



The Bow Career: where ambition is rewarded and talent is realised

ENCOURAGING AMBITION
UNCOVERING TALENT
DELIVERING EXCELLENCE

BOW
SCHOOL



A welcome from Bow

A school that places staff at the heart of its dedication to excellence

Bow School is a dynamic and ambitious school, where our partnership-led curriculum means that contemporary and creative teaching is standard.

We have a diverse and vibrant community that embraces differences by celebrating the lessons we can learn from each other. Our approach to learning is progressive and professional; we believe in providing our students with an education that stimulates and challenges in equal measure.

As the educators of future generations we believe it is our responsibility to believe, invest in and fulfil the school's values. At Bow these are not just slogans, but underpin how we act on a day-to-day basis. Each of us has a duty to:

- Encourage Ambition
- Uncover Talent
- Deliver Excellence

We believe that these behaviours are integral to provide the young people in our care with the support they need to excel. They provide the framework to offer a broad curriculum that allows individuals to seize opportunities that suit them. This successful formula allows access to the quality destinations they all deserve.

Fundamental to achieving this is having dedicated, expert and happy staff. We work hard to ensure that we recruit the right people, those who are passionate and committed to embracing Bow School's approach. In return we have created a holistic package for every employee that ensures enrichment, provides opportunity and promotes personal well-being. We invest in you so that you invest in us.

By joining Bow you will become part of a forward-thinking team, aiming for brilliance at all times. You will also benefit from modern, state-of-the-art facilities, purpose built in 2014. It's a truly inspiring space in which to develop your skills, and in turn have a positive impact on our students' lives.

The new building saw us move to a fantastic new area in the heart of a rejuvenated East London. We now benefit from incredible transport routes (including the newly opening Crossrail), easily connecting us to Stratford's shopping facilities, Shoreditch's nightlife and City Airport, our gateway to the world.

We are always working to improve every aspect of our school, and as part of our commitment to this we recruit the most dedicated and talented staff. If you want to make a difference, be part of a dedicated team and identify with our ethos then please do visit or get in touch. I promise that you can realise your ambitions at Bow School.

"Staff morale is high." Ofsted



The Bow Life

Five reasons to choose Bow

1. Your future is our future

We go above and beyond other schools in the training that we offer our staff, using mentoring and ongoing engagement to ensure that your CPD is bespoke to you. Plus, our CPD programme is built into directed time, not additional toil.

5. The East London experience

Tower Hamlets, traditionally known as the heart of the East End, has seen a remarkable period of rejuvenation. It now boasts fantastic transport connections and superb cultural and social venues.

2. Team tactics

Throughout the year, regular staff social events, competitions and challenges help to forge a warm community spirit. We harness this to ensure collaborative working takes place across the school, for the benefit of both staff and students.

4. Growth brings opportunities

Bow School is still expanding; our Year 7 intake is increasing every year and our sixth form continues to go from strength to strength. With this comes opportunities for those staff that want to take on extra leadership responsibilities to broaden their experience.

3. Your well-being

Staff satisfaction is essential to a successful school. We know that the people who work here are the heartbeat of our school community and ensure the high standards we set are met on a daily basis. Our well-being programme has been running for several years, and ongoing engagement to improve this offer means Bow staff know that they are cared for.



The Bow Career

Staff achievement is recognised and celebrated

By joining us you will have the chance to experience the Bow Career. You will benefit from a structured and comprehensive continuing professional development programme. As a valued member of staff we want to ensure that you have access to the tools you need to excel in your role.

Just as we have a specialised transition programme for new students, you will have a tailored induction period, because we know that your first year in post is crucial to embedding yourself as a successful member of staff. To this end, we have a number of systems in place to ease you into school life and give you wide-ranging support.

Induction and Career Development

We understand that everyone's needs and ambitions are different. A tailored programme of development is available to make sure you receive the support and training that are right for you. Opportunities include:

- A well established and comprehensive mentor programme for all newly qualified teachers, Overseas Trained Teachers and Teach First;
- Undertake nationally recognised qualifications such as the NPQSL;

- A strong personalised programme of professional development for teachers and support staff;
- Strong links with other local schools and local Multi Academy Trusts for partnership working and support;
- Personalised coaching.

