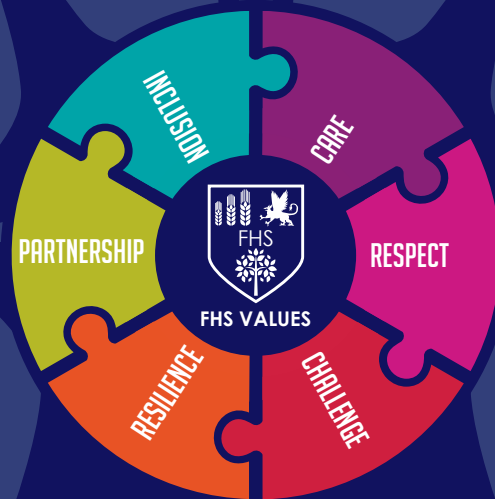




FEATHERSTONE HIGH SCHOOL

STAFF PROSPECTUS



'An outstanding school'

Ofsted


Ofsted
Outstanding
School





RESILIENCE

PARTNERSHIP

INCLUSION

A MESSAGE FROM THE HEADTEACHER



Thank you for your interest in a post at Featherstone High School.

We look to recruit outstanding people to help us flourish as a school.

It is my great pleasure and privilege to be the Headteacher at Featherstone High. This is a wonderful school that aims to provide all students with the very best start in life by providing them with an outstanding secondary education.

This will go on being achieved by ensuring each child in our care reaches their full potential academically and, in addition, develops a broad set of skills that enables them to be successful in our ever-changing world. These aims are delivered through a commitment to providing: the highest quality learning experiences, a strong pastoral system and an extensive range of sporting, cultural and extra-curricular activities.

Featherstone is a large, successful and popular school with a rich and respected history. Staff and students are on a learning journey together, continuously striving for excellence and to be the best that we can be. Staff professional development and further training is something we are committed to as part of the search for excellence.

We have a strong code of behaviour and our ground rules are well understood by all and consistently applied by staff. We are committed to the view that for effective learning to take place, there must be very clear expectations and consequences.

Our school motto “Together We Achieve” emphasises the importance of partnership in our success. It will not take you long to appreciate that Featherstone High School is a warm, welcoming and hardworking community striving for excellence in all we do. We want children to leave school having maximised their academic potential but also having really enjoyed their time with us.

We are proud of our success. Whatever the criteria: academic, social and personal, or sporting, this is a school where students flourish.

I very much look forward to receiving your application.

A handwritten signature in blue ink, which appears to read 'N Walters'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mr Nathan Walters, Headteacher

CARE

RESPECT

CHALLENGE

TOGETHER WE ACHIEVE

At Featherstone we strive to make sure each individual realises and achieves their full potential academically, personally and socially through a rich and varied curriculum, state of the art technology and outstanding teaching and learning. We have high aspirations for all our students and encourage them to follow their dreams and achieve their goals.

OUR SUCCESS

Students arrive with attainment levels significantly below the national average. By Key Stage 4 they reach levels significantly above the national average and we are regularly placed amongst the top school in the country for the progress our students make.

Our students achieve excellent A Level and GCSE results and our Sixth Formers regularly progress to top universities, including Oxbridge and Medicine and onto highly competitive apprenticeship schemes.

Our attendance data is exceptionally high and exclusion rates are below national averages.

CONTEXT

Featherstone High School (FHS) received an Ofsted “outstanding” judgement in January 2015. The school converted to academy status in December 2011 and is the lead school within the Grand Union Multi Academy Trust – a small MAT with FHS and Woodlands, our partner Primary School.

Featherstone remains very much a local community school with 78% students living within 1 mile. We serve an area of significant disadvantage in Southall, London Borough of Ealing, with deprivation indices twice the national average, 44% houses classed as overcrowded and 25.4% eligible for Pupil Premium.

Our school is enriched by the exciting diversity of ethnic groups and cultures and is strengthened by the fact that the vast majority of parents buy into the value of education in providing a strong platform for future success. There are 40 different first languages spoken and the majority ethnic groups are Asian Indian, Somali and Asian Pakistani.



