

Ilford County High School Recruitment Information



Empowering to excel by learning together

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HARD WORK





Empowering to excel by learning together

Ilford County High School - A High Performing Specialist Grammar School for Boys

Our school welcomes young men from any background, across our local community to join our school. We provide our students with the opportunities to become the free thinking, kind, and inspirational leaders our world needs to inspire the next generation.

As a grammar school, we are naturally proud of our reputation for academic excellence, but this is just one facet of the first-class education we offer our students. We encourage the young men who attend ICHS to become actively involved in both the school and the wider community, to take responsibility and to show leadership.



SUCCESS

We nurture sporting, artistic, and cultural interests and provide challenges within a supportive environment which enable students to develop their characters so they can leave ICHS as mature, confident and well-balanced young adults. Students graduate from ICHS with the personal attributes, resilience and commitment that open the doors into the 'best' of Higher Education and employment.

ICHS is a friendly and happy school with high expectations of both learning and behaviour. Our broad and balanced curriculum allows individual students to find their niche and we are proud to be offering a wide range of Arts, Humanities and Languages subjects alongside Maths and the Sciences from Key Stage Three right the way through to A Level study in our Sixth Form.

The school motto of Empowering to Excel; By Learning Together emphasises the importance of studying within a supportive, cheerful environment, where students and staff respect each other's needs and work hard to be the best they can be.

Our school values of Integrity, Courtesy, Hard work and Success are at the centre of everything that we do. They provide a firm foundation for our students to be brave in their learning, knowing that they are working within a supportive environment. Our staff aim to excite and support students to explore new areas and to achieve their very best results.

Mrs R Drysdale

Headteacher



Vision into Action

How we will empower you to excel



We believe that education has power. Together we will empower you to break down barriers and make positive contributions to the world around you.

Join us on your own individual path to educational achievement. Overcome obstacles, navigate new and exciting roads and cross wide and varied learnscapes! Rise to the challenge of wind and rain, take pleasure from the sun shining on your face and a gentle breeze on your back.

Pick up the map, get involved; join us on the journey of a lifetime.

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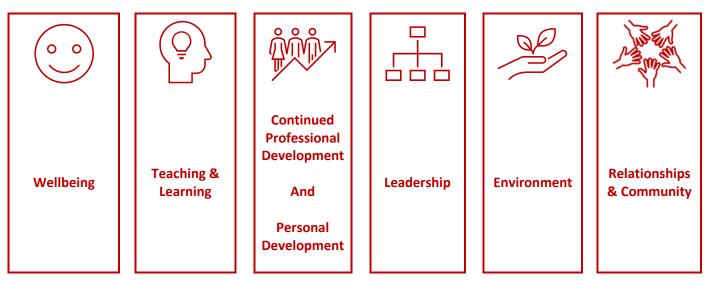
ICHS Vision into Action

Part One: Education has power...

We believe education has power. Education provides choices to enable you to move into the world of work, higher education, or modern apprenticeship. Educated people have the power to contribute to and shape communities, by engaging positively in different environments with people from a range of backgrounds. Education minimises inequality.

Our school is based on six key priority areas that build rounded and balanced individuals. When the time comes to leave the ICHS community, they will have the skills they need to take advantage of the opportunities available to them, and to enjoy future success.

Key priority areas:



To help you on this path and to cover each of our six key priority areas we ask you to embrace and engage with the ICHS Values of Integrity, Courtesy, Hard Work through Habits of Learning, and Success in a happy community.



How can students link our values to our key priority areas?





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As a student at Ilford County High School we expect you to engage positively with our shared values of Integrity, Courtesy, Hard Work and Success. This enables us all to live together in a	happy, vibrant community. By embracing our shared values and striving to be the very best student that you can be, you will build the skill set necessary for future success.

