



An introduction to **Upton Court Grammar School**

Unit. Curiosity. Growth. Service.

02.

UPTON COURT GRAMMAR SCHOOL

Welcome to Upton Court Grammar School (UCGS), a selective secondary school with just over 1100 students aged 11-18. We are proudly part of Pioneer Educational Trust.

At the forefront of education for more than a century, Upton Court Grammar School successfully blends tradition with a forward-thinking, internationally-minded educational philosophy that truly meets the needs of young people venturing into adulthood in an increasingly complex world.



*Ad astra
(reach for the stars).*

Our mission statement is: **Upton Court Grammar School ensured all students fulfilled their academic and personal aspirations and thrived as successful and engaged citizens.** Our mission is written in the past tense so we can hold ourselves to account for making it a reality. In addition, all staff and students have their own mission-sentence, which connects our present to the future and gives meaning to our work and study.

We believe achieving academic qualifications is important, but also look to develop personal qualities such as leadership and teamwork, determination and flexibility, respect and consideration, confidence and self-belief. At UCGS, we support students to achieve an extremely high level academically whilst allowing them to develop as a whole person by nurturing and valuing these non-academic skills as well.

As a selective school, we provide academic young people from all backgrounds with the means to compete in the challenging future labour market and become principled and active citizens. Our curriculum is predicated on providing academic rigour in a broad range of subjects whilst, at the same time, delivering experiences that develop students' personal skills. The curriculum aims to fully support students in becoming future global changemakers who will take on the complex problems of the 21st century and deal with them intelligently, ethically and creatively to the benefit of themselves, others and future generations.

Our curriculum provides rich, transformative learning experiences that equip UCGS students with the knowledge, skills, attitudes and values needed to take on an uncertain, complex and ambiguous world and thrive. Education at Upton Court Grammar School is about inspirational teachers and aspirational students based firmly on high expectations and our behaviours at school are values-driven.

Our core UCGS values of Unity, Curiosity, Growth and Service serve as an internal barometer for colleagues and students when making decisions and choices. Our core values can be seen in our culture, our routines, our behaviours and our relationships. We expect nothing but the best from our students who continue to achieve excellent examination results, sought-after university offers and exceptional levels of participation in extracurricular and enrichment activities. Our results speak for themselves and have been validated by an Ofsted inspection grading of Outstanding in every category.

Upton Court is a successful school community built on a strong culture and curriculum which takes into account the richness and diversity of our community. As a world-class school, we know we can count on every single member of the school community's support to fulfil one simple aim: 'Ad astra' (reach for the stars).

Mr O King
HEADTEACHER

03.

VISION AND VALUES

Upton Court Grammar School is proud of its traditions as a centre of excellence. We uphold the traditional values associated with grammar schools: expectations of the highest possible attainment, expectations of hard work and commitment from all, and expectations of behaviour that allows effective teaching and learning to take place. At the same time, we are excited by how innovation can improve still further our students' experience at school.

OUR VALUES

At Upton Court Grammar School, our decisions, behaviours and actions are values-driven. Our core values encapsulate what we are all about and help staff and students make decisions and choices, providing an internal barometer for deciding how we should act at all times. Our core values at UCGS are:

UNITY

One team. One mission. One community. No islands. Every student matters and every lesson counts. When we work together, anything is possible. We are proud of who we are, where we come from and where we are going.

CURIOSITY

Through curiosity, staff and students can gain new perspectives and unparalleled learning. Curiosity creates the interest and significance of learning and is the attitude needed to develop innovative teaching. Curiosity helps break down barriers between cultures and their differences. Curiosity asks important how and why questions. Our aim is to develop a mindset of curiosity in our students and staff so that all can engage in learning and scholarship throughout their lives.

GROWTH

Growth is a hallmark of being human. We believe and act in ways that ensure every member of our community can learn, improve and achieve success through hard work and dedication. We aim to be a deliberately developmental the organisation, to take risks, to learn from our experiences and to put learning and continuous improvement at the heart of all that we do.

SERVICE

We are part of something bigger than ourselves. We believe education is not just a private good, it is also a public good. As teachers, we are driven by our desire to prepare the next generation to engage with the complexities of the world and deal with them better than we have. As students, we know that the knowledge and learning we gain must be applied and used to improve our communities and our world. Through service to others, we develop our strengths, increase our happiness and give our lives meaning.

OUR VISION FOR THE FUTURE

Upton Court Grammar School seeks to:

- become a world-class school, seen as a centre of excellence and creativity in learning and teaching;
- equip students with the ability to articulate their ideas with confidence in an increasingly competitive international work environment.

Within UCGS we resolve to:

- promote the highest academic standards and enable all students to achieve their full potential;
- be concerned for the education of the whole person;
- seek to produce self-reliant, conscientious and inquiring people who will go on actively learning for the rest of their lives;
- value all young people and get to know them well.

At the end of their education at Upton Court Grammar School, young people will have been prepared to engage as active citizens and promoting British Values through working constructively with the local neighbourhood and wider communities.



OUR APPROACH

Working at Upton Court Grammar School is special because it offers the opportunity to educate and inspire motivated, high-achieving students in a nurturing and academically focused environment. The school fosters a culture of excellence and ambition, where both members of staff and students are encouraged to strive for their very best. With a diverse and supportive community, UCGS promotes an inclusive and stimulating atmosphere that values collaboration and innovation. Members of staff benefit from an array of professional development opportunities, a positive working environment, and the reward of shaping the futures of students who are passionate about learning and personal growth.

