



# Vyners School

Striving for Excellence



## A Career at Vyners School

# Contents

Welcome from Headteacher	01
About Vyners School	02
Teaching and Learning	04
Vyners Top Ten	06
Why work at Vyners School	08
Our School Values	10
About the Trust	12



‘The behaviour of pupils is outstanding. Pupils are unfailingly courteous and welcoming to visitors. They are fully signed up to the school’s inclusive ethos, and show respect for all’

Ofsted



# Welcome to Vyners School

Vyners School, part of Vanguard Learning Trust, is a high performing school, graded as 'Outstanding' by Ofsted. We set high expectations, challenging all students to achieve more than they might feel is possible. The school has achieved many accolades over the years. Our aim is to deliver a truly first class education for all children and results consistently demonstrate strengths in all areas of the curriculum.



I am delighted that you have expressed an interest in joining our team here at Vyners School. This brochure will hopefully give you a feel for the excellent facilities and fantastic working environment we offer.

We are seeking to appoint staff with a desire to make a real difference to the lives of the young people at our school. If you are a teacher, you will have a passion for your subject area and a real love of the learning process. If you are a non-teacher, you will be keen to deploy your skills for the benefit of young people.

We want staff with energy, enthusiasm and character. Individuals who can engage with students and inspire colleagues. Leadership responsibilities and fantastic career progression are available to successful candidates.

I am extremely proud of our school, our values and our ethos and I believe it is a great place to develop your career, especially in teaching.

If you think you are someone who can truly make a difference, please consider joining our friendly team as we continue to grow.

The best way to truly experience life at Vyners is to visit us yourself. I look forward to receiving your application and I hope you find this recruitment pack useful.

**Gary Mullings**  
Headteacher

# About Vyners School

Vyners is a well established and heavily over-subscribed school with a reputation for high standards of behaviour and attainment. Our core values of Community, Aspiration, Respect and Endeavour underpin everything we do, as does our absolute commitment to ensuring our students get the best education experience possible.



Built in 1959 as a four form entry mixed grammar school, it became comprehensive in 1977 and expanded to five forms of entry. In 1996 it expanded again to take six forms of entry. In 1991 the school became grant maintained and in 1999 a Foundation School. Specialist College Status in Mathematics and Computing was obtained from September 2003. The school converted to academy status on 1 November 2011, a move which allows us greater financial freedom and security, as well as giving us the opportunity to continue to push the boundaries of excellence. Since January 2018 the school has been part of Vanguard Learning Trust which also includes one other secondary school and three local primary schools. The current school roll is 1420 with 240 in the Sixth Form.

Our standard admission number is 240 and we are an eight form entry school with a significant number of families wanting to send their children to Vyners to be educated.

The school has some impressive facilities: a large sports hall and an all-weather sports pitch, extensive ICT facilities and specialist teaching areas. Classrooms are equipped with interactive whiteboard technology and the school network is constantly upgraded. We have invested over £1,000,000 improving the learning environment over the past four years and have exciting plans for the future.

‘The school’s work to promote pupils’ spiritual, moral, social and cultural development is excellent. For example, the formal curriculum provides lessons on ethics and different faiths and workshops on combating stereotyping’

Ofsted



The school had its last full Ofsted Inspection in May 2019 and was designated an ‘Outstanding’ school. The school continues to achieve excellent examination results. In 2022 our headline figure at GCSE level for English and Maths was 83%.

We are also very proud of our A-level results with 37% of all grades achieved at A\* - A and 66% A\* - B grades. We firmly believe that we can build on this success again this year.

### Location

The School is situated close to the ‘village’ of Ickenham in a very pleasant residential area on the edge of the Green Belt. Although only thirty minutes or so from the centre of London by underground, access to the countryside is equally quick via the M40, M25 or M4. The School itself is well situated on a residential road, surrounded by many mature trees, which provides a pleasant atmosphere for both work and leisure.





