

# INFORMATION FOR PROSPECTIVE EMPLOYEES



# INTRODUCTION

Head Teacher – Andy Perry



Thank you for your interest in working at Myton School. We are a large comprehensive school serving a catchment area which includes parts of Warwick, Royal Leamington Spa and surrounding villages. In September 2022 we opened with over 1780 students including nearly 400 in the Sixth Form. We have over 110 members of teaching staff and over 80 members of support staff.

Our staff are inspirational and ambitious and our students are outstanding. We are searching for exceptional people to join us and in return we offer a commitment to invest in training and development to help develop a successful career. The size of the school ensures there are plenty of opportunities for career progression within Myton and we encourage colleagues to go for promotions when they are available. For our students we work towards our vision for education which emphasises the development of character as well as academic success. We have a very clear school improvement plan which sets out our priorities and how we will achieve them but we also encourage innovation from our staff and students to further enrich the provision here. We have a healthy budget which means we have the luxury of funding strategic initiatives when they are proposed to us.

Joining Myton means joining a community of nearly 2000 staff and students which brings a rich variety to the experience, no two days are ever likely to be the same. Our staff are loyal and supportive of one another and we work to ensure this through our active staff welfare group. We enjoy a beautiful green site with lots of open space and landscaped areas, very good transport links and our school is a short walk to the centre of historic Warwick. There is a lot of information on the website including our curriculum, our recent results and links to our Good and Outstanding Ofsted Report.

I look forward to meeting you in person and welcoming you to our big and busy school.

Yours sincerely

Andy Perry  
Head Teacher

## OUR MISSION

*“An inclusive school at the heart of our community where no child is left behind.”*

# ABOUT MYTON SCHOOL

Myton is a large popular, 11-18, fully inclusive, co-educational school located between Warwick and Leamington Spa. In September 2022 we opened with over 1780 students including nearly 400 in KS5.

We are a forward thinking, caring, and, most important of all, happy school, where students of all abilities and social backgrounds achieve well.

Support for new colleagues is excellent at Myton. We have a tried and tested induction programme and a rigorous and well-embedded performance management structure. We know that having motivated, supported staff is key to our future success and we provide outstanding opportunities for continued professional development.

We also have highly effective care, guidance and support systems to meet all students' needs and as a result our students are known to be courteous and well-behaved. Extra-curricular provision is excellent with students having access to state-of-the-art drama, sports and creative facilities as well as academic clubs.



Please explore our website ([www.mytonschool.co.uk](http://www.mytonschool.co.uk)) to gain a flavour of what it means to be part of the Myton School community. We sincerely hope that you will be inspired to apply to join us.



# GOVERNORS AND LEADERSHIP TEAM

## OUR GOVERNORS

Myton School Trust is controlled by the Governing Body, which has up to 13 members including the Head Teacher and the Chair of Governors.

Governors' Committees meet regularly and report to the full Governing Body.

Governors help produce an annual School Improvement Plan (SIP) along with a Financial Plan and the Self Evaluation (SEF). The School Improvement Plan is produced in consultation with staff and is used as a working tool.

## OUR LEADERSHIP TEAM

Head Teacher: Mr Andy Perry

Deputy Heads:

Mrs Liz Curtis

Mr Neil Phipps

Assistant Heads:

Ms Julie Stevens

Mrs Emma Atkins

Mrs Charmaine Walker

Mr Mark Aynsley

Ms Shabana Akram

Mrs Sarah Wyatt

Finance Director: Mrs Jane Burrows



# MESSAGES FROM MYTON STAFF

- “I knew I wanted to work at Myton School from the instant I arrived at the school gates. The students inspire me as much as I inspire them and everyone is pushed to be their best. At Myton School I am encouraged and supported in becoming a better teacher and a better person.” - Newly Qualified Teacher
- “I want to thank everyone who has made my training year so successful. I honestly couldn’t have done it without all the encouragement and support that I have been given by so many individuals across the school. It has been an absolute pleasure to work alongside so many talented colleagues and I really believe that I couldn’t have asked for a better school to train in.” – Trainee Teacher
- “Myton is a great school with some fabulous students who are eager to learn and apply themselves to complex problems. The school has a very forward-thinking Head who is keen to support departments in their quest for improvement and development of the curriculum.” - Head of Department
- “I want to thank all of you for making me feel so welcome here, training me and giving me so many opportunities. I’ve been very happy working at Myton. I can’t thank you all enough or express how important Myton has been to me.” - Teacher of Science
- “At Myton I feel like I am part of the whole school, not just a department. Staff are included at all levels and our opinions are listened to.” – ICT Training and Support Officer
- “I started at Myton as a newly qualified teacher in 1996; now I am Deputy Head. I have thoroughly enjoyed the opportunities and challenges, but most significantly, the friendships and support that I have found from staff in all areas of Myton School.” - Deputy Head Teacher
- “Something about Myton inspires loyalty.” -Teacher / Staff Governor
- “The best thing about working at Myton is the camaraderie, professional relationships and the care given to students.” - Part-time Teacher
- “The staff are very supportive of each other and there is always someone to listen.” -Teacher with 17 years’ service
- “I am working with a great team who are supportive, caring and share my strong work ethic and desire to improve the outcomes of all students.” - Current Teacher



