



Ignite the spark, light
the fire and unlock your
career potential at
Queen Elizabeth School



Queen
Elizabeth
School

Ambition • Integrity • Determination • Kindness



Welcome

At Queen Elizabeth School we are dedicated to creating a thriving culture where everyone succeeds. We know that our school's most valuable resource is our people and are delighted that you are interested in joining us at a very exciting time in our development.

Our recent relaunch as the new Queen Elizabeth School marks a milestone in our transformation, as we continue to make remarkable improvements across the board and bring lifelong opportunities to our young people.

The traits of QES are akin to our namesake, Her Majesty The Queen, in terms of leading by example, hard work, commitment, curiosity, respecting others and embracing change. We are a team of dedicated, committed and passionate staff. Our approach is creative, initiating opportunity and encouraging innovation whilst placing our students at the heart of all that we do.

We are looking for top talent to join us and we promise to provide a framework of success.

Our vision, ethos and values play a central role in the culture that we build and foster to ensure your career with us includes professional development opportunities, advancement opportunities, flexible work arrangements and a raft of health and wellbeing benefits.

We encourage you to find out everything you can about us, and to come and meet our amazing students and remarkable staff. We look forward to meeting you soon.

Mrs Rhoda McPherson
Headteacher

“Through your chosen strategy to develop a coaching programme that makes the most of your staff's strengths and supports their areas to develop, you have successfully created a whole-school culture where pupils' needs are at the heart of all decision-making.”

Ofsted 2018

“I have loved every minute of working here since I joined, being able to instil a love for learning languages and in doing so, opening students' horizons and getting them to embrace different cultures. During my time at QES, I have been given opportunities to support my professional development, such as the coaching training. This completely changed the way I lead my team and encouraged me to empower students to take responsibility for their learning.”

Mrs Cathy Herrington, MFL Subject Leader



Investing in your professional development

Whatever role or challenge you are looking for, from head of department to teaching assistant, pastoral lead to exam officer or teaching assistant to science technician, you will embark on a journey of learning and development with us.

Members of our teaching and support staff are highly motivated individuals who collaborate and communicate effectively which in turn builds strong relationships. This has allowed us to develop in key areas, including loyalty, trust, commitment, respect and innovation.

We have an effective professional development programme; and everyone is motivated to be involved in a talent life cycle of induction, training, developing, being mentored, becoming a mentor, leadership opportunities and maintaining a healthy work life balance.

There will be clarity about expectations, growth opportunities and regular feedback about performance. There is a safe space for colleagues to share their honest opinions and you will always be listened to. Success will be shared and accomplishments appreciated, recognised and celebrated.

Investing in you

- A comprehensive induction package
- A full CPD programme tailored to meet your individual needs
- A personal career and training plan
- Excellent opportunities for progression
- A full coaching programme
- A personal mentor
- Residential training and placements
- Strong team work ethos
- Subject experts supporting one another through our mentoring/coaching programme
- A wide range of opportunities to undertake specific programme e.g. NPOH, NPOSL and NPQML.

“Pupils are motivated to do well, and this is reflected in the way they work together and with their teachers.”

Ofsted 2018

“The school has an inspirational vision, great community spirit, committed staff and excellent facilities, especially for sport and PE! The highlights of my teaching experience so far have been seeing my students succeed at GCSE; organising a successful sports day; and taking students on a variety of sports fixtures locally, regionally and nationally.”

Mr Ray Antcliff, Subject Leader for PE



Growth and career advancement opportunities

At QES we believe in developing and supporting staff as much as our students. We have a broad range of incentives from financial to wellbeing schemes and excellent benefits and packages including:

- Your own classroom and workspace
- Faculty planning time as part of directed hours
- No marking policy
- GROW therapeutic coaching
- Free Benenden Health Insurance
- Cycle to work scheme
- Gym and Fitness suite for staff
- Peloton membership
- Discounted Costa Coffee on site
- Free onsite parking
- A full staff wellbeing programme
- Social gatherings for all staff



“Pupils are proud of their school. They show maturity around the school and have an in-depth understanding of the school’s aims to be ‘respectful, responsible and resilient’ in their day-to-day school life.” Ofsted 2018

“I have been fortunate enough to progress in my career quickly, strengthening and widening my repertoire of skills, thanks to the CPD opportunities the school has provided. The highlight of my teaching career at QES has been achieving the role of Head of Department. I love the responsibility and autonomy of the position and I enjoy mentoring staff and sharing ideas.”

Ms Emma McMorrow, Head of Art



Our amazing campus and vibrant location

Luton is a large vibrant town, once famous for hat making and the Vauxhall Motors company. It is an ever-evolving place with many diverse communities, and has an international airport, three railway stations, a football team and a university. This inspiring and forward-thinking town is home to award-winning galleries, beautiful Chiltern views, and excellent transport links. Luton is very affordable with house prices below the national average.

Our campus: We are fortunate to have a modern campus and a recently refurbished working environment for staff, including:

- A theatre seating 220, drama studio and fully fitted dance studio
- Six ICT suites
- Sports hall and trampoline room
- Astro turf, tennis courts and netball courts
- Large grass games field

Transport links: Nestled in an area of outstanding beauty, 30 miles north of London, Luton has excellent road, air, and rail links. Just off the M1, moments from the M25, and close to the A1 – Luton is very well connected. By train, you're 22 minutes away from London, and just

over an hour from the Midlands. Then there are useful bus routes all around the borough, and an airport connecting you to the rest of the world.

Culture: Luton is very proud of its diverse population which is rich in variety and produces some of the best cultural events in the UK. One of Europe's largest one-day carnivals hits Luton on the Bank Holiday Saturday at the end of May.

Parks and green spaces: The town is also home to six Green Flags Parks, as well as being surrounded by a large choice of leisure attractions such as Whipsnade Zoo – a 100-hectare park and one of the best zoos in the country. There's a surprising amount to see and do in the town and surrounding countryside: the two main parks, Stockwood and Wardown, have riveting museums, both of which have recently been boosted by investment, and there's more breathtaking countryside north of Luton at the Chilterns' north eastern foothills.

Heritage: There is a compelling piece of heritage just east of Luton Airport: Someries Castle is a 15th-century fortified manor house, built by Sir John Wenlock and believed to be one of the first brick houses constructed in England.





“I look forward to coming to work every single day. We have phenomenal students, brilliant staff, supportive parents and families, plus we get to work with fantastic professionals and individuals from our local community. We are also very lucky to have some fantastic facilities in all areas of the school, notably our Astro, Theatre and DT areas. There have been so many highlights during my time at QES, it feels impossible to choose just one. I love being part of that moment when our students achieve beyond what they thought they were capable of and I love seeing our school community beaming with pride and joy at events such as graduation, results day, awards evening and school productions.

Alongside residential training, placements and self-study, the school has helped me to gain a place on the Future Leaders Programme with NPQH. This incredible opportunity will not only expand my knowledge, skills and experience to support my current role but will also help prepare me for Headship in the future, something I am striving towards.”

Mrs Emma Atkins, Deputy Headteacher



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Crawley Green Rd, Luton LU2 9AG

01582 436100

info@QESLuton.co.uk

www.qesluton.co.uk

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