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OUR CURRICULUM

We are very focused on delivering high quality lessons that support high academic achievement. We aim to give students a rich and rewarding education, filled with exciting and unique possibilities. Here at Featherstone we employ inspirational teachers who are motivated and passionate about their subjects. Students, irrespective of ability, are stretched and supported with their achievements celebrated. We offer a wide range of GCSEs, BTEC Level 2 and 3 and A Levels.

We operate two equal ability Bands (X and Y) and require departments to operate setting within each Band. We operate a “hybrid” approach to Year 9 which allows us to maintain curriculum breadth, ensure full coverage of Key Stage 3 and to begin to focus on the subject disciplinary language and content of GCSE.

At Featherstone Sixth Form, pupils have the option to choose from a wide range of subjects at A Level and BTEC Level 3.

We offer a far reaching programme of Enrichment activities. All colleagues have a Directed Time allocation to promote involvement of all in extra curricular provision and we encourage staff to develop new clubs which promote their own passion and interests.

Our Curriculum Enrichment weeks operate in the summer when we collapse our timetable and organise a vibrant programme of trips, external

speakers, visiting artists and workshops to support the formal and informal curriculum.

Whilst we have high academic expectations for all students, our desire is also for children to leave school with fond and life long memories.

SCHOOL DAY

We operate a standard day which involves 40 minute lessons (in the main part arranged as doubles), an 8.30am start and 3.05pm finish on Monday, Tuesday and Thursday. Wednesday and Friday are shorter days for students who will finish at 2.25pm which allows all scheduled meetings to start and finish earlier.



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USE OF TECHNOLOGY

Every classroom is equipped with an interactive SMART Board and class sets of laptops serve most classrooms. All sixth form students are issued with a personal Chromebook and all staff are issued with a laptop. We are served by a reliable wireless network which ensures devices are well used and is easily accessible from home. Google Classroom serves as our online classroom and Virtual Learning Environment. Conversion to Microsoft 365 and its applications has been a priority this year.



SCHOOL FACILITIES

We are very lucky to have state of the art facilities which include:

- A wireless infrastructure that supports iPads and over 1000 laptops in all areas of the curriculum
- Two Mac Suites and interactive white boards in all classrooms
- Two sports halls, floodlit astro turf, MUGA pitches, and climbing wall
- Dance studio, fitness suite, three drama suites
- Fourteen science laboratories
- Newly refurbished Learning Resource Centre and two libraries

I BELIEVE BEING A STUDENT OF FHS IS A WONDERFUL EXPERIENCE AND I CANNOT EXPRESS HOW GRATEFUL I AM TO BE A STUDENT HERE ESPECIALLY CONSIDERING THE AMAZING AND DEDICATED STAFF. AS A STUDENT FROM YEAR 10, I HAVE LEARNT OVER THESE PAST YEARS THAT TOGETHER, WE REALLY DO ACHIEVE.

STUDENT



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WORKING AT FHS: KEY BENEFITS

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service), as well as paid leave for a wide range of unforeseen personal situations
- Pension – a generous defined benefit pension with the Local Government Pension Scheme or Teachers' Pension Scheme
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme)

HEALTH & WELLBEING

- Employee assistance programme – Comprehensive employee support designed to help provide a balanced and healthy working environment. Providing employees with access to the tools to effectively manage their work/life balance
- On-site counsellor
- Wellbeing staff group running events through the year e.g. weekly staff football sessions
- On-site Gym
- Flu vaccinations – offered free on-site every year
- Reimbursement for eye tests and glasses – for VDU use
- Meals/refreshments provided on staff training days and late finishes e.g parents evenings



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EMPLOYEE BENEFITS

- Car parking – free and on-site
- Cycle-to-work scheme
- Teacher Perks – access to incredible perks from high street brands and edu-suppliers
- Hot drinks – free tea & coffee provided for all staff daily

WORK-LIFE BALANCE

- Flexible working – We are open to flexible working and the benefits it provides
- Teacher cover – we have a Cover Team reducing the amount of cover required by teachers
- Staff social activities – a range social events throughout the year including end of term celebrations

OUR HEAD OF DEPARTMENT AND MY LINE MANAGER ARE REALISTIC AND APPROACHABLE WHEN IT COMES TO WORK LOAD AND TARGETS. THEY APPRECIATE IF YOU ARE DOING ALL YOU CAN.