# PROFESSIONAL DEVELOPMENT AND TRAINING AT MYTON

*“The training gave me lots of fresh ideas to create more fun & engaging lessons. It was useful participating in activities so I could visualise the impact it could have on my lessons.”*

*“This training session instantly changed and improved my teaching practice.”*

At Myton School we are highly committed to the ongoing professional development of our entire staff. We support and value one another in contributing to a culture which is always seeking new ways to be better.

The school supports continued professional development in a variety of ways:

- Funding attendance on external courses
- Providing internal courses delivered by our staff or visiting experts
- Bought-in resources & materials
- Partnership Plus – our subscription to shared CPD across Warwickshire and Coventry schools
- CPD opportunities available through Futures Teaching Alliance (in partnership with Best Practice), and through Coventry and Warwickshire Teaching School Hub
- Visits to other establishments & networking meetings
- Financial assistance with further professional qualifications (e.g. Masters, diplomas)
- Peer observation & student shadowing
- ITT coaching and mentoring
- Structured induction programme for ECTs
- Teaching and Learning Team: demonstration lessons, coaching, mentoring, research and ‘tailored’ support and training
- Dedicated time, resources and twilight training to support the appraisal/performance management of all staff
- We subscribe to CPD Genie, whereby all staff track their progress in individual portfolios
- Our in-house twilight programme is extensive and delivered by a range of staff members. It is highly valued and sessions are practical and relevant



# OUR WELLBEING

*Our staff are the key to the success of the school and therefore the health and wellbeing of our team is essential.*

## EMPLOYEE ASSISTANCE

From September 2022, we are increasing the wellbeing support for our staff through Westfield Health. The Westfield Health 'Healthy Extras' provision offers all our staff free access to a team of specialist advisors and counsellors 24 hours a day/7 days a week for services such as:

- Doctor line, self help guides and courses
- Emotional support and counselling, including face-to-face counselling as standard
- Financial advice and debt counselling
- Specialist information services on a wide range of work-life issues, including medical information
- Support and consultation for managers

## STAFF WELLBEING GROUP

We recognise the importance of promoting and protecting the well-being of all staff and will always encourage employees to talk about what support they might need at work. Many factors in the workplace influence the well-being of individual employees, departments or the school as a whole. Understanding and addressing the factors which affect people's well-being at work will have a wide range of benefits, both for the individual and the School. Getting the very best from employees, retaining and attracting the staff who are best skilled and well-motivated is essential.

We have an active Staff Wellbeing Group comprising of colleagues in a range of roles across school. Their role is to meet, discuss and agree the Wellbeing initiatives for staff at Myton and promote wellbeing across the school.



# OUR CURRICULUM

**OUR VISION:** *“The outstanding teaching at Myton School, combined with the highest expectations of learning, ensure the students are aspirational and are determined to succeed.”*

Myton has always aimed to provide an inclusive and personalised curriculum that meets the needs of our students.

At Myton, we only offer high currency qualifications that enable our students to make real choices in life.

## KEY STAGE 3

We deliver a broad curriculum offer throughout Key Stage 3 to include modern languages; creative and performing arts: music, drama and art; humanities: geography and history; design technology subjects: textiles, resistant materials, graphic communication and food technology; ICT and STEM projects taught in a carousel.

## KEY STAGE 4

In Key Stage 4, we provide a personalised curriculum that guides students into taking the right blend of

mainly GCSE courses supplemented with a few, very high quality BTEC and other qualifications where appropriate.

We have designed our curriculum offer around providing students with the choice to explore and specialise in areas of particular interest. We also seek to maintain a balance and breadth in subjects, enabling students to enjoy their learning and achieve greater success.

This breadth of choice enables all of our students the opportunity to study the English Baccalaureate combination of courses, which a large proportion study throughout Years 10-11, in addition to a wide variety of other subjects including our popular Photography GCSE and our ‘twilight’ Chinese Mandarin and Portuguese courses.

# OUTCOMES & DESTINATIONS

The quality of our curriculum and how well it meets the needs of our students is demonstrated in exam success.