Integrity	
l can demonstrate a strong sense of morality based on British Values	
I am able to display self-discipline in following the school rules, values and expectations	
I can speak with my parents and teachers honestly about areas that are not going as well as I would like	
I can take ownership and responsibility when things don't go the way I planned, and I actively seek appropriate new solutions to the problems I face	
I don't need to cheat on homework, tests and exams because I know there are no shortcuts to success	
I know my actions have consequences, so I think about them in advance	
l know that words can be powerful, so I consider what I say carefully	
I know that I need to be honest when I am unsure so I can get the right help and support	
If I make a mistake, I am brave enough to be honest and reflect on my actions	

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Courtesy
l show respect to everyone in the school community
l treat everyone fairly and equally by respecting their feelings, culture, sexuality, beliefs and background
l am a positive ambassador for my school in the local community
l look after and respect the school environment including the facilities and equipment
I understand that we might not always agree with rules but that we follow them for the benefit of our whole community
I am polite and show others good manners at all times

I engage positively with my learning in the classroom for the benefit of myself and those around me I appreciate the time that others spend planning learning opportunities for me by fully engaging in every activity

Hard work through habits of learning	
I show resilience by persevering when work is challenging	
I show resilience by recognising that things don't always go to plan and show grit and determination in dealing with setbacks (bounce-back-ability)	
I show resilience by working independently to consolidate my learning and to prepare for my lessons	
I show a positive mindset by seeking and engaging in new learning opportunities	
I show a positive mindset by looking at new ways to understand when I can't find an immediate answer to a problem	
I show a positive mindset by endeavouring to complete work set to the best of my ability	
I demonstrate problem solving by having an understanding of metacognition and how I learn	
I demonstrate problem solving by seeking new ideas and apply these to get solutions	
I demonstrate the importance of leadership by personally seeking opportunities to develop these skills	
l demonstrate personal leadership by engaging with opportunities for extension and enrichment	
l demonstrate personal leadership by maintaining consistently good punctuality and attendance	
l display good communication skills by considering my audience and expressing myself clearly	
I display good communication skills by engaging in wide range of activities that allow me to interact with varied groups of people	
l display teamwork by encouraging others to work hard and positively influencing their learning experiences	
I display teamwork by working effectively in a group and be willing to take a variety of roles and responsibilities within the team	
I display teamwork by understanding that every member of a team has an important part to play in order to be successful	
Success	
l am happy at school and my actions allow others to enjoy their school experience	
I can cope well with adversity and have learnt strategies to overcome the challenges that I may face	

200CESS
I am happy at school and my actions allow others to enjoy their school experience
I can cope well with adversity and have learnt strategies to overcome the challenges that I may face
I have enjoyed excellent academic success based on my own individual starting points
I can communicate effectively to a wide range of audiences e.g. in interviews, social interactions, public speaking, performing, day-to-day interactions
I have actively participated in a wide range of extracurricular and super-curricular activities both inside and outside school
I have a clear idea of a potential career path that reflects my abilities, interests and skills, and know the different ways that this can be achieved.
I have the skills and knowledge to take me to higher education, a modern apprenticeship or into the workplace as a strong candidate in my field

Wellbeing	Teaching & Learning	ርቀወ & ዋወ	Leadership	Environment	Relationships & Community
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Wellbeing	Teaching & Learning	ርዋם & PD	Leadership	Environment	Relationships & Community
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Yes Yes	Yes	Yes	Yes	Yes
Yes Yes	Yes	Yes	Yes	Yes

We believe that education has power. Together we will empower you to break down barriers and make positive contributions to the world around you.

Join us on your own individual path to educational achievement. Overcome obstacles, navigate new and exciting roads and cross wide and varied learnscapes! Rise to the challenge of wind and rain, take pleasure from the sun shining on your face and a gentle breeze on your back.

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ICHS Vision into Action

Part Two: We will empower you...

At ICHS we appreciate the value of the English Baccalaureate, but in our school a gold standard education goes beyond that measure, therefore every student at ICHS will study the English Baccalaureate Plus. Our broad and balanced curriculum empowers students, giving them the skills and knowledge they need to maximise their opportunities at the end of Key Stage Four. The majority of our students will chose to specialise their curriculum through the study of A Levels. however the range of subjects covered and experiences gained, opens pathways such as modern apprenticeships and moving directly into the workplace.

