



UXBRIDGE
HIGH SCHOOL

PROUD TO MAKE SUCCESS HAPPEN

UNXBRIDGE HIGH SCHOOL

POSITIVE
RESPECTFUL
OPEN MINDED
UNIQUE
DETERMINED

www.unxbridgehighschool.co.uk
01937 541 060



WELCOME

Thank you for your interest in joining our team at Uxbridge High School. It is a privilege to lead this exceptional school, and I am delighted to share our ambition to provide a **gold standard education** for every student. This ambition shapes everything we do and creates exciting opportunities for those who want to make a real difference in education.



Uxbridge High School is a highly successful academy for students aged 11–18 based in the centre of Uxbridge. With over 1,300 students, including a thriving sixth form, we have grown considerably over the years, reflecting a rising trend in achievement and community trust. Our distinctive gold logo represents our commitment to excellence and the highest standards in all aspects of school life.

We pride ourselves on creating an inclusive environment where diversity is celebrated, and every individual is valued. At the heart of our success is our ethos and vision, shaped by our **PROUD values: Positivity, Respect, Open-mindedness, Uniqueness, and Determination**. These values guide our work and inspire every student to achieve their full potential, whatever their starting point.

For graduates and those new to teaching, Uxbridge High School offers an outstanding environment to begin your career. We understand the importance of support and development in those early years, which is why we provide:

- **Comprehensive training and mentoring** through our Early Career Teacher (ECT) program.
- **Access to experienced colleagues and subject specialists** who will guide and inspire you.
- **Opportunities for rapid professional growth**, including leadership pathways and specialist roles.
- **A culture that values** creativity, innovation, and collaboration.

Teaching is one of the most rewarding professions, and at Uxbridge High School, you will have the chance to shape lives, build character, and inspire ambition. Our students leave us as confident, well-rounded individuals ready for university, apprenticeships, or unique career paths and you will play a vital role in that journey.

If you share our determination, drive, and moral integrity, we invite you to join us in shaping the next generation. Together, we can create an environment where every student and every member of staff can flourish.

Louisa Seymour

Principal, Uxbridge High School



“The school’s work to support pupils’ personal development is exemplary. The school provides well-thought-through opportunities to enable pupils to thrive.”

Ofsted Report - 2024

TESTIMONIALS




"I truly enjoy getting to experience the students' vibrant personalities and hearing their perspectives on both everyday topics and deeper societal issues. Their insights often teach me as much as I teach them.

Uxbridge High School has a clear structure in place that allows for consistent feedback from mentors, line managers, and middle leaders. This system not only provides guidance but also gives me the freedom to respond to feedback and share my own ideas on how we can improve and progress as a school. Uxbridge High School is a space that encourages excellence, collaboration, and transparency, three essential ingredients for any school that wants to achieve growth and success."

Bukunola O-Thomas – Teach First

TESTIMONIALS



“Uxbridge High School is a genuinely special place to teach. The staff community is incredibly supportive and upbeat, and there’s a real sense of pride that shines through our students every single day. The school’s commitment to professional development is outstanding.

I started as an Early Career Teacher, and have since been trusted to lead curriculum innovation, mentor colleagues, work within a pastoral team and contribute meaningfully to whole-school improvement. UHS empowers its staff to grow, reflect, and make a real impact. For anyone seeking a school that values both people and progress, I would wholeheartedly recommend Uxbridge High School.”

Luca Malesci – Curriculum Leader of Music

LIFE AS AN ECT AT UXBRIDGE HIGH SCHOOL

Starting your teaching career is an exciting and challenging journey, and at Uxbridge High School, we make sure you have the support and guidance you need to thrive. As an Early Career Teacher (ECT), you'll join a dynamic, forward-thinking school that values innovation, collaboration, and professional growth.

What Makes Our ECT Programme Exceptional?

Uxbridge High School is proud to partner with Teach First to deliver the Early Career Framework (ECF)—a two-year package of high-quality professional training for ECTs and their mentors. This ensures that your first years in teaching are structured, supported, and rewarding.

Here's what you can expect:

- Two years of expert support and training delivered by Teach First.
- A blended package of online and face-to-face sessions, giving you flexibility and access to high-quality resources.
- Dedicated mentor support from experienced colleagues trained by Teach First.
- Free membership to the Chartered College of Teaching (CCT) to keep you connected to the wider profession.
- School-specific CPD sessions and ASPIRE courses tailored to your needs.
- Termly progress reviews and 1:1 career meetings with senior leaders to discuss your aspirations and next steps.
- Opportunities to participate in open classrooms fortnight, teacher triads, and collaborative CPD events to share best practice.
- Pedagogical support from our team of leading practitioners.