- Year on year, our students achieve GCSE and A level grades that are well above the national average.
- In 2022, most of our Year 11 opted to return to our Sixth Form. Others are doing A levels elsewhere or have signed up for vocational courses or apprenticeships.
- Also in 2021, approximately 80% of our Year 13 gained a place at their first choice of university.



# OUR EXTRA-CURRICULAR ACTIVITIES

Perhaps one of the best indications of the vitality of the school is the strength and range of its extra-curricular activities. Staff organise a variety of clubs and activities, and Myton has a strong reputation for its sport, drama, music, community service and outdoor pursuits.

Music and Drama productions, which receive widespread acclaim, take place annually, as well as Drama evenings and Music workshops. These include regular performances in and out of school, composing and full recording studio experience in school, whole-school musicals, Key Stage 3 drama productions, trips to New York and our Festival of the Arts.

We have stage lighting and sound systems installed in both School Halls and the support of a Music and Drama Technician.

Every year a wide range of visits are organised to venues at home and abroad. There are also several formal events in the calendar, including Achievement and Awards evenings, curriculum freeze days, Sports Day and an Open Evening in September.

We hope that new staff will add to this rich provision by sharing their talents and interests with our students.

The Friends of Myton School Association (FOMS) organises a full programme of social, educational and fundraising events, which includes bingo nights, family quizzes and school discos.

# LINKS WITH BUSINESS & INDUSTRY

Myton has strong links with the local business community and an extensive list of contacts (we link with over 200 companies for Work Experience such as Sainsburys, HSBC, Ricardo, Land Rover, Jaguar and Ford and some are also involved in Practice Days and Enterprise Activities).

Myton previously received the Most Enterprising School Award by the Ryman National Enterprise Challenge. This was in recognition of the number and scale of enterprise opportunities created and

offered to students at Myton including: Morrisons Cup Cake Challenge, Practical Action Renew and Reuse Enterprise Days, Xing Smoothie Challenge, Calor Gas Business in the Classroom Partnership and many more.



# PASTORAL CARE AT MYTON

*Students are allocated to a single year tutor group with approximately 27 other students. There are ten tutor groups in each year.*

*All students are also assigned to one of five houses for competitions and events such as Sports Day and house matches. They are: Beauchamp, Greville, Leycester, Montgomery and Oken.*

There is a strong emphasis on caring for and supporting individual students. All staff undertake pastoral responsibilities and look after the academic progress and personal welfare of students in their tutor groups. The work of Tutors and Associate Tutors is coordinated by a Head of Year. All year groups also have a Pastoral Lead, responsible for overseeing the pastoral welfare of students in that year group.

All staff are responsible for ensuring high standards of behaviour, appearance and uniform, and the positive 'attitude to learning' for which the school has an excellent reputation. A key reason why Myton is so

popular is because of the high expectations we have of our young people, whatever their background or social circumstances.

We have close links with our local primary schools and with other secondary schools and colleges in the area.



Head of Year 7  
Mr James Hibbard



Head of Year 8  
Mr Peter Stone



Head of Year 9  
Mrs Yasmin Zahran



Head of Year 10  
Mr Joe Wilson



Head of Year 11  
Mrs Becky Bird



Year 7 Pastoral Lead  
Mr Keren Adkins



Year 8 Pastoral Lead  
Miss Martha Andrews



Year 9 Pastoral Lead  
Miss Elle Jones



Year 10 Pastoral Lead  
Miss Rebecca Barritt



Year 11 Pastoral Lead  
Miss Demi Pretty

# OUR FACILITIES

Myton School benefits from excellent facilities and occupies two main adjacent buildings, we have purpose-built facilities for PE, Design Technology, Science and English. We also have a specially designed Performing Arts Centre.

We have a well-equipped Learning Resources Centre encompassing a library, resources area and a Sixth Form study area. The extensive playing fields include two full-size football pitches, a floodlit astro-turf pitch and the John Atkinson Sports Hall. In addition, the school has two assembly halls, a gymnasium, and specialist rooms for Art, ICT and Business Studies.

There is an attractive staff room with adjacent study area and a well-equipped reprographics room. A wireless network covers the school with internet access available to staff on their personal devices.

In recent years we have added to the school facilities with a two-storey classroom block and an amphitheatre with outside learning space.

A new teaching block is currently under construction due to be completed by September 2023. For one year this will be the site of the first cohort of Year 7 pupils from the new Oakley School in Leamington.

The building will then become Myton School's new Sixth Form Centre from September 2024.







Rated by Ofsted as a 'Good' School  
with an 'Outstanding' Sixth Form