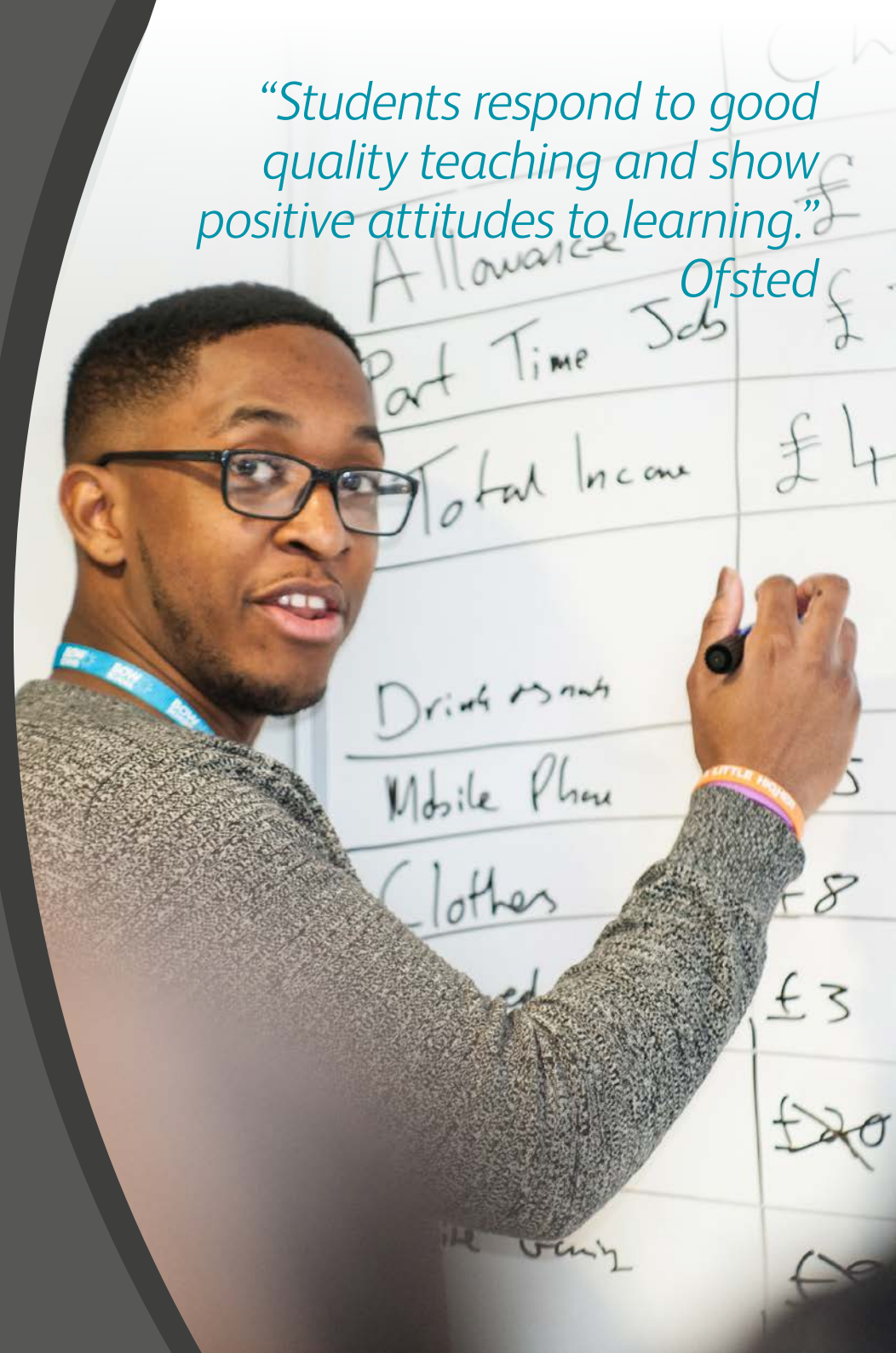
Working at Bow will also provide access to Tower Hamlets' own dedicated Professional Development Centre (PDC). This centre is the focus for educational training for teachers and support staff. It provides up-to-date facilities for CPD and houses the School Library Service, which Bow subscribes to.

Examples of CPD courses throughout the year

- Teaching EAL students
- Leadership skills – including a bespoke headship development programme
- How to stretch and challenge effectively
- Teaching students with SEND
- Subject masterclasses
- Practical tips for middle leaders

“Students respond to good quality teaching and show positive attitudes to learning.”