# Teaching and Learning

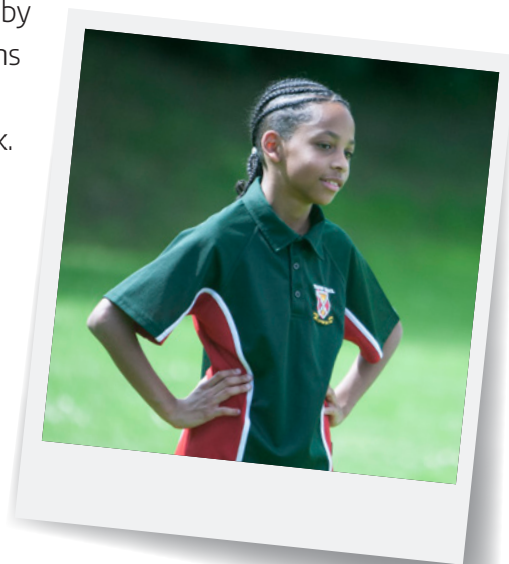
As an 'Outstanding' School, our vision remains, challenging and motivating. We continue to develop our curriculum to meet the needs of learners and to improve the skills of our staff to deliver this curriculum. To support this work the whole school community is committed to improving teaching strategies and understanding better how students learn.



We know that effective learning cannot be left to chance; we have to refine and change our approaches if we want to make real and lasting improvements. We recognise the need to prepare students for the 21st century and make extensive use of new technologies (mobile technology, Web 2.0 tools) and are striving to develop more independent learners. Google Classroom is embedded in the school as a tool to support learning. Our key focus this year is exceptional teaching, which promotes engagement with the processes of explanation, practising and testing to enhance learning.

Developing and training Middle Leaders in the effective use of data and helping them to develop a range of different teaching strategies within their teams have been priorities.

Each year we deliver significant staff development, including our annual Staff Conference, which has a focus on developing specific aspects of teaching and learning. The school has 5 full Inset days each year, supplemented by Twilight sessions for teaching staff each week.







## Staff

Staff morale at Vyners is high, supported by a positive working environment and reviewed through staff surveys. The school puts a great deal of time and resources into training and developing its staff. Appraisal is focused on school improvement, professional development and well-being. Staff meetings encourage high levels of discussion and feedback and some staff are involved in one of our Teaching and Learning bursaries to develop and recommend major changes to whole school policy. Professional development is run every Tuesday after school. Many staff give freely of their time to run numerous lunchtime and after school activities.

## Students

Central to everything which happens at Vyners are our students. Staff seek to ensure that every young person feels valued and listened to. Relationships between staff and students at Vyners are excellent; raised voices are seldom heard and students appreciate the fact that they are encouraged to express and discuss their views. The Student Voice plays an important role in the development of policy at Vyners. Students take part in the development of the school vision and values and all applicants for teaching posts are interviewed by a student panel.

# Vyners Top Ten

Ten reasons why working for Vanguard Learning Trust is the best career decision you will ever make:

- 1** An innovative and exciting community in which to work. People and their well-being are at the heart of our school, helping staff and students to achieve a sustainable work-life balance.
- 2** A friendly and supportive team of specialist teachers and support staff achieving excellent results.
- 3** Ranked in the top 100 non-selective state schools in England for 5 A\* - C GCSEs including English and Maths and the progress students make from KS2-4.
- 4** An outstanding programme for staff mentoring and continued professional development.
- 5** We are committed to developing leaders at all levels and have a comprehensive talent development programme for ambitious, emerging, established and senior leaders – no matter what stage you are in your career.
- 6** A long record of talented staff securing promotions internally and at other schools.
- 7** An annual two day Staff Conference with excellent keynote speakers, the opportunity to network and to help identify and contribute to future school initiatives.
- 8** The opportunity to work across different education phases within the Multi-Academy Trust and in the wider education sector through our work with PiXL, SSAT and other high-performing schools.
- 9** Support for those who want to undertake further education qualifications e.g. Masters or Doctorate level study and involve themselves in action research work.
- 10** Opportunities to support and lead residential trips both at home and overseas.





