

Candidate Information Pack



VERULAM
SCHOOL

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Welcome

It is a great honour to welcome you to Verulam School. As a smaller than average secondary school, we provide a close, family atmosphere that allows students to gain confidence and forge new friendships quickly. In addition, we are able to ensure that all of our students are known, feel valued and are supported.

A child's time at school leaves a significant impression on them, shaping the adult that they later become. This is a responsibility that we take seriously at Verulam. Verulam students typically arrive with a sharp mind, ambition and intellectual curiosity, which is complemented by our carefully planned curriculum and co-curricular offer.

Academic success is incredibly important to us. Our success in GCSE, A' Level and vocational courses speak for themselves. Alongside this, we firmly believe that the development of the whole person is vital in order to not only survive in the modern world, but also thrive.



A Verulam education is like no other, and your child's time at the school will help them to reach their potential, be compassionate, a creative thinker and someone who embraces diversity and challenge. We nurture a number of positive moral attributes, that are underpinned by our core values of Excellence, Character and Respect.

Our school motto 'Faire Mon Devoir' translates from French to "Do my duty." Part of the Verulam experience sees our students encouraged and supported to fulfil their duty or obligation to be true to themselves, to love themselves, make positive contributions, to learn and grow, be happy and grateful and to contribute to something bigger than themselves.

Though steeped in a positive culture and tradition, we are also a modern, diverse, and forward-thinking all boys' school. One of the most striking features of Verulam is the diversity of students and staff, of different backgrounds, temperaments, opinions and interests, each of which has their place here.

As I hope you will discover for yourself, Verulam enthusiastically embraces innovation and new opportunities when we feel that it will enhance the educational experience of our students.

Mr Fergal Moane,
Headteacher

School Snapshot



Size:

We are a 11-18 boys school with a mixed Sixth Form. We have over 1000 pupils.

Team:

Our leadership structure includes a Headteacher, x2 Deputy Headteachers and x3 Assistant Headteachers, supported by a wider Senior Leadership Team. In total we have over 80 teaching roles and over 20 school support roles including school operations, administration and site teams.

Site:

Originally established in 1938, Verulam boasts a range of facilities including gym, library, sports hall and an extensive sports field nearby at Sandpit Lane.

Our staff say:

“The staff at Verulam have a great sense of community which one has to experience in order to understand, and this comes across in their passion to nurture new teachers as well as students”

Our students say:

“I’ve really enjoyed my lessons at Verulam as the teachers make learning exciting. I’ve made a lot of friends and enjoy coming in every day.”

Ofsted say:

Good 2018

“Leaders use a range of strategies to improve teaching, learning and assessment. They review the work of teachers and provide training to help them develop.”

“Teachers use their good subject knowledge to ensure that lesson time is used well. They set work which motivates and challenges pupils.”

“Students benefit from strong teaching and helpful guidance on their futures. They make good progress and are well prepared for their next steps in education, employment or training.”



Working at Verulam

Our school values of EXCELLENCE, CHARACTER & RESPECT exist to help our students lead a meaningful, fulfilling life beyond school and provide them with clarity regarding what is expected inside and outside the school environment. As well as upholding our core values, our students are expected to support their classmates to develop and challenge themselves, and to contribute to the school and wider community.

As a staff team we lead by example and embody these values and model behaviours.

In joining the Verulam team you will be part of a diverse staff body, that prioritises Equality, Diversity and Inclusion, so that stakeholders at all levels thrive.

We have a strong Verulam community with an extensive alumni of parents, students and staff who all share a lifelong connection with the school. Through professional networks, reunions, social gatherings and academic lectures, our community creates connections to support each other, our students, the school and our charitable initiatives.

We are also a member of the IBSC (International Boys' School Coalition) which connects us with dynamic professionals around the globe who share a commitment and passion for advancing schools and the learning experiences of boys, and provides our staff with access to professional development opportunities and resources for boys' educators.

In May 2023, we hosted our first conference for boys' school educators, Let's Talk About Boys.

Teaching at Verulam

We are specialists in boys' education and design our curriculum and teaching to help pupils to fulfil their potential. The 7 year journey enables pupils to become confident and articulate young men and women who succeed in higher education, employment and their personal lives.

The school has strong GCSE and A Level results and Sixth Form students move onto prestigious university places, including Oxbridge and high level apprenticeships.

From day one at Verulam, we encourage enthusiastic learners and have developed a successful approach to teaching, known as the Verulam Lesson, to aid staff and give boys much needed consistency.

Creative thinking is a key element within our curriculum design. Verulam students are actively encouraged to think 'outside of the box', inspired to be intellectually fearless and push boundaries in order to break conventions.

Our curriculum is diverse and inclusive; we ensure that all students see themselves within it. We use technology to support learning across the school, and the blended learning environment provides a powerful base to enhance learning at all levels. To support academic success and mental health and well-being, we prioritise the teaching and delivery of PHSE. We also recognise that boys succeed when they engage in the sports, social or other extra-curricular activities provided by the school.

We place great emphasis on outdoor learning and seize every opportunity to get the boys out into the open air.

As part of the BeauSandVer post-16 consortium, we work closely with Beaumont and Sandringham schools to ensure that our post-16 teaching and curriculum is outstanding. Staff from the three schools work together to develop curricula and best practice.

Support roles at Verulam

Our support staff play an integral role in the day to day functioning of the school. Support staff are highly valued and respected, with many taking on additional responsibilities and achieving promotions in relation to their career aspirations.



Ambition Education Trust

At Ridgeway we are pleased to be one of ten schools that form the Ambition Education Trust, a close community of five primary and five secondary schools within Hertfordshire.

Therefore when you join our school you are also becoming part of our wider organisation.

