



Ruislip
High
School



Ruislip High School

CANDIDATE INFORMATION

www.ruisliphigh.com

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“Pupils enjoy school and have extremely positive attitudes to learning during lessons.”

Ofsted, 2023





WELCOME FROM THE HEADTEACHER

GARETH DAVIES

Dear applicant

I am delighted that you have shown an interest in this position at Ruislip High School. We are a school that is very much in, and for, the community. Our motto: from grass roots to reaching for the sky, symbolises both the high aspirations we have for all members of our community and the journey the school has undertaken since it opened in 2006. The school has a dedicated staff body, incredible students and excellent facilities, including a state-of-the-art theatre and sixth form wing. We are proud to have been recognised as Outstanding by Ofsted on each of our three inspections, most recently in December 2023, providing external validation to what we know about our school: 'pupils thrive', behaviour is 'impeccable' and 'inclusivity is at the heart of school life'.

Candidates for this role must be committed to outstanding, inclusive education and this will be a focus throughout the recruitment process. We are a centre of academic excellence, with an ambitious curriculum and a determination to keep teaching and learning at the heart of everything we do. Students attain exceptional results and progress to prestigious universities and apprenticeships. We are equally committed to the personal development of our students and have a strong pastoral structure and an extensive extra-curricular programme to ensure our students have opportunities to experience 'Above and Beyond'.

I hope you can see yourself as someone who can make your own significant contribution in our collective journey as we continue to grow. I hope you find our application pack helpful and I look forward to receiving your application should you choose to join us.

Gareth Davies
Headteacher

ABOUT THE SCHOOL

Ruislip High School was founded due to the determination of a group of local councillors to address the lack of secondary provision in the local area, and as such our community genesis is vitally important to everyone at the school and is at the heart of our values and ethos. Since those founding days in 2006 the school has established a flourishing community ensuring that, as Ofsted (2023) recognised: 'pupils thrive at this school'.

Ruislip High School is without doubt an inclusive, community school but we are also so much more than that. We see education as the key driver in opening doorways to our students that will have a transformational impact on the rest of their lives. We are proud of the reputation we have established as a genuine centre of academic excellence with students leaving the school following their seven-year journey to attend the most prestigious universities and to take up apprenticeships with leading multinational companies. In the last two years alone, five students have gone on to study at Oxbridge universities, while others have taken on apprenticeship courses run by Sky, L'Oreal and KPMG.

Although academic success is important to us, we are also deeply committed to supporting our young people to become the citizens of tomorrow. Our staff lead residential visits across the country, continent and world. Whether it is taking part in the Duke of Edinburgh award at Bronze, Silver and Gold levels, our sixth form students attending the Model United Nations or even visiting and supporting our conservation project with the Mankwe Wildlife Reserve in South Africa; there really is no limit to the ambition we have for our students.

Ruislip High School is described most often by visitors as having a calm and purposeful atmosphere. Staff at the school recognise that this doesn't just happen and that, by working together as a committed group of like-minded staff, we ensure that our high expectations lead to outstanding student success and make the school a place where students develop a real love of learning and staff feel safe and supported. At Ruislip High School, we pride ourselves on being a great and safe place for all.

We are an equal opportunities employer and are particularly keen to hear from applicants from diverse backgrounds.

“ — 9.2/10 members of staff say:
Overall I would recommend
Ruislip High School as a
place to work to my friends.
TES staff survey — ”



KEY SCHOOL FACTS	
Age range	11-18
Number of students	1284
Number of teaching staff	75 (69 full time equivalent)
Number of support staff	48 (full and part time)
Progress 8 summer 2024	+0.58
GCSE results summer 2024	57% achieved 9-5 in English and Maths 75% achieved 9-4 in English and Maths
A Level results summer 2024	77% achieved A*-C

TEACHING AND LEARNING AT RHS

At Ruislip High School, teaching and learning is our core business and is at the heart of everything we do. We know that high-quality teaching is the greatest lever schools have to improve outcomes for our students and therefore we are determined to ensure that continual improvement of teaching and learning remains our priority. Our strong behaviour systems ensure that teachers can teach and our mantra of improve, not prove, means teachers are supported to continually develop their craft.

