



CHILDREN'S SERVICES AND LIFELONG LEARNING

HOUNSLOW SCHOOLS

There are currently 76 schools in the Borough. Schools are housed in a range of premises with a high proportion occupying modern, purpose built accommodation built within the last 15 years and many others having benefited from significant building upgrade in the same time frame.

Hounslow's school population is culturally and racially diverse. The 2008 Pupil Ethnicity Survey showed that 67% of the school population were from ethnic categories other than White British, with the largest ethnic minority groups being Indian, Pakistan and Black African. Approximately 48% of pupils had English as an additional language. More than 140 languages are spoken in the borough

Standards in Hounslow schools are high and rising at all Key Stages. The proportion of pupils gaining five good GCSE passes has risen at twice the national rate over the past 4 years. Ofsted has consistently found Hounslow schools to be highly effective and there are no schools in special measures.

Hounslow is committed to promoting the widest possible use of modern technology in schools. All schools have broadband connections through the London Grid for Learning and two schools have been identified as being amongst the most effective users of LGFL. The Hounslow Virtual Education Centre (www.hvec.org.uk) is an exceptional resource. It includes a wealth of information about education in the borough, details of best practice in many areas and links to many other key education sites.

PRIMARY AND EARLY YEARS EDUCATION

There are 58 primary schools, 8 of which are Voluntary Aided including 6 Roman Catholic schools and 2 Church of England schools.

Hounslow's primary sector provides continuity throughout the primary phase from early years to secondary transfer. There are 32 all through primary schools and on 13 sites there are separate, but closely linked, schools for Foundation Stage/Key Stage 1 and Key Stage 2.

In the early years Hounslow offers all children part time nursery (aged 3/4 years) and full time reception (aged 4/5 years). There are qualified staff in every early years class. Nurseries are housed in purpose built accommodation and are fully resourced to meet the needs of our youngest children. Early years education works towards enabling all pupils to achieve the early learning goals set out by the government.

All primary schools follow the full National Curriculum and seek to ensure that pupils receive a broad and balanced education. The National Primary Strategy is established in all schools and schools are now moving on to extend the range of opportunities offered in areas such as the arts, sport and modern languages. Currently Excellence in Cities is being extended into primary schools



SECONDARY EDUCATION

There are 14 secondary schools, 4 of which are Voluntary Aided (3 Roman Catholic schools and 1 Church of England school) and 1 Voluntary Controlled. Five secondary schools provide single sex education. They are all comprehensive from 11 - 18, and to widen the range of curriculum opportunities in the sixth form several schools work together in a pattern of consortia.

All secondary schools either have specialist status or are planning to achieve this in the next two years. Together they cover the full range of curriculum specialisms. Five of the schools are designated as Community Schools but all the secondary schools have a range of facilities that are available for wider use and have developed close links with their local community. There are two City Learning Centres providing state of the art IT facilities. Two schools have been recognised as Leading Edge schools and are taking on the role of sharing and developing innovative practice with other local schools.

All secondary schools are members of the Excellence in Cities Partnership. Through this programme schools receive significant additional resources and provide a range of additional support for pupils. There are Learning Mentors, Learning Support Units, support for Gifted and Talented pupils and support to encourage entry to higher education.

Each year well over 50% of pupils enter the schools' sixth forms where they follow a wide range of A level courses, both academic and vocational. Schools, in partnership with West Thames College and with employers, are extending the range of opportunities offered for older pupils. For example, at the Skills Centre in Feltham, pupils can take a range of practical and vocational courses at Key Stage 4 and at 16 to 19.

SPECIAL EDUCATION

There are currently 4 Special Schools, which provide support for children with special educational needs (1 primary EBD, 1 Secondary SLD, 1 Primary SLD, and 1 all through MLD.) Increasingly, education for pupils with special educational needs is being provided in mainstream schools. However, a number of schools also have specialist centres, which provide an inclusive experience for pupils with more significant special educational needs. These Centres provide specialist input to meet the needs of pupils with Speech and Language Difficulties, ASD, EBD, MLD, Physical Disabilities, Hearing Impairment and Specific Learning Difficulties (Dyslexia). Many of the special schools serve a wider area than Hounslow itself.

There is close co-operation with the Primary Care Trust and this has led to the proposed establishment of a multi-agency Assessment Nursery which is being incorporated in the redevelopment of the PCT's Children's Services Centre.

Hounslow's Woodbridge Park Education Service opened 1st Sept 2007, incorporating the previous Wood Lane Centre (PRS), Syon Park School (formerly a Secondary EBD) and Bedfont Junior School Centre for pupils with SEBD. The Service delivers education to a range of children and young people who, for a variety of reasons, cannot access mainstream school in the short or longer term and incorporates the Education Otherwise Than at School services which includes home or hospital based tuition and additional educational support.



THE CHILDREN'S SERVICES AND LIFELONG LEARNING DEPARTMENT

Hounslow has established a well-earned reputation for the quality of the partnership between the authority and schools. The Department is led by the Department Management Team (DMT) consisting of the Director and four Assistant Directors - each leading one of the departmental divisions (School Improvement and Inclusion; Resources and Commissioning; Young People and Community Learning; Children and Families). The Department's priorities are set out within the Children & Young People's Strategic Plan and the operational plans that underpin it.

The LA and its schools maintain particularly close relations with West Thames College and local higher education institutions. It works closely with the local Learning and Skills Council on issues relating to 14 to 19 education and training and with the Roman Catholic and Church of England dioceses on issues relating to church schools.