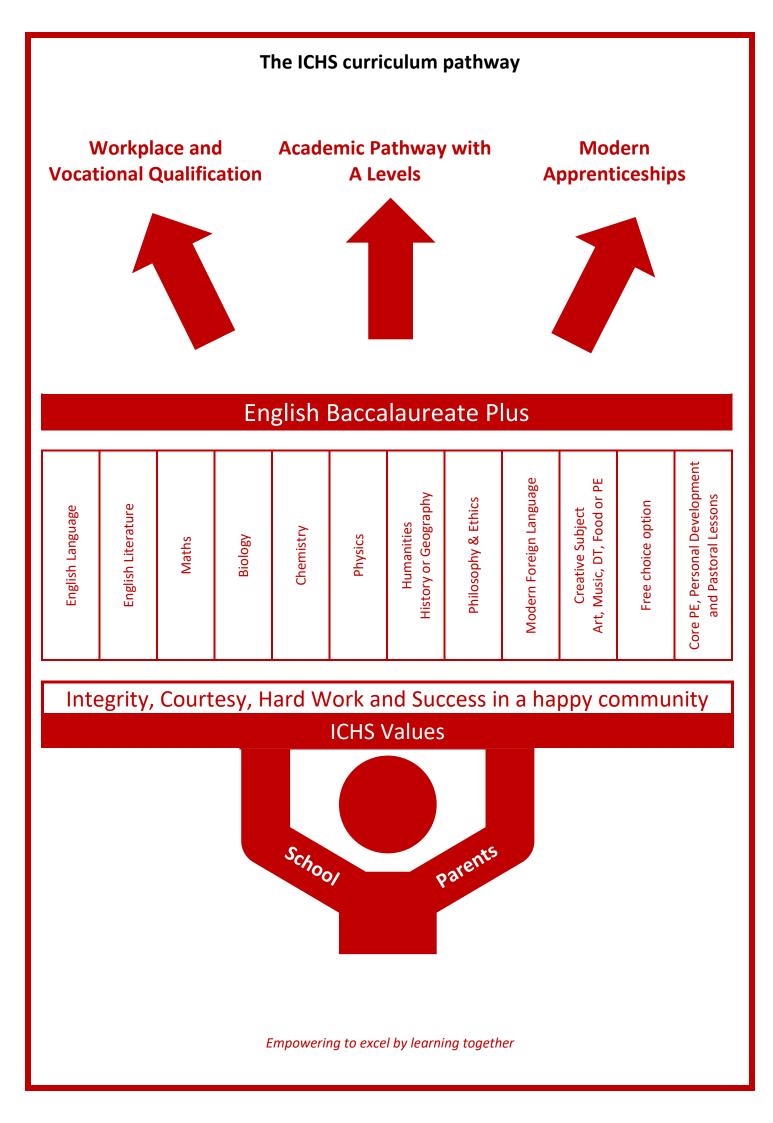
Our curriculum intent is:

We provide a learning journey for our students that is unashamedly ambitious but relevant to them, and the world they are growing up in. We support them to be the best they can be, encouraging them to aim for their highest personal outcomes. Our curriculum is rich, diverse and full of opportunities that promote high level thinking, creativity and innovation. By following our curriculum, our students develop empathy and an understanding of the world around them, an awareness of the importance of protecting their own physical and mental health and are well placed to become active members of a global society.

Our key values of Integrity, Courtesy, Hard Work and Success in a happy community ensure that our curriculum intent is fully implemented and has impact. Our six priority areas of Wellbeing, Teaching and Learning, Personal Development, Leadership, Environment and Relationships and Community link to our values and provide a focus for continuous improvement.