The curriculum is the entirety of each student's experience at Ruislip High School and is therefore continually reviewed and updated. Our Curriculum Leaders are exceptional and weekly departmental meetings focus on collaboration to improve subject and pedagogical knowledge, enabling our teachers to become real experts in their classrooms.

We have a team of lead practitioners who provide training and support to teachers at all levels, not because our teachers are not excellent already, but because we know we can always improve. We are research informed and we prioritise sharing best practice and principles of high-quality teaching rather than imposing non-negotiables or being sidetracked by the latest fad. Leaders at Ruislip High School are passionate about teaching and learning, teachers at Ruislip High School are passionate about their subject and students at Ruislip High School therefore develop the same passion for their subjects and for their journey of life-long learning.



“Leaders have placed
inclusivity at the heart of
school life.”
Ofsted, 2023

“All of the teachers and staff at
the school really care about us
and our achievement. There is
always someone ready to
support us.”
Year 10 student

STAFF DEVELOPMENT

“The school offers many opportunities for CPD, from personalised INSET workshops to external courses. In the past three years, I have completed an SSAT course for Aspiring Senior Leaders and also an NPQ in Leading Behaviour and Culture. It is wonderful to feel you are trusted to progress in different roles.

Teacher of MFL & Head of Year 10”

At Ruislip High School there is a strong culture of learning for all members of staff, both teaching and support staff, and at all levels of experience. The established appraisal approach of ‘improve, not prove’, and the highly valued line management system, underpin continual personalised conversations and planning around learning and development for every member of staff.

Professional learning sessions in school are planned by a team of leaders and lead practitioners, and are delivered by expert staff at all levels; these take place regularly during our weekly staff teaching and learning briefings, termly support staff meetings and our INSET time delivered over five full days and four twilight sessions annually. From joining us as a trainee teacher, an ECT, a classroom teacher, a member of support staff, or as a new middle or senior leader, a programme of induction is provided and you will be fully supported in developing in your role. All teachers also participate in peer observation and instructional coaching in pairs throughout the year to focus on improving an area of their teaching practice that they have identified; this may also be in line with the annual whole-school teaching and learning focus.

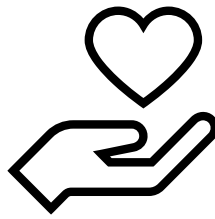
A variety of external learning and development online programmes we subscribe to further support and enhance professional learning, and we are always keen to discuss with staff if they would like to undertake external courses or professional qualifications, such as an NPQ or a Masters.

Staff are fortunate to be able to support and collaborate with colleagues in other schools in the Trust at regular Trust-wide meetings and at the biennial staff conference. Trust-wide leadership courses for aspiring and established middle and senior leaders are offered, which provide further opportunities for professional learning and collaboration, and ensure that our future and current leaders continue to grow.

“The school prioritises training and development opportunities for all staff.
Ofsted, 2023

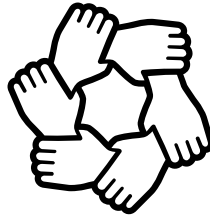


OUR CORE VALUES



Respect

Different views and beliefs; be kind and show good manners to all. Value the school community and environment in thought and action.



Unity

Volunteer to help others; contribute to school life. Show loyalty to friends, staff, school and community.



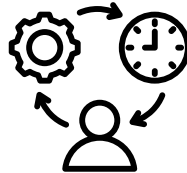
Integrity

Set high personal and academic standards. Uphold the school values.



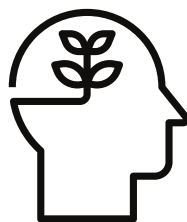
Self-discipline

Demonstrate self-control, willpower and strength of mind. Remember: 'You Own Your Own Behaviour'. Take responsibility.



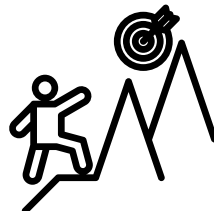
Learning

Be independent and self-motivated. Always give 100% effort and check work through: if it's not perfect, it's not finished.