Ofsted





The Bow Benefits

Prioritising staff well-being so that everyone can flourish

We know the impact that quality teaching has on our students' outcomes, and we understand that to perform at your best you need to feel settled, valued and rewarded. All staff at Bow are entitled to a range of financial and personal benefits which include, but are not limited to:

- Financial incentive packages, including loan scheme for annual season ticket, Cycle to Work Scheme and the Tower Hamlets Rewards Compass (offers and discounts on shopping, childcare vouchers, utilities etc).
- Support with renting/buying property through access to the Key Worker Living Programme, only available to specific keyworkers in London and the South East and East of England.
- A variety of activities, classes and services which include: fitness challenges, a weekly yoga stretch class, staff football, badminton and volleyball, well-being events and staff socials.
- Onsite Occupational Health provision (general advice on health and well-being, BP and cholesterol checks) and counselling services.
- Access to the Tower Hamlets Family Information Service (FIS), which provides free, impartial information and advice on childcare.

The Bow Partnerships

A school that places staff at the heart of its dedication to excellence

At Bow we strongly believe in the positive impact that well considered partnerships can bring to our staff and students. We have spent time creating a local, national and international portfolio of partners that can deliver genuine opportunities and provide invaluable experience for everyone studying and working at the school.

Local

We enjoy working closely with the community of schools in Tower Hamlets. The varying partnerships that we enjoy benefit our staff and students in many different ways. A few examples include:

- **THEP (Tower Hamlets Education Partnership):** part of an organisation that places school improvement at the heart of the borough through school-to-school support.
- **City Excellence in Teaching:** collaboratively recruiting and mentoring people at the beginning of the teaching careers, offering bespoke training for an inner-city teacher.
- **Sixth Form East:** working collaboratively with other local schools to deliver the very best for KS5 students and deliver innovative CPD opportunities.

- **P4C transition:** engaging with three local primary schools to deliver the P4C curriculum for students about to join secondary school.
- **NQT Programme:** offers tailored support, training, development and mentoring.

National

- **SSAT:** partaking in the Peer Review programme with two other local secondary schools.
- **Co-delivering Women in Leadership Programme** with the Institute of Education and Mulberry School Trust.
- **Working with colleagues** – such as Rothschild, Barclays and Bank of America – in the heart of the City, just a stone's throw from the school, to enrich and enhance classroom learning.

International

- We have made links with schools across the globe to engage with schools that teach us about different education systems.
- Partner countries include Denmark, Australia, Japan and Norway.

“I am really fortunate to work with great teachers, in a great community and with great leadership that supports me.”
Teacher





Partnerships to broaden our students' horizons

We pride ourselves on offering students a well-rounded education that opens their eyes to all the challenges and possibilities ahead of them. As part of our commitment, we support staff to deliver this with opportunities for them to work alongside people from outside the school gates. These partnerships span numerous areas of interest and allow staff to utilise a range of support tools and people to engage with students. Some examples of these include:

Creative links

English National Ballet; Bow Arts Trust; Box Clever Theatre; Sadler's Wells Theatre; National Youth Orchestra

Sports and activities

Duke of Edinburgh; Tower Hamlets Youth Sports Foundation; Sustrans

Community

Red Cross; Safer Partnerships; The Crib; A-Life; Gamcare

Academic and careers

Young Enterprise; Education Business Partnership; Barclays' Life Skills; Speakers for Schools; Fetch me a Pen; Debate Mate

Dedication to inclusion: Phoenix Satellite Programme

We firmly believe that staff and students all benefit from being part of an inclusive school. For a number of years, alongside Marnier Primary School, we have partnered with Phoenix School, a special school for young people with autism or on the autistic spectrum.

The partnership has developed two satellite classes from Phoenix School in each of the mainstream schools. We currently have 18 Phoenix students with us and their classes are staffed by Phoenix teachers and TAs.

The partnership has allowed our staff and students to spend time in a special school, and both have benefitted by learning more about autism. Staff have also profited from improved CPD opportunities delivered by specialist staff and learning communication strategies that work with all children.

We also work with the Phoenix outreach team to support teachers in meeting the needs of mainstream students with ASD.



BOW SCHOOL



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