We ask our leaders to consider the following when designing their curriculum:

- Is the learning journey for your students ambitious, fully embracing the schools' values?
- Is the content relevant to our students and reflective of modern Britain?
- Is your curriculum sequenced to allow skills and knowledge to build over time ensuring students can achieve the best possible outcomes?
- Is your curriculum supported with resources from a wide range of rich and diverse backgrounds?
- How does your curriculum provide opportunities for students to develop their high level thinking skills?
- How does your curriculum provide opportunities for students to be creative and innovate?
- How does your curriculum support students to develop empathy for others, and gain a better understanding of how they, and your subject fits into the world around them?
- How does your curriculum, through the Habits of Learning, support the skills needed for students to protect their own physical and mental health?
- What wider opportunities are planned to allow students to engage with the world outside the school gates and to see their role in a global society?



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ICHS Vision into Action

Part Three: Breaking down barriers...

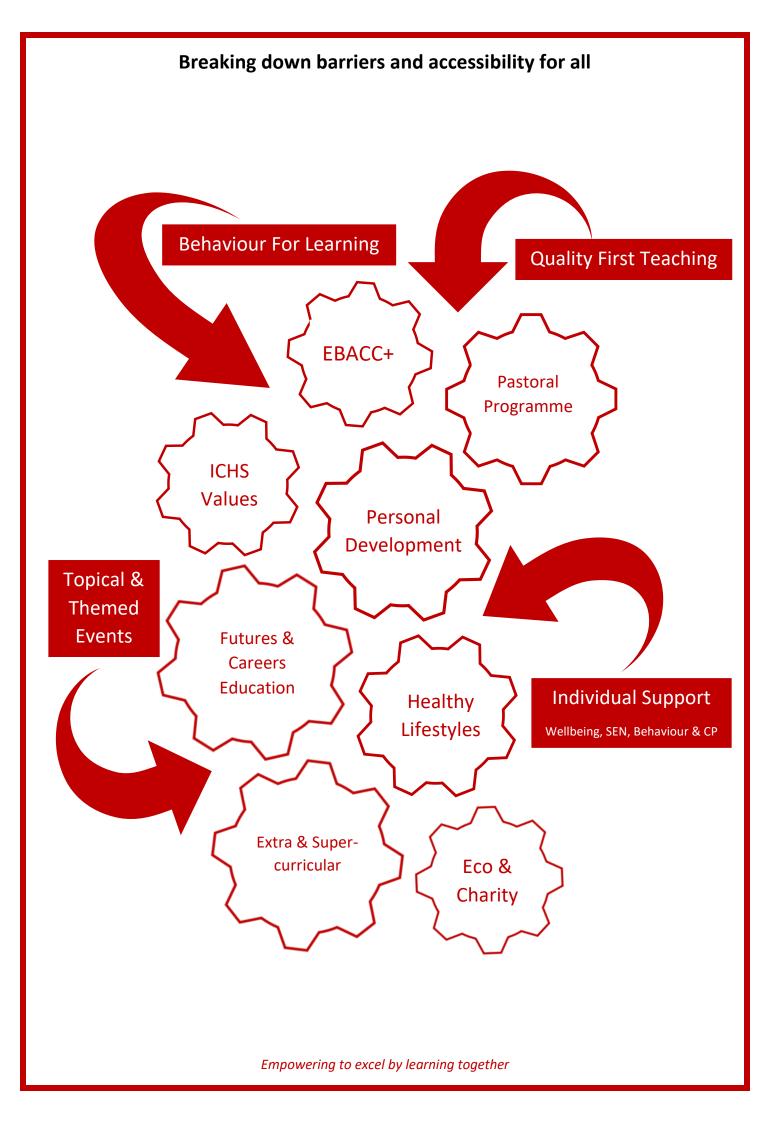
At the heart of our school is its broad and balanced curriculum. This curriculum, with its rich and varied nature allows our students to positively engage and contribute with all sectors of society showing confidence in both speaking and listening with others. To achieve this we do more than simply cover the 'content' of each subject, our Habits of Learning empower our students to develop their higher order thinking skills for life-long success.

A focus on Quality First Teaching allows us to break down academic and learning barriers, to ensure that the curriculum is accessible for all. This allows students and staff to both learn from, and contribute to, the success of others. This approach is supported by a consistently applied rewards and sanctions system, that creates a positive and supportive environment for learning. For some students additional support will be needed and the school provides focussed intervention, delivered by well trained professionals, to facilitate this.

