



QUEENS' SCHOOL

Dare to be Great

Applicant Pack



Welcome

I am delighted to welcome you to Queens' School. This is a thriving and highly successful oversubscribed school, the largest in Hertfordshire. GCSE results and A Level outcomes are consistently strong. Our Ofsted Inspection in September 2019 confirmed that Queens' continues to provide a high-quality educational experience.

We have a well-established reputation for academic achievement for all students, with excellent attainment and progress outcomes. Beyond this, though, we provide a safe, caring and challenging environment for learning, and are committed to the development of every student as an individual. We understand that while students have different gifts and talents we have a strong belief that everyone can *Dare to be Great*.

Joining Queens' School as a teacher is an exciting opportunity; one which could be a key stepping stone in your career. The successful candidate will be an excellent classroom practitioner; for us at Queens' School, this means someone who is creative, resourceful, knowledgeable and enthusiastic about ensuring the best possible outcomes for our young people. We are keen to work with you if you are able to lead by example, have ambition, and focus; and our students will be keen to be taught by you if you are motivated by sharing your passion for your subject, and demonstrating your commitment to their learning and school community.

We strive to recruit the very best teachers who can consistently teach good or outstanding lessons.

I hope that this information pack and the advertisement can give you a flavour of the vibrant school I am so privileged and proud to lead. I am also very aware that applications take a considerable amount of time and thought, so I thank you in advance for your submission.

Jonathan Morrell
Headteacher



Context

Queens' is a and partially-selective (45%), mixed single academy trust in Bushey for children aged 11-18; the largest co-educational in Hertfordshire with almost 1700 students on roll, 350 of whom are in the Sixth Form. We have around 200 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 270 students into Year 7 each September, drawn from South West Hertfordshire and North London. We also take around 50 students into Year 12 each year.



Queens' is a good school, confirmed by Ofsted in our last inspection in September 2019. Local Authority reviews have consistently concluded that we have the potential for outstanding. We very much live by our motto, and dare to provide a great working and learning experience.

Our examination results at GCSE and A level are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university, with almost a third to Russell Group. Each year we have a good number of students applying places at either Oxford or Cambridge, for Medicine or Veterinary College.

Our curriculum is broad and balanced from Year 7 with all students studying traditional academic subjects including a full suite of technology disciplines, MFL, creative arts and computer science. No academy subject is delivered for less than one hour per week. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to the Sixth Form. In addition to academic subjects, all students follow a course of Life Long Learning (PSHE).



We have a passionate belief in our bright and articulate young people, seeking to equip them with the skills to succeed in the 21st century not just with excellent results. To this end, over the last few years, we have developed our own approach to learning based around our core values which seek to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently

and collaboratively and who leave us ready to face the challenges which lie ahead. We are constantly seeking ways in which to develop wider skills too and there are many opportunities for students to take a leadership role within the school or to participate in extra-curricular activities in a wide range of spheres including the Duke of Edinburgh Award and a Combined Cadet Force (CCF).



Our pastoral care is superb. The social growth of the individual is an important part of Queens' experience and the school aims to produce well-rounded citizens who are ready to take their place in society. Every student is allocated a form tutor who has prime responsibility for their guidance and welfare. There is a strong network to support any student who might be experiencing difficulty with their wellbeing with

a team of specialist staff, including Student Support Managers, a Mental Health Lead, Medical Officer (Matron) and School Counsellors.

The House system provides a sense of identity and belonging within a larger school community. All staff and students are assigned one of four Houses developing strong loyalties and taking inter-House competitions very seriously, most notably House Sport and House Music. There is fierce but friendly competition to earn House points throughout the year in a variety of activities including academia, music, sport and drama.

The school benefits from extensive facilities including 12 all-weather sports pitches set in extensive playing fields of over 50 acres. We also benefit from an outdoor classroom. Planning is currently underway for a 3G pitch.



At Queens' we want our staff to continuously develop too. Much of our CPD is 'in-house'; we have a very clear focus on the sharing of good practice within the school where there is already so much expertise. In addition, we encourage staff to visit other schools and to bring back ideas which can be shared with colleagues and which might in some way lead to further improvements here. We work collaboratively with several local

schools and are very pleased to be a member of the Watford Partnership for Teacher Training (WPFTT). This collaboration between schools has also enabled us all to expand our CPD for ECTs and for more experienced staff.

Our Governing Body is hugely supportive of the school. Some of our trustees have worked with us for many years, while others are relatively new to the role. They bring with them a wide range of experience drawn from the fields of business, law, finance and education and they do a superb job of both supporting the senior team and holding us to account.

Our Senior Leadership Team currently consists of the Headteacher, two Deputy Heads, six Assistant Heads and the Business Manager. It contains a healthy mix of different personalities and skills. Roles and responsibilities do change from time to time to allow SLT to develop areas of interest and skills. We firmly believe that our senior leaders should be actively involved in teaching and learning and all continue to teach alongside their whole school responsibilities.



