



Working with us



THE
JOHN ROAN

Where a school steeped in heritage meets contemporary learning

Headteacher's Welcome

Founded in 1677, as one of the oldest state schools in the country, The John Roan has a distinguished history of supporting educational excellence for the young people of Greenwich.

We believe that education should be a positive and transformational experience, regardless of ability or background. We are fully committed to raising achievement for everyone and have the highest expectations of all our students in every aspect of school life. Our vision is for students to be the best that they can be, and our role is to provide them with the platform to achieve this.

At The John Roan we pledge to provide a rich, broad and varied education such that all students are able to make excellent progress whatever their starting points. In the seven years that students grow and develop with the school, they will experience a diverse curriculum and enrichment programme that stretches them academically and socially.

We have a split site, with a new state-of-the-art building at Westcombe Park and a fully redeveloped facility at Maze Hill, giving our students access to one of the UK's most innovative and flexible learning environments. Maze Hill is dedicated to Years 7 and 8 so that they can adapt to secondary school life without needing to share the area with too many older students, Post 16 students are also based at Maze Hill but in a separate block.

Beyond the two main sites the school has priority access to 'Braithwaite', an activity centre in the Lake District. Built on 40 acres of land, students can access the beauty of spectacular countryside and experience the challenge and excitement of outdoor life.


Our founder, John Roan, bequeathed his estate to educate the children of Greenwich.

The principles he instilled in the school remain today; every child is entitled to be educated in inclusive, stimulating and rewarding surroundings. The trustees of The John Roan Foundation continue to ensure that his legacy delivers unique opportunities to our students.

We would like to welcome you to meet us, the team and our aspirational students to see for yourself the broad and outstanding education your child will receive at The John Roan.

Cath Smith, Executive Headteacher

Josephine Okokon, Associate Headteacher and Maze Hill Lead

The background image shows three students in a chemistry laboratory. On the left, a male student with dark hair and safety glasses is looking towards the center. In the middle, a male student with dark hair is holding a test tube with a purple liquid. On the right, a female student with blonde hair and safety glasses is looking towards the center. They are all wearing white lab coats. The lab bench has various equipment, including a rack of test tubes, a bottle of orange liquid, and some papers.

"The history of this school, is amazing! To still be delivering education 300 years on is something to be proud of"

"I have worked at John Roan for 18 years and love the school! My children study here. We are a real community where learning can be fun and strong friendships are forged. Once you get the Roan bug, it's hard to leave!"

"Education is the most powerful weapon which you can use to change the world." Working at The John Roan school enables me to arm all my students with the powerful weapon of an education, and I know that every day I make a positive contribution to their lives!"

"Working in a school that is not only the heart of the community, but full of rich and diverse history is a real honour. On a daily basis, I work alongside a range of spirited individuals including new teachers and those who have been in the profession for years – their enthusiasm and genuine care for the students is something I really haven't witnessed in many other places. The school is blossoming and I've certainly grown whilst being here; I have the freedom to focus on teaching whilst being encouraged to try new ideas. Our proximity to beautiful Greenwich and Blackheath is also a major plus!"

"I love my job for all the little reasons... the honest feedback from students, knowing that I can make a difference in the way they see food and it allows me to be creative."

SCHOOL ETHOS



At The John Roan, the word **PRIDE** represents the ethos and values of our school.

We are **Proud** of ourselves, our community and our environment.

We are caring and **Respect** difference and diversity.

We are **Involved**, we reflect on our work and actions and are good citizens.

We are **Determined**, we are on time, prepared and try our best to reach goals.

We aim to be **Excellent** in all we do.

INDUCTION DAY

**FIRST IMPRESSIONS CAN HAVE A LASTING EFFECT,
AND WE WANT TO MAKE YOU FEEL
“AT HOME” WITH US AT THE JOHN ROAN
AS SOON AS YOU WALK THROUGH OUR DOOR.**

**WE ENSURE ALL OUR NEW RECRUITS SETTLE INTO THE SCHOOL
ENVIRONMENT QUICKLY.**

We want everyone to fulfil their potential by exploring and growing their individual passions, talents and personalities. To do this, a close partnership between children, parents, staff, The John Roan Foundation and our Governing Body is essential from the very beginning.

