



ISLEWORTH &
SYON SCHOOL
FINIS CORONAT OPUS

SCHOOL INFORMATION PACK

For potential teaching and support staff applicants



  /IsleworthSyon

 isleworthsyon.org

Welcome

Message from the Head

Dear Applicant,

I am delighted that you are taking an interest in working at Isleworth & Syon School, an 11-18 Boys' School (with a mixed Sixth Form) in Isleworth, West London. We believe we are the best for boys - offering the best opportunities, the best academic experience and the best pastoral care.

My colleagues and I are all proud of working in an excellent school. In a recent school review, the visiting team commented that:

"There is a culture of high aspiration. Leaders and teachers are very ambitious for the school and for the students, and work together to ensure that students have the best possible opportunities."

- Challenge Partners

I want the people that join the staff team to share in maintaining this emphasis and our excellent standards as we continue to provide the very best education for local boys. I believe that the staff are our most important asset in securing our continuing success. You can read more about the benefits for staff of working at our school [here](#).

The school's history can be traced back to around 1630 and we are very proud of our long well-established traditions. We are, however, a very forward-looking school always focused on continual school improvement as we endeavour to prepare our boys to be considerate, mature and ambitious young men. We have many mantras in school, the most visible one being for all members of the community to be "outstanding in every respect".

Of course we are always focused on academic performance and our current progress measures place us as one of the top performing schools in the country. We joined the Leading Edge group of schools in 2018, the only national partnership for high-performing schools.

Alongside the academic side of the school, we maintain an exceptional extra-curricular offer. We consider that this is a key factor in the success of the school and in ensuring that our students achieve their academic potential.

I do hope that you will review and be inspired by this pack and I will look forward to receiving your application. If you want more information about Isleworth & Syon, you can access our Virtual Open Event [here](#), featuring a virtual school tour; a talk by me discussing our ethos and values; a detailed dive into each subject area, led by our specialist staff; and archives of my two live Facebook Q&A sessions.

Euan Ferguson, Headteacher



"Building on the long-standing traditions of the school, staff support the development of 'courteous, respectful and calm' young men, reflecting the school's well-established values."

- Ofsted 2017

Location and Population

The school is situated in Isleworth, just off the Great West Road. Excellent transport links and the proximity to Osterley, Brentford, Chiswick and Hounslow result in a truly comprehensive and richly diverse intake of students. The school buildings date from the 1930s and are built in an Art Deco style. Isleworth Grammar School and Syon Secondary Modern School amalgamated to form the current school in 1979.

We are a popular local school, which means we are in a period of expansion. In the past few years, the level of oversubscription has increased, much of which arises from neighbouring authorities. Our reputation for providing high-quality education for boys is becoming known well beyond our usual boundaries.

We are proud of the achievements of our students. Whilst league tables do not allow our boys to be fairly compared with boys in mixed settings, we know that our students continually out-perform their counterparts in mixed schools. Our most able students achieve as well as or better than students in any educational setting, and sixth formers regularly gain places at Oxbridge, and other top educational institutions around the world.

Our GCSE results are consistently excellent, with all measures out-stripping boys' national results. At Advanced level, our results produce around 35% of all grades at A*/A or equivalent. Whatever one's views about single-sex education, we know that our school allows our boys to flourish and develop in an environment that supports them. We are a mixed Sixth Form, with all students welcome - these students perform extremely well, and enjoy their time with us.



About You

To be “outstanding in every respect”, we need to have the highest quality staff - both teaching and support. It is the key to being a successful school. We recruit with the intention of only appointing staff who will enhance the school, thereby ensuring that our students have the best possible chance of achieving their potential.

Therefore, **all staff** working at Isleworth & Syon will:

- be able to develop highly productive working relationships with students, parents/carers and colleagues, governors and other professionals;
- have an energy and enthusiasm for the education of young people, and a commitment to achieving high standards;
- be committed to inclusive education, to student learning, and to raising achievement for each and every student;
- have strong communication skills, including written and spoken fluency and accuracy in English, as well as having a good understanding and competence in ICT;
- possess good organisational skills; and
- have a high degree of professionalism, which is modelled on a daily basis in the workplace and when representing the school.