# Why work at Vyners School ...

## PROFESSIONAL DEVELOPMENT

Well established and respected continual professional development programme	Financial support for professional qualifications (MA, Doctorate etc)
Appraisal process focused on professional development and 'improve' not 'prove'	Trust professional development opportunities, including SSAT Leadership courses and early career development
Creative opportunities and mentoring for continual career progression	Annual 2 day staff conference with excellent keynote speakers
Comprehensive first class new employee introduction programme	Weekly professional development programme

## WELLBEING

Onsite gym facilities	Onsite staff car parking and excellent access to local transport
'Thank you' week every half term; including staff postcards and treats	Staff Room with large, modern social and work spaces
Complimentary tea, coffee, milk and sugar in the staff room	Annual staff summer and Christmas parties



## STAFF DISCOUNTS & ENTITLEMENTS

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

Cycle to work scheme

On-site free parking/  
20 minutes walk from  
Hillingdon tube station

Discount for goods and services  
through the wider wallet scheme  
and local shops

Recognition for staff  
with 100% attendance

## INDUCTION PROGRAMME & FACILITIES

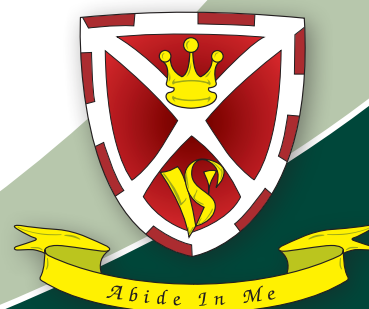
A new staff induction  
day programme and buddy  
in first year

A dedicated classroom for  
teaching staff where possible

A long-standing culture  
of support and strong  
staff relationships

Communication policy:  
clear expectations for managing  
email communication

State-of-the-art  
Sixth Form Study Room



# Our School Values

Our school values:

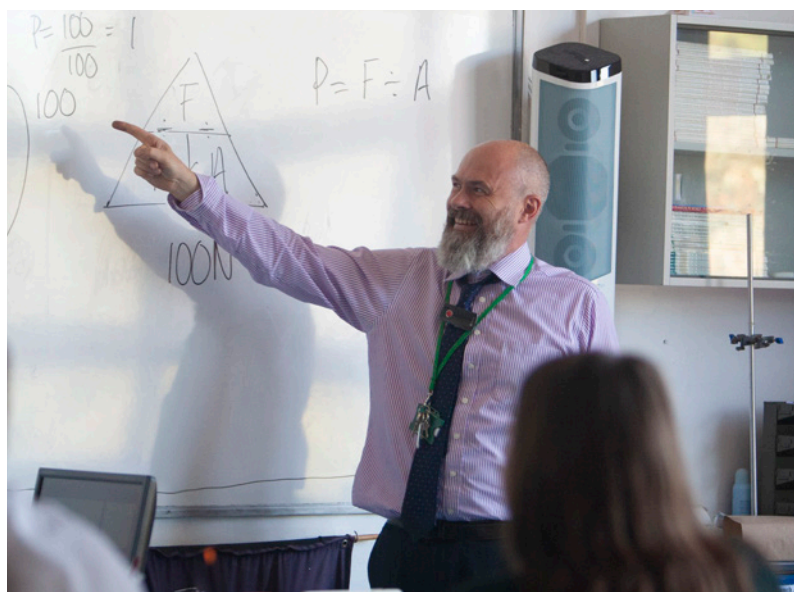
**Community | Aspiration | Respect | Endeavour**

underpin everything we do and were developed in conjunction with students, staff, parents and governors in 2013.



These values are supported by the Vyners' 10, a series of positive value statements that reinforce the high expectations we have. At Vyners, we successfully combine a 21st Century education with traditional high expectations of uniform, behaviour and standards.