Queens' is a place where staff are proud to work, parents want to send their children and students have a sense of belonging. Altogether, we are a happy and friendly all-inclusive school community where the individual matters.

Our Vision and Values

Queens' provides a safe, caring and challenging environment for learning, committed to the development of every student as an individual. We understand that while students have different gifts and talents we have a strong belief that everyone can be Great.

"Daring to be Great by pursuing our values of Scholarship, Tenacity, Altruism and Respect"

We aim to offer the best academic, cultural and sporting opportunities and instil a sense of moral and social responsibility in our students to live their lives as respectful, caring and responsible citizens.

Scholarship 'Ambitious pursuit of knowledge'

Tenacity 'Determination and Perseverance'

Altruism 'Working collaboratively and selflessly'

Respect 'Having due regard for self, community and environment'



School Priorities

Scholarship: Establish a coherent knowledge-based STAR curriculum

- Transform the Lifelong Learning programme
- Consolidate the all-through STAR curriculum
- Maximise ambition in the Sixth Form
- Improve routines in independent learning for all pupils

Tenacity: Establish a culture of supported challenge for all

- Embed adaptive learning expertise for SEND pupils
- Encourage pupils to embrace challenge and responsibility
- Increase access to curricular enrichment and challenge for disadvantaged children
- Generate further pupil ambition for futures

Altruism: Establish a supportive community

- Promote positive collaboration opportunities
- Increase professional support opportunities
- Instill a shared understanding of community, resources and systems
- Improve recognition of the safety and wellbeing of others

Respect: Establish a culture of high expectations

- Expect and pursue excellent attendance for all pupils
- Champion equalities, diversity and inclusion
- Promote positive behaviour for learning
- Invest sustainably in the physical school environment



Why work at Queens' School?

- Pupils eager for success
- Supportive parents who value education
- Caring colleagues
- Excellent professional development and guidance
- Highly regarded senior team driving forward improvement
- Teaching and learning at the top of the agenda
- Happy school community
- A holistic approach to student development
- Pupils are proud and enjoy learning
- Large range of extra-curricular opportunities: Sports; Arts; CCF; DoE; Debating
- Teachers' pay enhanced through the Fringe Allowance

A Desirable Location

- Large site set in 52 acres of playing fields
- Attractive area on the outskirts of Watford
- Easy access via excellent road links including the M1 and M25.
- Bushey Station is 20 minutes by train from London Euston

Excellent facilities

- Commitment to renovation and rejuvenation of current buildings
- Modern and purpose-built science labs
- Large purpose-built sports centre
- Well resources fitness suite
- 12 all-weather sports pitches
- Outdoor classroom
- Google School
- Catering by the award winning Culinera

Staff Wellbeing

- Staff Wellbeing Committee
- Access to our fitness suite
- Free eye tests
- Annual flu jabs
- Staff social gatherings ranging from weekly Friday night sports to our annual end of year party
- Coaching and mentoring culture

- Generous planning and preparation time
- Well-equipped staff room
- Complimentary refreshments throughout the day (Tea and Coffee)
- Service Awards
- Staff laptop

Developing Your Career

- Partner in the hugely successful WPfTT
- Strong collaborative teaching culture
- Coaching and mentoring culture
- Highly regarded school CPD Programme with a focus on Teaching and Learning Communities (TLC's) to improve pedagogy and practice
- Departmental Professional Learning (DPL) with a subject focus
- Range of personalised professional learning and development programmes to match aspirations:
 - Teacher Led Development Work (TLDW)
 - Postgraduate studies (Masters and Doctorate)
 - National Professional Qualifications (NPQs)
 - Associate Middle Leader programme
 - Associate Senior Leader Programme



Staff Testimonials

'I have been given a number of CPD opportunities to develop not only my teaching, but my leadership skills which helped me secure the role of Key Stage 3 Coordinator in the Mathematics department'.

'I had been told great things about the school. The staff are extremely supportive and clearly care about the students and the school. This reflects on the atmosphere within classrooms and the students, who are motivated and want to succeed'.

'What drew me to Queens' was the ambition of the leadership team and the desire to raise the levels of student performance and aspiration whilst maintaining the unique character of such a large and multi-faceted school'.

'During the interview process I met numerous students and was bowled over by their enthusiasm for the school, particularly the House competitions, and their desire to balance school improvement with respect for long-standing traditions'.

'The staff have been extremely supportive and welcoming since my first day here, with many going the extra mile to make sure my move to the school has been as smooth as possible'.

'In my short time at Queens', I've witnessed a staff body committed to supporting the progress and wellbeing of all students, and for me, this is the mark of a great school'.

'I am well supported by my SLT line-manager and encouraged to try new ideas in the never-ending search for better teaching and learning within the department'.

'Since joining Queens' I have not looked back. The students are amazing, the staff are really friendly and the SLT are always on hand as and when I need to call on them'.

'My team make coming to work fun and enjoyable every day. It's true what they say 'choose a job you love and you will never have to work a day in your life'.

'The Mathematics department are incredibly supportive and dedicated. Every member of the department works tirelessly to get the best out of every student'.





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