STAFF MEMBER

I LOVE WORKING WITH OUR AMBITIOUS STUDENTS WHO ARE SO KEEN TO PUSH THEMSELVES AND ACHIEVE. IT'S A REAL PRIVILEGE TO SUPPORT OUR FHS SCHOLARS AND TO PREPARE THEM FOR SUCCESSFUL APPLICATIONS TO TOP UNIVERSITIES THROUGHOUT THE UK AND THE USA, INCLUDING OXFORD AND CAMBRIDGE. THE FACT THAT MANY OF THESE STUDENTS COME FROM FAMILIES WHO HAVE NOT GONE TO UNIVERSITY MAKES IT EVEN MORE SPECIAL AND IMPORTANT. MY AIM AS THE LEAD OF THE FHS SCHOLARS PROGRAMME HAS BEEN FIRSTLY TO INSPIRE THEM TO AIM HIGH BUT SECONDLY TO EQUIP THEM WITH THE KNOWLEDGE AND SKILLS THAT WILL ENABLE THEM TO ACHIEVE THOSE GOALS. FEATHERSTONE STUDENTS ARE AMBITIOUS AND DETERMINED AND WORKING WITH THEM IS THE HIGHLIGHT OF MY JOB.

STAFF MEMBER



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CONTINUING PROFESSIONAL DEVELOPMENT FOR ALL

CPD opportunities are available to all of our staff, not limited to those in teaching roles. The professional development of the whole school staff ensures that everyone is supporting the highest level of professional practice

- Professional development – full and part-funded training courses (including higher cost courses such as Masters, PhD) and a wide range of learning opportunities available to all staff
- Professional development - support to undertake an NPQ (National Professional Qualification); bespoke mentoring throughout this process to ensure reflective practice
- Coaching programme – staff can access 1:1 coaching, including in leadership development
- FHS is a CoachMark GOLD awarded school which means that coaching and professional development are a cornerstone in our practice
- CPD Programme - in year development with your given team to ensure collaborative approach to projects. Including, but not limited to, middle leadership development, department based subject expertise, T&L/Pedagogy focus

ALL STUDENTS ARE VERY ENTHUSIASTIC LEARNERS. THEY ARE HIGHLY MOTIVATED, PROUD OF THEIR ACHIEVEMENTS AND EXTREMELY KEEN TO SUCCEED. THEY ENJOY COMING TO SCHOOL AND ACTIVELY PARTICIPATE IN THE WIDE RANGE OF LEARNING OPPORTUNITIES AVAILABLE.

OFSTED



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We are committed to developing all colleagues to become outstanding teachers and educational leaders. Most meetings are scheduled during the day or on our shortened teaching days as part of our commitment to ongoing workload reduction. We are the lead school within the Grand Union Multi Academy Trust which we hope, as it grows, will continue to bring about more exciting development opportunities for a wide range of colleagues.

Nathan Walters, Headteacher

THANK YOU FOR THOSE 7 YEARS, AS IN MY TIME AT FHS I HAVE COME TO KNOW A GREAT VARIETY OF EXCELLENT STAFF MEMBERS WHO ENCOURAGED ME TO EXCEL, CHALLENGED ME TO ACHIEVE GREATER HEIGHTS BUT ALSO SUPPORTED ME DURING THE LOWS OF MY ACADEMIC YEARS. I FOUND THE ENVIRONMENT I WAS PROVIDED WITH TO HAVE BEEN THE BEST I COULD HAVE ASKED FOR SO I WISH THAT YOU ALL CAN CONTINUE TO MAKE FHS AS SPECIAL FOR THE NEXT GENERATION OF CURIOUS LEARNERS AND INNOVATORS AS IT WAS FOR ME.

EX-STUDENT



WE ARE WORLD CLASS

We are part of an elite group of schools who have been awarded the World Class Schools standard, reflecting that our wider provision is 'beyond outstanding'.



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CONTACT US:

If you want to find out more please phone the school or visit our website. You are more than welcome to visit the school, please call us to make an appointment.

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