We pride ourselves on the positive relationships that exist in the school and the sense of being part of a happy, vibrant community. We are a genuinely comprehensive school, believing that all students bring their own talents to our community. We value our students equally and take great care to make sure that every one of them is happy, secure and successful.



As a school, we firmly believe that our success should be measured by where our students are five to ten years after they leave us. We have a strong tradition of our students attending some of the best universities in the country as well as securing prestigious apprenticeships and our alumni can be found in a wide range of exciting careers. Many of them remain committed to Vyners School and return to support the current students as they strive for excellence.





## VLT Mission statement

Vanguard Learning Trust is a group of local primary and secondary schools in Hillingdon. We strive to be a Trust that serves the 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 inside and outside the classroom with intellectual curiosity at the heart 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.



### Message from our CEO

Vyners School established the Vanguard Learning Trust (VLT) in February 2015. 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 other local schools.

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 roles with specific initiatives and Trust improvement projects.

**Dr Martina Lecky**

Executive Headteacher

# About the Trust

Vanguard Learning Trust is a cross-phase Trust in the London borough of Hillingdon. It was established in February 2015, when Ryefield Primary School and Vyners School formed the multi-academy trust. In September 2018 Ruislip High School joined, followed in 2021 by Hermitage Primary School and Field End Junior School.

## Information about other schools in the Vanguard Learning Trust



### Field End Junior School

Field End Junior School is truly a community school and has been part of the Ruislip landscape for over 70 years. It is a four-form entry junior school, sharing the same site as the infant school. It is a genuinely happy and exciting place to be; the school's community plays an important role in shaping the young people into the adults they become when they go out into the world.

Staff strive to do all they can to help each child reach their potential. Staff believe that school days should be filled, not only with learning, but with fun, friendship and memories to last a lifetime.



### Ryefield Primary School

Ryefield was established in 1960 and as a school community it strives for excellence. Ryefield is an excellent school where its children love learning and achieve the highest standards possible in a thriving multi-cultural learning environment. Above all, Ryefield strives to touch the lives of all its children to ensure they grow up to be reflective, self-aware and resourceful; they are at peace with themselves, empathetic towards others and confident young people.



### Hermitage Primary School

On entering Hermitage Primary, visitors cannot fail to notice the warm, family feel that permeates the school. Hermitage is a happy, welcoming, stimulating environment where everyone cares about each other and all interactions are based on mutual respect. Hermitage opened in 1968 and is a community school located in Uxbridge. From their first tentative sessions in Nursery through to their final days in Year 6, staff strive to teach pupils their place in the school, the community and beyond.



### Ruislip High School

Ruislip High School opened its doors to its first cohort of Year 7s in September 2006. It is a mixed comprehensive secondary school situated in South Ruislip. Ruislip High School has evolved into a school of choice in the local area with circa 1,100 pupils. Ruislip High School's logo symbolises the school's motto 'From grass roots, to reaching for the sky,' representing the high aspirations and pupils' journey as they progress through the school.





'All staff share a common sense of moral purpose to ensure that all students feel happy and safe, and have the highest possible standards of education, to enable them to succeed at the school, and in the future'

Ofsted



**Vyners School** is situated in the popular village of Ickenham, near Uxbridge in Middlesex.

Just a short distance from Central London, there are excellent transport links by road, rail and the London underground.

The nearest mainline railway station is West Ruislip (Chiltern Railways), with underground stations at Ickenham and Hillingdon on the Metropolitan Line and Piccadilly Line within walking distance of the school.



### Vyners School

Warren Road, Ickenham, Middlesex, UB10 8AB  
Tel: **01895 234342**

office@vynersschool.org.uk  
[www.vynersschool.org.uk](http://www.vynersschool.org.uk)



**Vanguard Learning Trust**  
Registered in England and Wales No. 07796938