



An introduction to **Desborough College**

Developing ethical future leaders the Desborough way

02.

DESBOROUGH COLLEGE

Welcome to Desborough College and our thriving school community. We are proud to be an all-boys comprehensive school with a mixed sixth form educating future ethical leaders aged 11 to 18.

We are committed to ensuring every student maximises their potential. At the heart of everything we do is the aim to prepare them to thrive both within school and beyond.



I am proud to be leading the school on this journey at a very exciting time.

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Our extremely dedicated team of colleagues care deeply about our students and believe they all have the ability to reach and exceed their academic potential. We support this through high-quality teaching and learning that enables students to acquire the knowledge, skills and personal attributes needed to take their next steps in education or employment, thanks to a broad and ambitious curriculum.

Desborough College is an inclusive community in which all students, colleagues and our wider community are valued. By forming positive relationships based on kindness and respect, we create a climate for learning where both students and colleagues excel.

We are equally dedicated to the personal development of our students, ensuring they are equipped with the personal attributes that enable them to be happy, engaged members of the school and wider community. We go beyond the timetabled curriculum to provide students with numerous opportunities to learn through a wide range of extra-curricular clubs, trips and student leadership activities.

I am proud to be leading the school at this very exciting time. As part of Pioneer Educational Trust, we are building on previous success and the opportunity for collaboration with like-minded, forward-thinking colleagues across our family of schools to deliver a truly exceptional education. Our estates are undergoing a full transformation – we are investing heavily to ensure modern, well-equipped facilities provide an excellent learning and working environment for our students and colleagues.

Andy Murdoch
HEADTEACHER

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THE DESBOROUGH WAY

Our vision is to 'develop ethical future leaders the Desborough Way'.

Developing ethical future leaders the Desborough Way

CURRENCY

Exceptional teaching and learning

CULTURE

Exceptional student behaviour

CHARACTER

Exceptional personal development

CAPACITY

Exceptional personal development



CURRENCY

Desborough College delivers a rich, ambitious and broad curriculum. This, combined with high-quality teaching and intelligent assessment practices, students benefit from an exciting, enriching and engaging education. We know that through this, pupils will meet and exceed their academic potential and develop knowledge and skills across a broad range of subjects.

CULTURE

We have high expectations when it comes to student behaviour as we know that anything less will prevent them and others from fulfilling their academic and personal aspirations. We follow three simple rules which contribute to the positive student culture we have here at Desborough. We encourage our students to demonstrate and reflect on these rules daily by asking themselves: am I **ready** to learn?; am I **respectful** to peers and staff?; am I keeping myself and others **safe** both physically and emotionally?

CHARACTER

We know academic knowledge alone will not be enough for students to thrive in a future that will likely be complex, ambiguous and uncertain. We explicitly prepare students for this with a carefully planned personal development curriculum which develops attributes such as leadership, organisation, resilience, initiative and communication. This is achieved through our form time programme, timetabled PSHE, student leadership opportunities and a vast range of extra-curricular clubs and educational visits.

CAPACITY

We believe that to achieve the above and provide the best possible education to our students, the professional development of our staff is crucial. We have a unique CPD offer that dedicates a large amount of time for professional development for all staff. This training is provided both internally by Desborough staff, through external partners and through time dedicated to self-directed learning.

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As part of our CPD calendar we dedicate a significant amount of time for staff to meet in department teams. We know that time to work collaboratively with colleagues supports planning and teaching in a workload-conscious way which is of the utmost importance to us.

We are an outward facing school and work closely with a number of local and national schools and educational organisations, such as the PiXL network. Most notably, in April 2023, we joined the Pioneer Educational Trust family of schools which includes Foxborough Primary School, Trevelyan Middle School and Upton Court Grammar School. We are a local trust which collaborates regularly to improve the education we provide students both at Desborough and across the Trust.

As part of Pioneer Educational Trust, we benefit from a wealth of collaborative and professional development opportunities as well as the full support of the shared services who work closely with us on the smooth operations of the school, including on areas such as Estates, Health & Safety, Finance, IT and HR. For more about Pioneer, please visit: pioneereducationaltrust.org.uk

Above all we are ambitious. We are ambitious for our school, our students and our staff. We want to build upon our success as we move forward in partnership with Pioneer Educational Trust. We want to be the destination school for boys in Maidenhead and locally for secondary school and for boys and girls for sixth form, offering excellence in education, opportunities and aspirations, building character virtues, strong personal values and inspiring our ethical future leaders the Desborough Way.

*Above all
we are
ambitious.*

KEY SCHOOL DATA

Our latest key data information can be found [here](#).



WHY WORK WITH PIONEER EDUCATIONAL TRUST?

Through our WorkWell Promises, we place workload and wellbeing is at the centre of Pioneer Educational Trust. We offer our staff the following benefits:



Enhanced employer pension contributions via excellent Defined Benefit Pension Schemes



Pay policy for support staff which is linked to teaching staff to ensure all staff are treated equitably



Innovative and generous flexible working practices, including bespoke flexible job design process



Excellent ongoing CPDL



Free annual seasonal flu vaccination



Priority admission for children of staff



Reward gateway with access to savings and discounts across a number of retailers and services



Cross phase opportunities for career progression



Long service recognition; first milestone being 3 years



Free on-site car parking



Additional time during the school day to facilitate professional development



Interest free travel to work loans



Annual calendar of events shared with all staff at the start of the year which includes calendared 'No Meeting Weeks' and two-week October half term



Free counselling and legal advice for all staff through an Employee Assistance Programme



No gradings of lessons or individuals



Enhanced leave of absence including maternity / paternity / adoption leave schemes and leave for religious observance



Annual charity challenge providing staff with an opportunity to challenge themselves while raising money for charity



Enhanced parental bereavement pay



Generous, flexible approach to family commitments such as children's assemblies, sports days etc.



Corporate eye care scheme



Email protocol to protect time outside of the school day



Lunch for staff at cost price



Early finish for teaching and non-teaching staff at the end of each long term



Complementary tea, coffee, milk and sugar throughout the school day





We hope that you find this pack informative and useful.

If you do have any further questions, please contact Mrs Bhamini Lynn, HR Manager
recruitment@pioneereducationaltrust.org.uk

You can also visit our websites
desborough.org.uk | pioneereducationaltrust.org.uk

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