Inspiration

Show curiosity, imagination and independence. Lead by example: take pride in being an individual.



Perseverance

Be resilient: ask for feedback to improve rather than giving up. Always correct and improve work.



“
Being a member of the Sixth Form Student Leadership Team gave me the opportunity to be central to our school community. I really believe in our school values; they have guided me throughout my time at the school.
Year 13 student

”

YOUR BENEFITS

In choosing to work at Ruislip High School, you will be entitled to a range of employee benefits, designed to support you in a variety of ways:



Joining a welcoming team, with an ethos of 'improve, not prove' in an environment where staff are encouraged to thrive, including providing financial support for professional qualifications.



Eligible staff are entitled to an eyesight test every two years and a contribution towards corrective glasses (if required specifically for display screen equipment use).



Teaching staff at RHS have access to the Teachers' Pension Scheme, with a generous employer contribution of 28.68% of your salary towards your pension.



Discounts for goods and services through the wider wallet scheme.



Annual flu jab for staff not eligible for a free NHS flu jab.



A staff wellbeing package, which includes: The ACS Partnerships 'Health Assured' employee programme, which gives access to many services including Financial and Legal advice and eight free counselling sessions; free access to Education support and in-school mental health first- aiders.



— “ —

The best thing about working at RHS is the community that you become a part of. The staff are highly motivated, exceedingly welcoming and utterly supportive.

Curriculum Leader of Drama

— ” —



Opportunities to work Trust wide, including Trust professional development opportunities, such as our biennial Trust conference.



A Trust-wide communications policy with clear expectations for managing email and telephone communications.



On-site free parking/five minutes walk from Ruislip Gardens Underground station.

OUR COMMUNITY

At Ruislip High School we also offer:

- **Complimentary tea, coffee, milk & sugar** - available for all staff in our spacious and welcoming staff room.
- **Thank-you week** - a selection of treats to recognise the hard work of our staff, once a half term.
- **SLT one-to-ones** - an annual opportunity to meet with a member of SLT to discuss wellbeing, workload and career development.
- **End-of-term parties** - at Christmas and in the summer term a staff party to celebrate together.
- **Staff socials** - organised informally, a range of meet-ups between staff throughout the year.
- **Workplace Bike Scheme** - provides a simple way for you to cut the cost of buying a bike, making it easier for you to start cycling to work.

“ —

“I’ve been here for over 15 years. It’s a great place to work - the people are fabulous. I feel very supported.”
Data Officer

— ”

VLT MISSION STATEMENT



The Vanguard Learning Trust is a group of local primary and secondary schools in Hillingdon.

We strive to be a Trust that serves its local community and is pioneering in its approach to broadening our students' lives.

We believe in highly effective teaching which allows our students to shine both in and out of the classroom and that intellectual curiosity is at the core of every learning experience. Whilst schools in the Trust have their own ethos and values, they share the common aspiration that all students can achieve their potential and embrace a life-long journey of discovery.



WELCOME FROM THE CHIEF EXECUTIVE OFFICER

Ruislip High School joined the Vanguard Learning Trust (VLT), a local multi-academy trust comprising of three primary schools and one other secondary school, in September 2018. As a Trust, we are committed to staff wellbeing and promoting an open and transparent culture.

We have established a number of cross-phase school improvement projects with the primary aim of providing staff with professional development opportunities through collaboration with colleagues in local schools.

Each school in the Trust has its own unique ethos, whilst supporting the Trust's vision and values; the overarching tenet of the VLT is to be a local, inclusive Trust serving its Hillingdon community. We are confident that staff across the Trust feel valued in their individual schools. As the Trust expands we intend to develop partnerships that provide staff with opportunities to take a leading role with specific initiatives and Trust improvement projects.

Dr Martina Lecky

CEO



Striving for Excellence

Ryefield Primary School

3-11 mixed primary school for pupils from Reception to Year 6.



Vyners School

11-18 mixed secondary school and Sixth Form.



Field End Junior School

7-11 mixed junior school for pupils from Year 3 to 6.