Your Timetable

As an ECT, you will teach 80% of a full timetable, giving you valuable classroom experience while allowing time for planning, reflection, and professional development. This balance ensures you can focus on becoming the best teacher you can be.





“Uxbridge is an inclusive high school, where pupils say, ‘opportunities are provided for all.’”

Ofsted Report - 2024

TESTIMONIALS



“Working at Uxbridge High School has been genuinely transformative for my career. Since joining, I have been encouraged, supported, and trusted to grow into new roles and responsibilities. I started as an Assistant Head of Learning, progressed to Head of Learning, and now serve as an Associate Assistant Principal, a journey that reflects the school’s commitment to developing its staff and recognising potential.

At every stage, I have been guided by leaders who invest time and care into professional development. I have had access to high-quality CPD, coaching, and opportunities to lead on meaningful projects that have shaped my confidence and broadened my skill set. What stands out most is the school’s culture of encouragement: colleagues at all levels are empowered to step forward, try new things, and take on challenges knowing they will be supported.

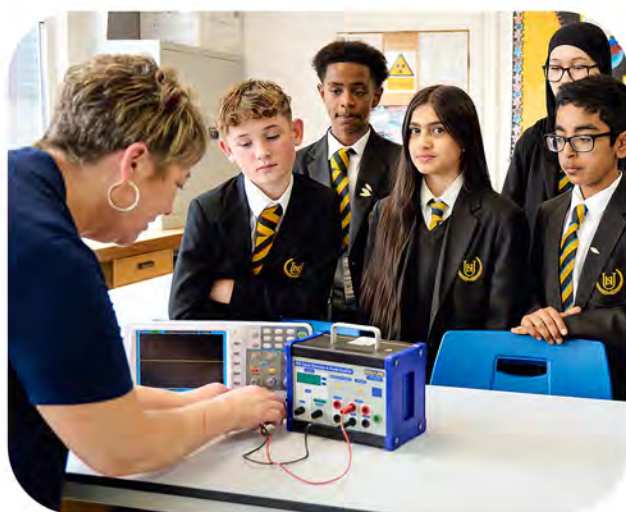
The result is a workplace where progression is not just possible, but a core value of our UHS Way. My own experience is proof of that. I feel valued, trusted, and continually developed and I am proud to be part of a school that nurtures its staff just as much as its students.”

Aqueel Morgan – Associate Assistant Principal

BENEFITS & REWARDS

Uxbridge High School employees benefit from:

- Early finish on Fridays (our students are dismissed at 1.00pm)
- We support flexible working: 16% of our staff work flexibly (including 9% of teaching workforce and 37% of associate staff).
- We support the work life balance and have family friendly policies: we give our staff three paid days of special leave for medical appointments and three paid days for childcare/emergency leave.
- We offer private health care which includes: 24/7 GP and mental health helplines, medical diagnosis and treatment, physiotherapy, cancer support, social care advice and wellbeing hub, rewards and benefits.
- July start for Early Careers Teachers, paid induction for new starters, paid duties, interest free travel loans, interest free loan for ECTs (up to £1500), financial support for higher and further education.
- Staff events: Christmas lunch and end of year event, sport days.
- Staff wellbeing: staff wellbeing group, yoga sessions on site, running club, five annual INSET days to deliver exceptional CPD with TOIL days for twilight INSET which gives staff longer Christmas and Easter holidays, wellbeing is our appraisal target, Occasional Day off in Autumn.



TESTIMONIALS



"Since joining UHS, I've experienced first-hand what it means to work in a school that truly invests in its people. After being promoted to Assistant Principal in 2015, I've been given countless opportunities to develop as a leader and take on responsibilities that have shaped my career. Today, as Vice Principal, my role is varied and rewarding, from leading on whole school priorities to serving as Deputy Safeguarding Lead this year.

Professional development isn't just a promise here; it's a reality. The school supported me through my NPQH, giving me the time and encouragement to succeed.

Beyond UHS, I collaborate with colleagues across the borough through the Hillingdon Learning Partnership, sharing best practice and quality assuring provision in other schools. These experiences have broadened my perspective and strengthened my leadership.