School Improvement and Inclusion

Key support is provided to schools through the School Improvement Service which comprises specialists in all phases and most subject areas. The team offers support, advice and resources to schools including Education Psychology and is responsible for monitoring the quality of education in all the borough's schools. The Education Development Plan sets out the LA's programme for school improvement and the targets which have been agreed with government for the borough and for each individual school.

The Language Service, Music Service, Teaching Support Service, and Traveller Education Service are all central services falling within the management of the Advisory Team. Each of these services provides direct support to schools. The Advisory Team also manages the Hounslow Education Business Partnership (HEBP), which aims to better prepare young people for adult and working life.

The Adviser for Professional Development and Training is the head of a team that runs an In-Service Education & Training (INSET) programme for school staff and leads on Continuing Professional Development for central staff. The team also manages the Hounslow Education Centre, a focal point for many of the support activities and resources provided by the Authority. The breadth and quality of the support and development initiatives provided by the Authority are key to its strategy of providing high quality educational opportunities.

The School Improvement Service also manages the key national programmes, which are designed to support schools in raising standards. These include the National Primary and Secondary Strategies, Excellence in Cities, the National Grid for Learning, Healthy Schools and the Behaviour Improvement Programme.

Resources and Commissioning

The functions of the Division currently include Finance, Performance and Commissioning, Human Resources, Direct Services Organisation and Businesses Support, (these may be subject to change as the Division undergoes a restructure), for all schools and services within the Borough.



The Finance function is a professional accountancy function to the Directorate and a traded financial support service (buy-back), to schools to help manage the Dedicated Schools Grant and provide advice and guidance on budget matters and management information systems. A significant part of the Finance Team carries out strategic and statutory duties and the Accountancy Team supports the Council's requirement for ensuring adequate financial controls ensuring adherence to the Director of Finances responsibilities and statutory duties.

The Performance and Commissioning team combines existing elements of policy, performance and commissioning functions and develops the commissioning function both for Children's Services and jointly with its partners. The Human Resources function also within the Department currently provides HR services for staff within the Central Department, as well as a large and successful bought back service for schools. In addition schools can access the Direct Services Organisation (DSO), which provides catering and cleaning management. The Department's Business Support function includes Departmental capacity in ICT, including the lead for ICS, ContactPoint and the various specialist databases used in the Department, communications and emergency and contingency planning.

Young People and Community Learning

The Young People and Community Division contributes to the Council's priorities for community development, economic regeneration and the achievement and progression of individuals from cradle to grave. A particular focus is on services for vulnerable groups and addressing issues of equality and inclusion.

The division consists of The Early Childhood and Childcare Team who are responsible for ensuring there is an early years place for all 3 and 4 year olds in Hounslow through a mixture of provision in the private and voluntary sector, as well as within Hounslow schools. The strategy of the division focuses on outcomes for young children in line with the ambitions of the Every Child Matters agenda, the Government's 10-year childcare strategy and the Hounslow Children & Young People Plan.

Within the Services for Teenagers area, the following services are offered: The Youth Offending Service for children aged 10 - 17 years; The Youth Service which provides activities designed to engage and empower young people (particularly the disadvantaged); The Visions Service offering professional non-judgmental interventions for young people who are engaged in substance misuse and The Connexions Service which provides information, advice and guidance for years 7 – 13 pupils (aged 11-18 years). Additional Personal Adviser Support is available for vulnerable young people aged between 13-14 years.

In addition, The Extended Services (in and around Schools) Service provides the central co-ordination that shapes and drives the Government agenda. Services for the wider community relate to the Adult and Community Education Service, which is the borough provider of Adult and Community Learning based in 8 secondary schools and 70+ outreach venues.

Children and Families

The Division is the main social care part of the Department and comprises Access and Assessment Service, Care Management, the Fostering Service, Futures, Looked After Children and Asylum Seekers Service and the Children with Disabilities division.



The Access and Assessment Service, is made up of two teams based in Feltham and Chiswick. In addition the Care Management team is split between 3 Locality Teams. These teams work with a family for whom there is a child protection plan or Looked After Children, particularly on planning and placements.

Hounslow's Fostering Service recruits, trains and supports Adoptive Carers and matches children for whom adoption is the plan, with suitable families. In collaboration, 'Futures' focuses on care leavers and, in particular, contact, financial support, housing, education or training and employment for young people. Hounslow currently has 39 Looked After Children and 200 care leavers who are supported by our Unaccompanied Asylum Seekers services.

The Department's Children with Disabilities service also provides a social work service to those families with a child with profound disability, particularly around respite and transition.

YOUR CAREER WITH HOUNSLOW

Without undue self-advertisement Hounslow can claim to have established a well-founded, stable and developing service. It is conscious of the soundness of much that it inherited, but at the same time determined to build its own traditions on a basis of partnership and with a constant readiness to adapt itself to meet changing circumstances and demands. For these and many other reasons, a professional entering the service of the London Borough of Hounslow may look forward to the most favourable opportunities for the development of his or her future career.



TEACHER RECRUITMENT TEAM

As part of the Human Resources function Hounslow has created the Teacher Recruitment Team who are responsible for implementing a wide variety of recruitment and retention strategies on behalf of Hounslow's schools. In particular the team is responsible for NQT (Newly Qualified Teacher) recruitment and Overseas Recruitment. The team works very closely with schools, local teacher training colleges, and government departments. We are also an active participant in the Government's 'Housing Options' scheme, and all permanent teachers are eligible for our own "Shared Ownership" initiatives within the Borough.

If you have any queries concerning teaching in Hounslow please do not hesitate to contact one of the team members.

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