning team, including that of the Lead Practitioners. Lead Practitioners at Chiswick School have the primary role of modelling and leading excellent teaching across Chiswick School with an additional whole school responsibility focusing on curriculum review and development. The LPD programme gives teachers the opportunity to be involved in 6-8 training sessions over the course of the year delivered by educational leaders including Jo Facer and Ben Parnell with session focuses including 'Instructional Coaching', 'Leading Change' and 'Widening your Impact'.

NPQ Accreditation

We encourage our staff to complete NPQ accredited qualifications through a provider of their choice, whether that be to develop as a middle leader, senior leader or within their pastoral role.



“ I began working at Chiswick School on my second placement of my PGCE, and I instantly knew this is where I belonged. It is rare to find a school with such an amazing set of staff, and I was lucky enough to find one. ”

Ms Aljobory, Teacher of Science



Sixth Form

At Chiswick School Sixth Form we offer a unique combination of excellent academic provision and superb pastoral enrichment and care. It is our intention to enable all our students to not just excel in their qualifications but to become compassionate intellectuals. Our vision is to ensure students enjoy a love of learning, achieve their aspirations and are empowered to become the leaders of, and contributors to, a better society.

Chiswick Sixth Form is a comprehensive, co-educational provision for students aged 16-19. We offer a friendly, exciting, and inspiring environment for learning and firmly believe that a safe, secure, challenging and stimulating curriculum, offering a broad and balanced selection of subjects for all students, is our key role. Our curriculum is one which promotes examination success and recognises personal achievement at all levels. We ensure we are up to date on all curriculum changes and strive hard to provide the most suitable curriculum for all our learners.

We pride ourselves on knowing each student's strengths and aspirations and have a dedicated team of experienced staff who ensure that every Sixth Form student achieves their full potential.

Our enrichment programme is outstanding and offers all students the chance to grow beyond the curriculum and develop wider skills. Students can become involved in a broad range of leadership roles within the school; widen their knowledge of the arts and cultural events; involve themselves in either competitive sports or exercise for fun; attend clubs and societies; engage in community projects and fundraising activities and build a repertoire of experiences that will give them the confidence to lead others in their future life.



We furnish the students with the qualifications, skills and attributes to compete with absolutely any other young person, for the best university and college places, or the career of their choice.

We have designed our current curriculum to meet the aspirations and interests of all our students with a view to most students achieving three Level 3 qualifications, predominantly A Levels and BTECS. This offer represents a broad and varied curriculum in academic achievement and allows students to gain the currency needed to progress to university, college or their chosen career.

“ Sixth-form students are great role models for younger pupils. They get involved in many activities, including mentoring, volunteering and charitable work. ”

Ofsted - January 2020



Enrichment and Wider Learning

Enrichment is a key feature of life at Chiswick School. In addition to homework and revision classes, students can benefit from many different activities. These range from rugby and rowing to DJing, computing and learning to play an instrument.

The extensive number of enrichment opportunities allows our students to perform in a number of competitions and events throughout the year including sports competitions, drama productions and music events.

The enrichment programme runs before and after school. The Duke of Edinburgh Award develops leadership skills, while extensive educational trips broaden our learners' experiences. These include overseas visits such as ski trips and languages trips, national trips such as camping and PGL as well as numerous visits for enterprise, all of which support different parts of our curriculum. From Year 7 students have the opportunity to experience industry and university life first hand through a carefully devised pathway program that ensures all students gain insight to careers opportunities.

The Sports Leaders programme runs throughout the year with students leading numerous primary school events that take place on and off site. The Arts leaders support the running of school productions and festivals throughout the year including the Summer Arts Festival and Winter concert.