Teaching staff will also:

- possess a good degree or a relevant professional qualification, **and** have strong GCSE and A level qualifications or equivalent qualifications;
- have DfE qualified teacher status;
- have successful experience within the 11-18 sector, including during teacher training; and
- be willing to participate in extra-curricular and enrichment activities in the chosen subject area.

The teaching staff and support staff at Isleworth & Syon are thoroughly professional, with their hard work and expertise ensuring the success of our students. An enormous amount of work has gone into developing a comprehensive induction process for new staff, as well as professional development opportunities for all staff. We are committed to an extensive CPD programme through our involvement in national programmes, our own inset programme, and through our links with Initial Teacher Training establishments (Brunel, Middlesex, Roehampton and St Mary's universities, along with the Institute of Education and King's College London). We also work with trainee teachers who join us from Teach First and School Direct. We have a partnership with St Mary's University College to offer a very heavily subsidised MA in Education.

Leadership is strong throughout the school, and staff are positively encouraged to develop further their own expertise. Our expectation is that the teaching and support across the school is outstanding. This results from all staff working hard at their own responsibilities and striving for excellent outcomes for every student. It is also important that all staff commit to being self-reflective, to the sharing of good practice, and to working well in a team; and that all staff are equally ambitious for the success of our students.



“Pupils, parents and staff are supportive of the school’s mission in the community. The school is a popular choice for families.

The strong commitment of staff to meet the needs of pupils is evident.”

- Ofsted 2017



About Us

History and Tradition

The school's history can be traced back to 1630 and it has experienced many stages of development in that time.

We take pride in our history and continue with many of the established traditions. School uniform is a strong feature, with hairstyles conventional, school rules well-known and implemented, and poor behaviour not tolerated. Staff are also expected to dress in a manner that befits their professional status. Courtesy and respect are attributes that are encouraged and valued.

The awards that students can access include 'colours flashes' and 'colours ties', which are awarded for academic, artistic and sporting achievement, as well as for progress and contributions to the school or community. It is our view that the insistence on traditional values and the blending with innovative practice are the key reasons for our popularity.

As our students progress through the school, and whilst on the journey from boyhood to manhood, they benefit from a series of well-considered interventions under our strategy known as the Isleworth & Syon Way. This utilises our traditions and long history of excellent education for boys.



Academy

In March 2012, we successfully converted to being an Academy, and we have ensured that we maintain our foundation of governors and our philosophy of working in partnership with others.

Ofsted and the Youth Sport Trust know of no other state school in the south of England that maintains a full Saturday morning programme of sport. We continue to run the School Sport Co-ordinator Programme, under the 'Sport Impact' banner, the most successful partnership in the country. Multiple Olympic Champion Mo Farah (pictured above) attended our Sixth Form, and he maintains a close link with the school as patron of 'Sport Impact'. Professional footballer Reece James (Chelsea and England) is the latest in a line of successful sporting alumni. We match our sporting success with outstanding provision throughout many other areas of the school.

The arts are extremely important to us, and we maintain exceptional provision in art, drama and music. Many of our students have gone on to have successful careers in the arts, including actor Taheen Modak, recent star of ITV drama 'The Bay', Sky comedy 'Two Weeks to Live', and on the stage in the West End.

Curriculum

We offer a Key Stage 3 curriculum that places an emphasis on ensuring that students make rapid progress, especially if extra literacy and numeracy is required. The curriculum is traditional with an accelerated Key Stage 3 curriculum which has been in place since September 2015, to ensure the best possible progress at Key Stage 4.

At Key Stage 4, we work hard to provide breadth and balance for all students. The large majority follow a highly traditional academic pathway but we continue to deliver and evaluate vocational options to ensure we meet the personalised learning requirements of our students.