Our work begins long before anyone starts their first day.

As soon as you receive an offer from The John Roan, we will write a welcome letter inviting you to our New Starters' Day. This is a chance to meet the Executive Headteacher and senior staff and provide us with any information you believe we should know about you.

What you can expect

At your induction day you will be:

- Given your PC log-in details, along with your ID pass.
- Provided with keys for the classrooms, toilets and staffrooms.
- Spend time within your own department.
- Introduced to your line manager who will provide you with a brief on your department and team.
- Taken on a tour of both sites.
- Provided with an outline of how your role fits in to the plans and vision for the future.



You will also be provided with all your New Starter documentation, including conditions of your employment and new starter forms.

We do this so that on your first day you already feel reassured that this is the right school for you.



Each and every person will be equipped with the attributes needed to be successful, both while at the school and in the years beyond

Our Vision

A school's vision dictates what it wants to achieve for its students. Ours is simply that students will be the best that they can be.

The John Roan Pledge

Governors and staff pledge to provide a rich, broad and deep education so that all students are able to make excellent progress whatever their starting points.

The John Roan Family

We will be a learning community that involves all groups of parents and has strong links with feeder primary schools and local employers.

The John Roan Contribution

Students will develop a strong sense of pride in their association with John Roan. They will be increasingly involved with their community and will uphold local values.

The John Roan Adventure

Young people attending the John Roan will grow and develop over their 7 years at the school. They will experience a varied curriculum that stimulates them in and outside of the classroom and is enhanced by innovative learning experiences.

Our values: PRIDE in all that we do

Our values refer to the behaviours and attitudes we expect all members of the school community to demonstrate and develop throughout their time at The John Roan.

- **Proud**
- **Respectful**
- **Involved**
- **Determined**
- **Excellent**

These values are diffused across the school so that in every activity and lesson students partake in, they are taught to apply them in their everyday lives. We believe that by embracing these core qualities each and every person will be equipped with the attributes needed to be successful, both while at the school and in the years beyond.



Fantastic Fusion: blending traditional and contemporary

Our history...

Our patron, John Roan, was born in 1602 and before he died amassed several properties in Greenwich, which he dedicated in his will to the founding of a school for the 'town-born children of Greenwich'.

The school started with just 16 boys, but by 1814 this had reached 100, increasing to over 600 with the opening of a girls' school by the middle of the 19th century. The school moved to its Maze Hill site in 1928, and today a memorial plaque can still be found commemorating the former pupils who lost their lives in the First and Second World Wars.

We are proud of our history and the students who have passed through our doors. Notable alumni include Sir Jack Drummond, a leading Biochemist; David Hillier, former Arsenal footballer; Nicola Jeal, editor of The Times; and Iris Grace, former editor of Women's Weekly.

The Old Roan Association is thriving, with former students and staff continuing to take an interest in the school by providing work experience, advice and sometimes employment for our young people. All students automatically become members and benefit from the extensive social and sporting facilities at the members clubhouse situated at the school playing field.

Our future...

We will continue to recognise our heritage, whether that's through the end of year Founder's Day or celebrating The John Roan Foundation's continuing involvement. However, we will always be a school looking to the future and how we can best prepare our students for 21st century Britain – and beyond.

To meet the diverse needs of our students, we will always offer and develop a broad and relevant curriculum, teaching a full range of academic subjects and a variety of vocational courses too. We will seek to push boundaries by using cutting edge learning methods to deliver a contemporary curriculum that is suitable for the jobs of tomorrow.

No student will be left behind. We are committed to ensuring that everyone's individual learning needs are met, and we believe our contemporary buildings, complete with hi-tech technology suites are the perfect environment in which to inspire this generation and beyond.

Character Building

Encouraging you to enrich our young people's lives by accompanying them to our very own outdoor activities centre in the Lake District: Braithwaite.

"A CV may get you the interview, but character will get you the job." Tim Peake, British Astronaut

Not many state schools, even less so those from inner London, can claim to have unlimited access to an area of outstanding natural beauty in the Lake District, such as the Braithwaite Centre.