Hermitage Primary School

Hermitage Primary School

3-11 mixed primary school for pupils from nursery to Year 6.



Oak Farm Primary School

5-11 mixed foundation school for pupils from Reception to Year 6.
Associate members of VLT since May 2023.

Working with other schools in the Trust has been so supportive and collaborative, we genuinely raise each other up and we celebrate all of our successes.

Assistant Headteacher, RHS

The staff conference provided an excellent opportunity to work collaboratively with colleagues from across the Trust, in order to reflect on and share best practice. The workshops were insightful, inspiring and sparked lots of thought-provoking discussion, which has continued back in our schools.

Assistant Headteacher, Ryefield



As a new member of staff, it has been brilliant to have the support of colleagues not just in my school but across the Trust.

The support network is incredibly strong and I have had regular communication with colleagues allowing us to share good practice and offer guidance whenever I have needed it.

SENCO, Field End Junior School

I had a fantastic time working with Field End in developing their Art curriculum. Working within the Trust to help develop and support each other allows us to grow as a community to best support the teaching and learning of all our students.

Curriculum Leader of Art, RHS

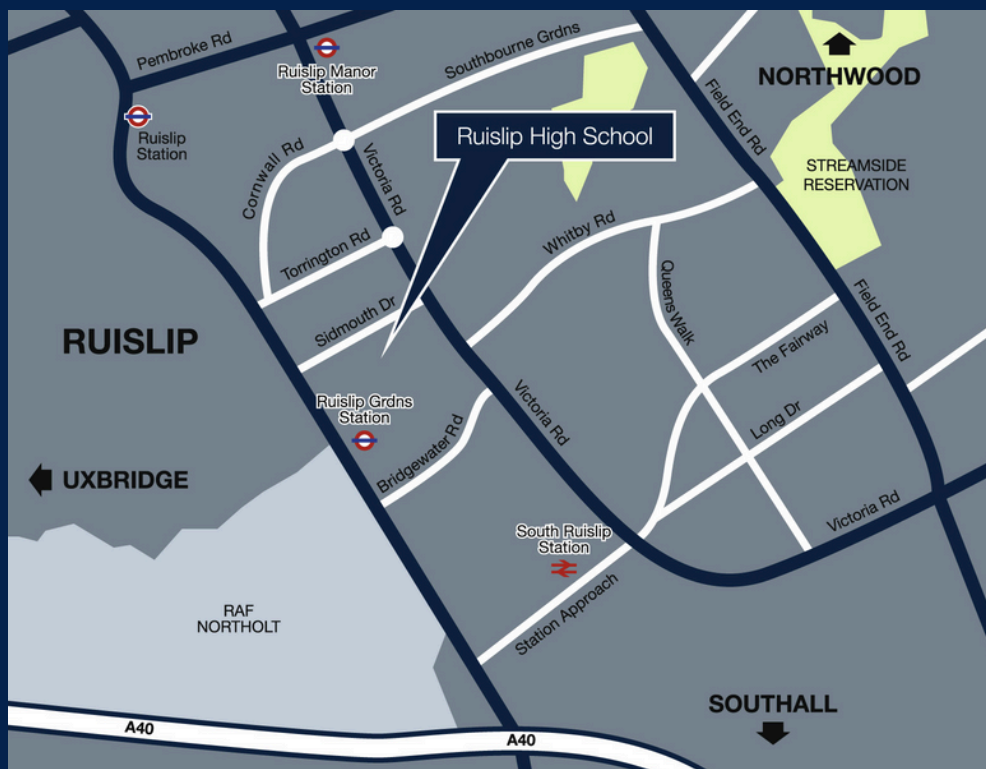


— “ —

I enjoy the
community feel, how
approachable
everyone is - I feel we
are all on a journey
together.
Teacher of English

— ” —





Find Us:

Ruislip High School is situated in Ruislip Gardens, Middlesex only a one minute walk from Ruislip Gardens Tube Station. This lies on the Central line, between West Ruislip and South Ruislip.

Just a short distance from Central London, with excellent transport links by road, rail and the London underground. Staff travel from all boroughs of London and the surrounding areas.



Ruislip High School

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