



Information on Greenford High for Prospective New Staff

To All Our Potential Applicants and New Staff,

If you are reading this then I assume that you are considering applying for a post at Greenford High. My message to you is a simple one: we welcome your application and I look forward to (potentially) interviewing you. As Headteacher, I recognise that the recruitment of staff is one of the most crucial aspects in our efforts to raise achievement and improve ourselves as a school. **Policies, plans and buildings are important, but a school is about people and the relationships between them.** It is vitally important that we recruit the very best staff: colleagues who are hard-working, determined, positive with students and have a genuine love of learning. If you are appointed, as a school which is committed to learning at all levels, we will try to develop you so that you are as good as you can be at your job, through our coaching programmes for teachers and our regular training for staff.

So, what sort of school are we? **According to our last Ofsted, we are an “Outstanding” school with a very special atmosphere.** Our student progress measures have consistently put us in the top 200 schools nationally over the last decade, showing that success at GHS is sustained and isn't just a “flash in the pan”. Each year, over 200 students leave us for a wonderful chance to extend their love for learning at university, achieving places at Harvard to Brunel, Imperial to UWL, Cambridge to Kingston. Ultimately, we believe that we are a high-achieving school, but one that is genuinely comprehensive in our intake. Even in our huge Post-16 centre of 600 students, we remain true to this principle, taking students who will eventually attend the best universities as well as those who need help with basic literacy, numeracy and social skills. As a school, we are committed to our ideal of extending the academic achievement of our most able while remaining an inclusive school which values and develops every student, irrespective of their background or ability.

Before discussing our values, philosophy and achievements, a few basic details. We are a school of approximately 1800 students and 200 staff, gradually increasing in size as we open our new i-Block, a small school or KS3 annexe to provide a stepping stone in the transition from primary to secondary. We opened, originally, in 1939, in the first week of the Second World War. Throughout our existence the school and the community have faced many challenges and changes: the Blitz and the bombings near RAF Northolt; changing from a selective grammar to a comprehensive foundation school; moving from our old school site to our new buildings. Our intake, while remaining equally divided in terms of male/female, has changed from one that was originally predominantly White British: now this group accounts for only 5% of our school population. In terms of ethnicity, our biggest groups in this multi-cultural school are Indian, Pakistani, Somali, Nepalese, Black Caribbean, Polish, Afghani... I could go on. This population is drawn primarily from Southall (despite our name, the school is actually located in north Southall) and generally live within a distance of less than a mile. Indeed, our only two selection criteria are that we take siblings (accounting for 40% of our intake) or those who live closest to the school. **As a result, we are very much a school that serves its immediate local community and one that builds up strong relationships with families.**

Of course, these statistics don't tell you everything about our students. They are not perfect (they are teenagers after all!) **but they are wonderful, happy, positive, friendly students**



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who are, on the whole, a delight to teach. They come from an area of increasing social deprivation but they realise that the route to success and better life-opportunities lies in education. I am fortunate to be the Head for such a wonderful group of students, which is why I have been here since 1995, originally as an English Teacher and, since January 2009, as a Headteacher.

What are our plans for the future? We are indeed fortunate that we have such fantastic buildings and facilities – 8 new buildings with the KS3 i-Block on the way; the latest ICT (1,400 work stations), Interactive Whiteboards throughout and a brilliant Virtual Learning Environment, specialist rooms, gyms and fitness centres, learning resource areas and dining and assembly halls. Each department has a collective work room that helps to foster a positive team ethos and collaborative planning amongst colleagues. But while these facilities are much valued, our core business is about improving learning and teaching in all its aspects and in developing our staff so that they are as good as they can possibly be. This is reflected by the Senior Leadership Team, most of whom began in the school as Newly Qualified Teachers, student teachers or Heads of Department. In a sense, this also reflects our work as part of the Ealing Teaching School Alliance, allowing staff as well as students to really progress. In recent years, eight members of the SLT have gone onto Headship or Deputy Headship while our involvement with the Institute of Education and Teach First programmes are strong and well developed. We also train up to 40 student teachers or Teach First each year.

In essence, it is a cliché, but we are here to develop the “whole student” and to teach them to help others in life. **Learning is at the heart of everything we do, but our aim is not just to achieve the best results but to develop our students so that they possess a strong moral sense, a profound social conscience and an enlightening cultural awareness.** We also want them to realise that they are “Londoners”, citizens of one of the greatest cities in the world, and that they should make the most of all the cultural and sporting opportunities on offer. Greenford High is a wonderful place to work with the dedication, good-humour and enthusiasm of the staff matching that of the students. We invite all prospective new members of the school, be they staff or students, to visit us and see for yourselves what we have to offer and the direction in which we are heading.

Mission Statement

Learning to succeed is what **Greenford High School** is about: a **love of learning**; the **motivation to succeed**. Our aim is for students to fulfil their **limitless potential** – through perseverance and effort. **Excellence, in the words of Aristotle, is not an act but a habit.** We **don't select our students**, but we **do select our staff**. Each highly trained teacher is here to support, guide, inspire our students so that **whatever their starting point** when they arrive, **they leave with the world at their feet** – equipped and ready to continue their learning, at university, apprenticeships and throughout their careers. We aim to provide the **best opportunities** – academic, cultural and sporting - and a sense of **moral and social responsibility** so that each child realises that humanity is their business and the **common good their aim**.