The Trust's mission is to create a learning community which provides **educational excellence for all.**

We bring that to life by working collaboratively as a group of schools to develop best practice and continuously improve what we do.

In being part of the Trust, our colleague and support networks reach beyond our school, enabling professionals from all areas to share ideas and work together to raise standards.

With Trust schools located in close proximity, we benefit from being able to work together in person and can shape great opportunities for development and progression both within our school and across the wider Trust, providing truly rewarding internal careers.

Our vision at Ambition is to:

Ensure that every young person has the best possible start in life; aspiring to become successful, confident and responsible individuals

Provide safe, stimulating and aspirational environments to enable all young people to flourish and realise their full potential

Ensure that all families are confident that every young person is receiving a high-quality fully inclusive education

Grow a supportive and sustainable Trust which serves the diversity of our local communities

Be an employer of choice; where all are valued and thrive in the richness of opportunities available and are proud to be a member of our Trust

Careers & Professional Development

We are passionate about providing rewarding careers and opportunities for personal development.

Development for our teaching and school support staff is linked to our school improvement priorities and individuals' personal needs and aspirations.

Development initiatives are wide ranging and include professional networking, coaching and mentoring, stand in and secondment opportunities, training courses and formal qualifications.

Some of our regular cross school activities include teaching and learning leads forums, middle leader events and our Great Practice Forum's for those who want to refine their teaching practice, share successful tried and tested ideas, or new initiatives that are being trialled and developed.

Each year we hold an annual Trust conference which brings together all colleagues from our ten schools in a day of professional development. As well as the opportunity to partake in a wide selection of workshops and listen to engaging keynote speakers, it provides a fantastic opportunity to share good practice, build networks and relationships, and learn from each other.

"We know that every setting has valuable skills and knowledge that could improve the experience of all children and young people in our Trust schools"

Alban Teaching School Hub and Alban Federation

We are proud that within the Trust, we are home to the Alban Teaching School Hub, one of 87 designated school-led centres of excellence for teacher development, and the Alban Federation, an accredited Initial Teacher Training provider.

The work of the Teaching School Hub is focused on the golden thread of teacher development from Initial Teacher Training to school leadership.

The Hub offers established Continuous Professional Development delivery underpinned by evidence-based research and National Professional Qualifications in school leadership and specialist areas of teaching practice.



Here's what some of our colleague's across the Trust have to say



The support, encouragement and opportunities offered have led to my progression from NQT to Key stage 3 Coordinator of English in my RQT year, followed by the roles of Second in English, Head of English and then on to my current role of Assistant Headteacher. Part of the reason I have stayed at the school for as long as I have is the opportunities offered. In addition to career progression, I have also been offered a range of CPD opportunities to develop in areas beyond my specific role.”



“Working in a Trust has given me the opportunity to take on a dual role in school business management across Secondary and Primary, expanding my skillset and giving me additional experience to grow and develop. This career path would not have been open to me in a standalone school and will provide greater career progression in future.”

“

“Through the trust’s unwavering support, I started my journey as an Early Careers Teacher, armed with tools and time to reflect on my pedagogy and practice. In this nurturing environment, I have thrived, gaining confidence to pursue my aspirations. Supportive conversations fuelled my professional growth, and opportunities to explore my interests emerged.”

“

“Working within the Trust has been a fantastic experience for me that has led to many CPD opportunities and career progression and diversification. I began working at my current school as a humanities coordinator and progressed to curriculum coordinator. More recently, I undertook the role of Acting Assistant Headteacher. I have also enjoyed an exciting and rewarding secondment position with the Alban Federation School Based Initial Teacher Training, leading the Primary Teacher Training.”

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“What I enjoy most about my role working in school support is the shared desire of our teams to continuously improve what we do. We don’t stand still and are always working to make improvements to our processes and practices which enables me to continuously develop professionally.”

“

“I have always found the leadership team hugely supportive of my career progression. I joined as a Teaching Assistant and later became PA to the Leadership team. I now hold a counselling role within the school after qualifying as a student counsellor. My managers were supportive of time off for study and allowed me to volunteer whilst I completed my client hours, actively following and encouraging my progress. I believe the Trust really values their staff- encouraging them to increase their skill sets and helping staff to identify further career opportunities.”

Your Benefits

We offer some great employee benefits throughout the Trust to support you in a variety of ways:



Salary

Salaries are aligned to national pay rates through the school teachers pay scales or National Joint Council for support staff



Employee Assistance Programme

Our programme gives access to proactive wellbeing tools to boost wellness, improve wellbeing and challenge you to achieve your wellness goals



Pension schemes

We offer generous pension schemes through TPS and LGPS which include Death in Service benefits



Employee helpline

A confidential employee helpline provides you with 24/7, 365 days a year access to advisors and counsellors on a wide range of issues, including structured counselling services



Holiday entitlement

Support staff holiday entitlements increase with length of service



Eyecare vouchers

If you use visual display unit equipment we provide a voucher for a free eye examination and discount on selected glasses



Retail offers and discounts

Helping employees reduce everyday spending and supporting financial wellbeing is important to us. You can save with retailers, restaurants and supermarkets



Free onsite parking

Staff parking is available on site



Employee referral bonus

We are always looking for great people to join our teams, and we would love for you to help us find them

At Verulam we also offer :

- **Tea and coffee** – free tea, coffee and refreshments are available in the staff room all day
- **Wellbeing committee**– we are passionate about the wellbeing of our team and regularly meet to discuss what we do
- **Cycle to work scheme** - Our cycle to work scheme enables employees to save on the cost of a new bike and accessories
- **Gym** – you can access the school gym free of charge



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Verulam School

Brampton Road

St Albans

Hertfordshire

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