Our Sixth Form has grown over the last few years and is strengthened by the close links with local schools, with whom we work in a very productive and supportive partnership. We are able to offer a very broad range of subjects in the Sixth Form and have also developed outstanding vocational options to meet the demands of our students.

The Sixth Form is an excellent area of the school and many students continue their education at university, college, apprenticeships or for some straight to employment.



"[Pupils] say that school staff encourage them to be friendly and to show respect towards each other."

- Ofsted 2017

About Us

Extra-Curricular Activities

Opportunities for students, both within the curriculum and as extra-curricular activities, are a major feature of life at school and intrinsic to our values.

Ofsted have consistently noted how the extensive range of additional opportunities afforded to the students has a significant impact on the school's ethos, the learning of our students, and relationships throughout the school. Staff take the initiative with such activities, to the benefit of many students.

We enjoy a strong and growing tradition of music and drama in the school. The annual school production has included performances as diverse as 'Romeo and Juliet', 'The Government Inspector', 'Great Expectations', 'It's a Wonderful Life!', 'Macbeth', 'Private Peaceful' (pictured

left below), 'The Tempest' and 'A Christmas Carol'.

The quality of artwork around the school is outstanding, and some of our students' work has appeared on display in Kew Gardens.

The school is a Centre of Excellence for Badminton and we run the Duke of Edinburgh's Award Scheme at all three levels, including being the only local school running our own Gold expeditions.

The House System is a source of great strength and provides a range of competitive and charitable activities.



Pastoral Care

The pastoral system is a strength of the school and is led by the Senior Deputy Headteacher and supported by two Assistant Headteachers. Systems are designed to ensure that students are fully aware of the expectations on them, of the support available to them, and of the range of sanctions and rewards used, as we endeavour to ensure that all our students become mature, considerate and confident young men (and young women in the Sixth Form).

Three Pastoral Leaders take responsibility for Years 7-11, and each is supported by year teams of tutors. In addition, there is a House System, with four House Leaders working vertically through the school to provide pastoral support and a wide range of additional opportunities for students.

Behaviour management systems are supportive of students and have a strong emphasis on ensuring that our students become 'the best that they can be'. Relationships within the school are excellent and this ensures that the school is a very pleasant place in which to work.

"The school is a safe and ordered environment. Pupils continue to behave very well in lessons and during unstructured times."

- Ofsted 2017

The Future

We are committed to an ongoing and intensive programme of school improvement in order to ensure that our students, and those in our partner schools, have access to outstanding educational provision, from our Gifted and Talented students, who have their own enrichment and mentoring programmes, to the students who require additional support at school.

We are one of the original members of the 'Challenge Partnership', a group of schools working nationally to improve education across the country. We are also a Leading Edge school and a member of the International Boys Schools' Coalition, both groups of high-performing boys' schools nationally and around the world. This affiliation allows us to share experiences and learn from UK and international colleagues to improve the educational successes of boys. We fulfil our improvement agenda through a continual self-evaluation programme.

School reviews consistently note how well we are fully aware of our own strengths and weaknesses. At our most recent Ofsted visit (February 2017), inspectors reported that "leaders are ambitious and have set robust targets to drive improvements."

"The school celebrates its long history which dates back to 1630, but it is forward-looking with a sharp focus on continuous improvement."

- Challenge Partners 2018

Our improvements are focused on ambitious outcomes for students, a rigorous focus on high-quality teaching, ensuring leadership and management throughout the school is outstanding, and underpinning this with a culture that celebrates the journey from boyhood to manhood - known at school as the Isleworth & Syon Way.

We are a technology-rich environment, within which all members of the community have the opportunity to develop high levels of capability, confidence and competence in the integrated use and application of ICT. Every classroom is networked and all have interactive facilities in place.

Over the next five years, we intend to maintain and build on our existing strengths, setting ever more aspirational targets to ensure that our staff enjoy their work and our students achieve academic excellence, whilst developing into mature, considerate and confident young men.





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