Life in modern Britain relies on more than academic qualifications. The ICHS values of Integrity, Courtesy, Hard Work and Success in a happy community, equip students with the vital qualities and attributes needed for life both within and beyond the school gates. The wider curriculum includes a comprehensive Personal Development and Pastoral programme, supported by themed assemblies and awareness events, that promote tolerance, kindness and mutual respect. Every ICHS student will also experience a tailored Futures course that enables them to make informed choices about the next step on their career pathway.

Wellbeing	0 0	To ensure you are in the best place, to make the best choices for you and for those around you.
Teaching & Learning	Q	Quality First Teaching and supportive Behaviour for Learning systems, ensure that our curriculum is accessible for all and encourages higher level thinking skills
CPD & Personal Development		Being self-driven and constantly striving to improve and evolve to be the best you can be.
Leadership		Lead others and be an active team-player showing empathy, tolerance and respect.
Environment		Positively contribute to the physical environment around you and be part of a safe, inclusive and happy community that allows everyone to succeed.
Relationships & Community	A MARK	Engaging and interacting positively with others from all walks of life. Understand and respect their views, seek positive solutions and celebrate diversity

Our 6 key priority areas provide a continuous focus on improvement, breaking down barriers through:



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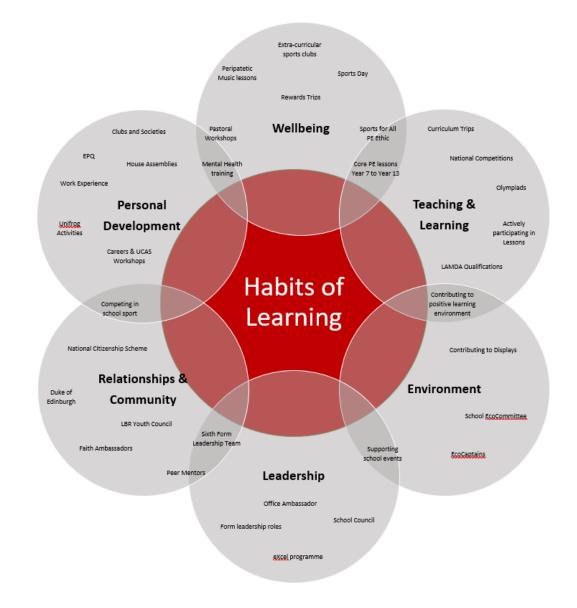
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ICHS Vision into Action

Part Four: Making positive contributions to the world around you...

We provide opportunities for students to make positive contributions to the world around them through:



This allows the school to build Integrity, Courtesy, Hard Work and Success in a happy community!



Empowering to excel by learning together

Ofsted

Pupils are set aspirational academic targets by leaders and have high expectations of themselves. Staff also encourage pupils to look after their physical and mental health. Pupils said that their teachers talk about mental well-being all the time. If pupils have a concern about anything, they can speak to a teacher Pupils access extra support if they need it. Ofsted





Pupils work hard and achieve well . They enjoy being part of a school where they can celebrate cultural difference. Teachers challenge pupils to think for themselves. Pupils debate complex topics ,including during form time Ofsted

INTEGRITY

COURTESY

HARD WORK

SUCCESS



Empowering to excel by learning together

Why work with us?

- Local Authority pension Scheme 22.1% employer contributions
- Access to Employee Assistant Programme offering 24/7 free confidential support such as work &wellbeing
- We are part of The Education Wellbeing Charter -This is pour shared commitment to protect, promote and enhance wellbeing of our staff
- Directed time set aside for wellbeing sessions
- Buddy Programme When you start with us a buddy will be allocated from another department
- Twice termly survey of staff
- Staff wellbeing committee
- Wellbeing co-ordinator based in school for staff
- Ability to purchase personal printing and electric charging for cars
- Free Tea & coffee in staff room
- Use of a Gym-(During set times)

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INTEGRITY

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