What makes UHS stand out is its culture of trust and ambition. Staff are empowered to step up, innovate, and grow. If you're looking for a school where progression is part of the DNA and where you'll feel valued and supported every step of the way, UHS is the place for you."

Jonathon Churchill – Vice Principal

CAREER PROGRESSION AT UXBRIDGE HIGH SCHOOL

At Uxbridge High School, we believe that investing in our staff is key to delivering a gold standard education. Whether you are starting your career as an Early Career Teacher (ECT) or joining us with experience, we provide clear pathways for professional growth and leadership.

Our Approach to Progression

- **Structured Development:** Every teacher has access to a comprehensive CPD programme, including ASPIRE courses, subject-specific training, and leadership development.
- **Mentoring and Coaching:** Regular 1:1 career meetings with senior leaders help you identify your strengths, set goals, and plan your next steps.
- **Leadership Opportunities:** We actively encourage staff to take on responsibilities such as leading a subject area, coordinating enrichment activities, or joining our pastoral leadership team.
- **Accredited Qualifications:** We support colleagues pursuing further qualifications, including master's degrees and NPQs (National Professional Qualifications).
- **Collaborative Culture:** Initiatives like teacher triads and open classrooms fortnight allow you to learn from peers and share best practice.



Your Journey

Many of our staff progress from classroom roles to middle and senior leadership positions. We have a strong track record of promoting from within and helping teachers achieve their career ambitions.

VISION

Uxbridge High School's vision and values are built around the gold laurel leaves and the PROUD values. There is a well-defined and embedded UHS Way. The UHS Way is a shared understanding and approach within the community to enable our vision to become reality. This leads to motivated students and staff who strive to consistently be the best versions of themselves. Leaders are relentless in providing the environment for this to happen. The school places value on belonging and has utilised the gold laurel leads to develop a strong sense of unity across the community.

We draw upon the expertise of our specialist staff and wider partners to create a happy and ambitious school which enriches individuals academically, socially, and emotionally. We therefore believe in creating a golden environment where all are PROUD to make success happen.

At Uxbridge High School students are PROUD:

- Positive to learn new knowledge and thrive on developing their skills.
- Respectful and kind to all members of our school community and its environment.
- Open minded and happy about all new opportunities.
- Unique in their demonstration of skills and talents.
- Determined to achieve their best in all areas of the curriculum.



The UHS Culture is how adults support, model and teach successful behaviours that enable students to reach the gold standards.

Uxbridge High School nurtures the whole student in a safe, inclusive, and supportive environment by:

- Modelling gold PROUD values for all.
- Creating gold standard expectations and opportunities.
- Creating gold standard relationships.
- Rewarding students for gold standard effort and achievement.
- Teaching routines that create a golden environment for students to thrive.
- Teaching gold STAR behaviours that enable students to learn successfully.

We celebrate our culture and values. All members of our community contribute to the gold vision. We are confident all visitors, prospective new students and parents will immediately sense these as part of the daily life at UHS.

FURTHER INFORMATION

Uxbridge High School benefits from energetic and dedicated teachers, middle leaders, and senior leaders. Our Board of Trustees is well established and committed to driving and supporting the school's future development.

We highly value the dedication of our staff and are mindful of creating a work environment that promotes wellbeing and supports productivity in the classroom. Uxbridge High School was one of the first schools to fully partner with Teach First. We continue to support new recruits to the profession and value the enthusiasm and energy they bring. Our approach to recruitment and staff development is innovative, creative, and flexible.

Our Facilities

We are fortunate to have an open campus with extensive playing fields. Our original school building, dating back to the early 1900s, is still in use and is complemented by a range of modern buildings. Staff work in an exceptionally well-maintained school with high-specification specialist classrooms, laboratories, and facilities.

Our most prestigious accommodation includes an outstanding £6 million sixth form centre, a state-of-the-art full-size indoor sports facility, and a new £2.1 million art, drama, and music centre.



Our Partnerships

To ensure the best opportunities for our students, we have strong relationships with several local universities and partner schools in Hillingdon, as well as nationally and internationally. We also work closely with organisations such as Teaching Leaders, Teach First, Be Her Lead, and the Royal Shakespeare Company.