Staff Wellbeing



“ I enjoy working at Chiswick School because it is a working community where all staff and students collaborate with each other showing a positive attitude and enthusiasm towards learning. ”

Mr Mahon, Head of Computing

Some of the support in place for our staff includes:

- 2 week October half term
- Sensible marking policy
- Limited data collection
- Sensible meeting cycle
- Centralised detentions
- Cover Supervisors
- Staff Voice Group
- Flexible working wherever possible
- Fantastic on site gym to use before and after work
- Occupational Health Service
- Free VDU Eye tests
- Employer Assistance Programme (24 hrs/365 days/year access)
- Counselling
- Financial support for studies
- Cycle to Work Scheme (salary sacrifice & computing scheme)
- Childcare vouchers
- Fitness Events
- Social Events



Application Process

School Visits

We welcome visits to our school. Please contact us to arrange a visit at enquiries@chiswicksschool.org.

How to Apply

Please complete the application form on the TES website or contact Andrea Ramsay, Director of HR: ara@chiswicksschool.org.

Shortlisting

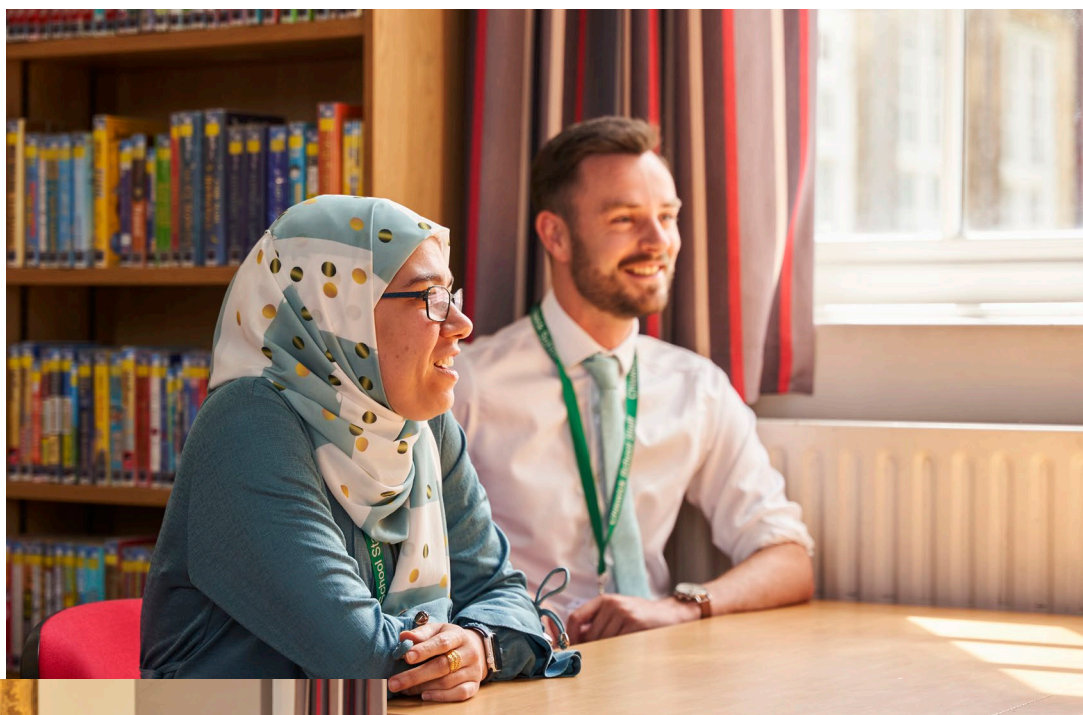
Shortlisted candidates will be contacted by telephone and email.

Interviews

Interviews will be held throughout the application process and the school reserves the right to appoint before a closing date - so apply early if you are interested.

Additional Information

Should you require any additional information then please contact Andrea Ramsay, Director of HR: ara@chiswicksschool.org



“ I love working at Chiswick School as there is a real sense of community. The students are amazing; and all staff go above and beyond to help students to reach their potential. ”


Mrs Williams, Library Manager



Burlington Lane,
London, W4 3UN

020 8747 0031 | enquiries@chiswickschool.org

www.chiswickschool.org |

 @ChiswickSchool |  @chiswickschool