The Hope Memorial Trust, which funds the centre, was established by Arthur Hope, a former Headteacher of The John Roan from the 1920s, who wanted to give our capital's young people the opportunity to experience the beauty beyond their urban environment.

Set within 40 acres of land, the activities centre acts as the perfect base for our students to access a wide variety of pursuits they may otherwise never experience, embrace the beauty of our spectacular countryside and be challenged and inspired by the bountiful nature of outdoor life.

Activities that students can enjoy include:

- Rock climbing
- Hill walking
- Orienteering
- Nature rambles
- Canoeing
- Swimming
- Ghyll scrambling

Students from each year group regularly visit and subject specific trips are also organised. For example, in recent years, there have been Maths and Music residential study trips. Thanks to the Hope Memorial Trust's generosity, we are able to heavily subsidise all of our excursions.

Students and staff who have visited always talk about the lasting impression that their trip will have on them: "I can't believe how lucky we are to be able to come here. It's shown me what life outside of London can look like, and I've learnt so many valuable skills that I'm going to use when I get back to school."



Built on 40 acres of land, the Braithwaite activities centre acts as the perfect base for our students to access a wide variety of pursuits they may otherwise never experience



Staff ensure every student develops their employability skills such as problem solving, communication, critical thinking, creativity, leadership and organisation

Partnerships

With the City of London and Canary Wharf – gateways to a global workplace – on our doorstep, we work with our business community to ensure that we are promoting the skills required by future employers.

We utilise key partnerships with the likes of KPMG and Speakers 4 Schools, so students of all ages experience a breadth of careers across numerous industries. This not only helps to widen their understanding of the opportunities available to them, but in showing what can be achieved with hard work it also has a direct impact on attainment.

Staff ensure every student develops employability skills (problem solving, communication, critical thinking etc.) within lessons and through our highly successful student leadership programme so that they are utilising the lessons learned from mentors, internships and trips.

Careers advice: helping students to become tomorrow's leaders

At The John Roan we know that our careers guidance is second to none. It dovetails perfectly with our partnership work because students get the advice they need to turn their ambitions into reality.

From as early as Year 7, students receive careers information by the following means:

- Prospects – a company dedicated to supporting students into their chosen careers – deliver 1:1 and group careers advice
- Mentoring and coaching (1:1 and group career support from specialised staff)
- Speakers from the world of work
- National Careers Service insights into the labour market and the needs of employers
- Workplace visits, 'taster' events, work experience placements and internships
- Careers fairs and networking events
- Access to open days at further and higher education institutions, creative online resources and labour market intelligence
- Careers management skills like CV writing and building, job searches and interview practice

Sixth Form

We are a relatively small Sixth Form, and yet still provide a full suite of A-level subjects complemented by specialised Level 3 BTEC courses. Because of our size we can offer both high quality academic provision and the personalised support that students miss in a larger college.

We are able to do this because of our excellent and experienced teachers, who work alongside our tutors, learning mentors and wider Post-16 team.

We offer all our students a tailored programme of extracurricular support, supporting their study skills, getting them workplace ready and supporting their applications to university or other destinations. Our tailored pathways ensure that there is a curriculum offer to match their needs, whether it is to go to a top university or to take a route more directly into employment.

We have forged a strong partnership with the Greenwich Titans Basketball Academy and all of our Sixth Formers are able to participate in their training programme, running after school and at weekends.

We are incredibly proud of our Sixth Form provision, which Ofsted described as having leaders that are “ambitious and determined to bring about improvements”. This aspirational mentality permeates throughout our Post-16 student body, and is founded in our Six Pillars, in which we pledge to:

1. Deliver outstanding pedagogy within a culture of high aspirations and expectations
2. Support all students to reach their dream destinations, including Russell Group and international universities, creative arts and employment
3. Provide individualised study plans for all students to ensure they make substantial and sustained progress and are well prepared for their futures

4. Monitor and challenge all students consistently across their courses

5. Offer high quality, impartial, personal careers advice ensuring all students have ambitious plans

6. Celebrate individuality and success

“Leaders ensure that students experience a wide range of work-related activities. Students receive effective careers advice and are well prepared for university.”
Ofsted



Student Experience

We make sure every student has the chance to surpass their academic expectations by creating the best possible learning environment, but at The John Roan the student experience goes beyond academia. Here are just some of the reasons why life at The John Roan is so special.