Our Website and Social Media

You can find out more about our work by viewing our public profile. Our website, www.uhs.org.uk, along with our social media accounts listed below, provides valuable insight into the extensive opportunities that form an important part of our curriculum. These platforms are widely used by parents and other stakeholders:

Twitter: @uxbridgehighsch

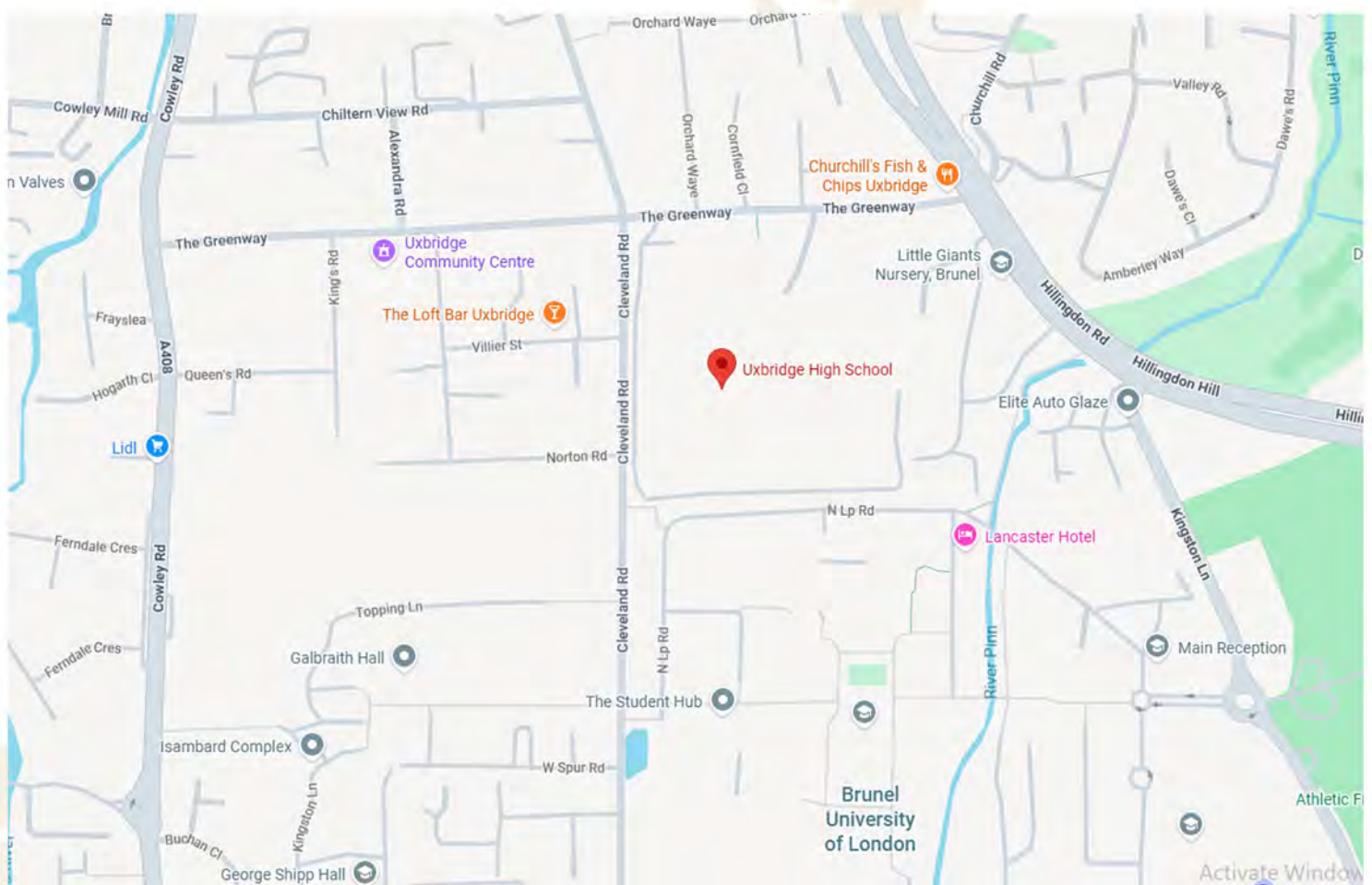
Instagram: uxbridgehigh

Facebook: facebook.com/uxbridgehighsch

We also have a LinkedIn page that provides updates and details of current vacancies: www.linkedin.com/company/uxbridgehighschool/

Our Location

Uxbridge is located in the London Borough of Hillingdon in West London. The area is urban with a rapidly expanding population, while still offering easy access to the green spaces surrounding London.





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