

A SCHOOL THAT INVESTS IN SCHEMES AND INITIATIVES TO MAKE STAFF LIFE EASIER AND MORE ENJOYABLE

- We invest in staff physical and mental health through an Employer Assistance Programme (EAP). All staff have personal account to access GP appointments, some physiotherapy and much more, through Smart Clinic.
- A free annual flu jab is offered for any staff who do not receive one through the NHS.
- The pension schemes are both national schemes - the Teachers' Pension Scheme and the Local Government Pension Scheme for Support Staff - and both schemes have an excellent reputation.
 - All staff are entitled to opt-out of the scheme should they so wish, although this is discouraged.
- The canteen service is chef-led through an external catering company, with all food prepared freshly prepared on-site.
- All staff can do additional duties for a small fee and money on their canteen account.
- Staff treat Friday - free coffee and a pastry in the morning and free fruit at break.
- Regular events to connect with other staff from badminton to book club, to socials.
- Social members of Indian Gymkhana; including a subsidised gym membership.
- A very well-stocked physical and online library of books for all age groups, with free access to staff.
- A staff draw for the chance to buy tickets to England rugby matches.
- A strong extra-curricular ethos that by default then provides staff opportunities to visit the theatre, be part of the school ski trip, and go on Duke of Edinburgh's Award trips.

A SCHOOL THAT BELIEVES YOUR COMMUTE IS ALSO IMPORTANT

- We are close to a tube station (Osterley, 10-minute walk), a train station (Isleworth, 7-minute walk) and a wide range of bus routes (2-7-minute walk), connecting by one bus areas such as Chiswick, Ealing, Hammersmith, Richmond and Twickenham,
- Any colleagues (who have passed probation) and travelling on public transport can apply for an interest-free loan to cover the cost of their travel ticket. This is up to the value of £3,500 with repayments deducted over 12 months.
- There is a cycle scheme which allows staff to purchase a bicycle and off-set the tax through a salary sacrifice scheme. Dedicated lockable staff cycle stores and shower facilities support colleagues who cycle to school.
- There is easy access to the M3, M4 and Heathrow Airport.
- We prefer our staff to consider environmental means of travelling to school; cycling or car-sharing is becoming increasingly common in school but we do also have car parking on site for those that need to drive.

AMBITIOUS, SUPPORTIVE AND INOVATIVE ETHOS & CULTURE

- Comments from our latest annual anonymous survey (November 2024):
 - Sleeping better than I can remember - due to supportive line manager - good relationships - manageable workload.
 - Collegiality is strong; there is a high level of trust at multiple levels across the school.
 - The school provides outstanding opportunities for the students. Teachers care about their students.
- A supportive parent body, and a high-quality body of Trustees,
- Our staffing policies are "family-friendly" and our culture is to ensure that staff are welcomed and always supported whilst in our employment.
- Low staff turnover.
- We do not have a culture of presenteeism; workspaces are available before and after your key hours, only if needed.
- Well-maintained historic building, creating a great working environment of traditional and modern.

AN UNRELENTING DRIVE ON COURTEOUS, RESPECTFUL AND AMBITIOUS YOUNG PEOPLE

- Ofsted (2023):
 - “Pupils are proud to be part of this rich and inclusive school community.”
 - “Pupils’ behaviour is calm and purposeful.”
 - “Pupils’ attitudes to learning are positive.”
- A school ethos and culture which encourages and insists on students always being polite and courteous.
- A school that “dispels the myths” that might be associated with boys’ schools.
- A behaviour for learning approach that is supported by an experience pastoral support team

SUPERB IT FACILITIES AND UTILISATION OF THE MICROSOFT SUITE OF RESOURCES

- A laptop is provided for all teachers for the duration of their employment with us.
- Classrooms have state-of-the-art touchscreen technology to aid teaching and learning.
- Our school has a long and proud history but is forward-looking and very well-equipped.
- Our use of Microsoft resources greatly enhances shared planning and access to materials for our students.
- Access to a school VPN to ensure teachers can work off-site if needed.

A COLLABORATIVE AND SUPPORTIVE TEACHING ENVIRONMENT

- Centralised staff resources that enable teaching staff to utilise shared resources in line with our desire for “ready, steady, teach”.
- Centralised detentions, ‘sharing the load’ for any students that may need to ‘repair’ for not meeting the school high expectations.
- The opportunity to teach from Year 7 through to Year 13.
- A wide range of opportunities for collaborate with other local schools to network and share best practice.

CAREFULLY AND EXPERTLY PLANNED INDUCTION, ALONGSIDE CONTINUED PROFESSIONAL DEVELOPMENT

- A full and bespoke induction programme is in place for all staff who join the school. This includes learning about our culture, policies and practices, to enable staff to make the best possible start with us.
- Our ongoing professional development programme is embedded within the school with numerous internal and external opportunities to tweak and refine day-to-day practices.
- Excellent opportunities for all staff to engage in external professional development, e.g. examination board training or minibus training.
- Support for teaching colleagues to complete various National Professional Qualifications, and a range of other recognised training courses for both support and teaching staff, including apprenticeship opportunities.
- Subsidised Masters programmes and higher qualifications.
- Extensive links with local schools in Hounslow to provide subject-specific support and role-specific networking.
- Regular ‘drop-in’ professional development sessions each Friday, with opportunities for staff to lead and request sessions.
- Rigorous, data-driven, and bespoke professional development during INSET and staff meetings, to ensure that the needs of our students are being met and that staff are being developed.
- For teaching staff, high-quality time allocated to curriculum team meetings with a drive to discuss subject-specific granular detail.
- Opportunities for staff to become First Aid trained within school.
- Staff quotes:
 - “As a teacher of 5 schools in London I think this is the best school I have worked at in terms of enjoyment and a sense of pride and belonging to a team where I feel valued and have a shared set of values and beliefs with my colleagues- CPD is increasingly impactful and will help teachers feel they are developing.”