1. The John Roan Foundation

We are incredibly fortunate to be supported by the Foundation. It owns several properties in Greenwich and uses the income to support our school. To name but a few examples: it maintains our minibuses, has kitted out both school sites with high-tech IT equipment, and funds the Roan Exhibition – awarding the boy and girl with the top A level results a bursary of £1000 for three years to help them through their choice of further education.

2. Family Values: The JRSA

The John Roan School Association is the friendly John Roan PTA. The group plays a pivotal role in strengthening the bond between parents/carers and the school. Meetings are relaxed, social and informative, and take place every term. The Executive Headteacher provides a report and covers issues relating to the school, fundraising ideas and upcoming social events are discussed.

3. The Sound of Music

Music plays a crucial role at the school, and through our orchestra and other ensembles we can offer every student the opportunity to learn an instrument of their choice, funded by the Foundation. Our musical prowess is well known, and this translates into an annual showpiece musical that has audiences dancing in their seats.

4. Sporting Heroes

Once again, thanks to the Foundation we are privileged to have access to playing fields in Kidbrooke, complete with allweather pitches that rival those of independent schools. Cricket, netball, rugby and girls' tag rugby, football, dance, badminton, athletics, table tennis; the list of sports at our school goes on and on. We compete locally and nationally, and are very proud of our many talented students who have represented the district, London and even the country on occasion.

5. Clubbing Together

Beyond sport, music lessons and academic booster classes, students have an abundance of clubs to join. Coding club, creative writing, orchestra, Knit and Knatter, book club, music production, journalism; we offer more than 40 clubs where students can develop new interests and explore their passions in a safe space.



**The John Roan Foundation
awards the boy and girl with
the top A level results a bursary
of £1000 for three years to help
them through their choice of
further education**

6. A Community for Everyone

The notion of caring and cohesion has always been the backbone of our community. Every member of the Guidance and Achievement Team knows every student in the year group. We do this because we know how important it is for our students to have someone approachable if they need it and for you to know who to contact when you want to discuss the needs of a student.

7. Student Voice

Our Student Council is an inspiring team of individuals dedicated to ensuring that our students' voices are heard. Committed, focused and always open to new ideas, one team became a Department for Education case study for excellence. In recent years, some have taken part in debates in the European Parliament and even taken tea with the Prime Minister.

8. Duke of Edinburgh

Hundreds of our students have received a DofE Gold, Silver or Bronze Award, the world's leading youth achievement award. Achieving a DofE Award is a passport to a brighter future because it is valued by employers and universities. The programme is thriving at our school, with more and more students keen to reap the rewards from the hard work needed to secure this noteworthy accolade.

9. Celebrating Success

We celebrate the wonderful diversity of cultural backgrounds, needs and ambitions, and operate a positive rewards scheme that recognises the individuality and achievements of each student. Rewards are given for making a positive contribution to the school community, academic success and good behaviour.

10. Community Counts

One of our key priorities is to make the school a fundamental part of our wider community. We want people to be proud of our students and recognise their positive contribution to society. Community engagement forms an integral part of our wider enrichment programme, with students taking part in numerous activities throughout the year.



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Designated Special Provision for students with autism

The John Roan is an autism-friendly school. We were one of the first schools in the borough to be awarded The Autistic Education Trust's Standards, which gives us recognition as an autism-friendly school.

The Designated Special Provision (DSP) is a nurturing environment which is outward facing. We spend time getting to know our students very well, so that we can help them make a successful transition into the mainstream.

Our DSP teaching team consists of one lead teacher, one SEN teacher, specialist teaching assistants and a team of subject specialists from the mainstream. The DSP runs on both sites and facilities include a classroom, a computer suite and a multi-sensory room.

This is merely an introduction and a lot more information can be found on our website.

Admissions to our DSP are made through the Royal Borough of Greenwich SEN Department. The DSP has capacity for 16 students.



THE
JOHN ROAN



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