Teachers and support staff take ownership of their own professional development. Our school has supported a number of teachers who have undertaken Masters degrees, and the full suite of National Professional Qualifications, including NPQSL and NPQH programmes. In addition, we have also supported and funded unqualified teachers who wish to secure Qualified Teacher Status (QTS). A number of support staff have also been supported by the school in achieving recognised qualifications in HR, Finance, Accounting and Catering.

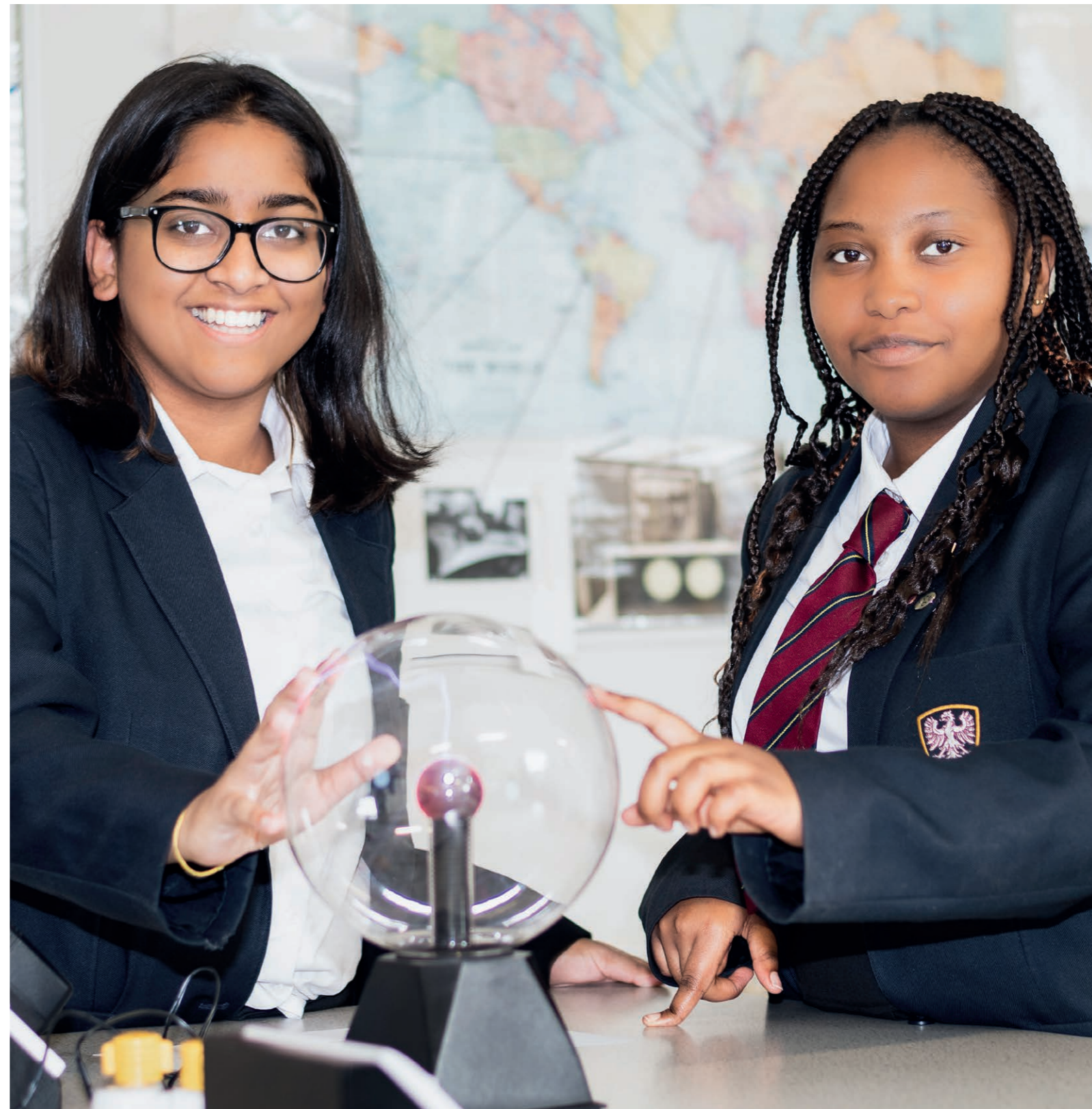
All members of staff engage in meaningful and collaborative CPDL throughout the academic year leading to enhanced learning for all and the school has dedicated time to CPDL each week. A proportion of CPDL time is self-directed to give teachers the autonomy to direct their own development. We plan additional development opportunities through our Pioneering Leadership Programme and Leadership Dynamics Programme, as well as a vast array of professional learning and development opportunities provided by Pioneer Educational Trust.

As a partner in Pioneer Educational Trust, we work closely with the central team, colleagues and students from Foxborough Primary School, Trevelyan Middle School and Desborough College. Together, we benefit from a wealth of collaborative and professional development opportunities as well as the full support of the central team 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: <https://www.pioneereducationaltrust.org.uk/>

*Teachers as
leaders of
learning.*

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





Upton Court

GRAMMAR SCHOOL



We hope that you find this pack informative and useful.

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

You can also visit our websites at:
<https://www.uptoncourtgrammar.org.uk/>
or <http://www.pioneereducationaltrust.org.uk>

Developing ethical future leaders the Upton Court way

