



# SURBITON

HIGH SCHOOL



## Teaching at Surbiton High School

*"A School brimming with energy and joie de vivre"*

## Word from Ann Haydon, Principal

Thank you for the interest you have shown in Surbiton High School. Choosing the right school in which to develop your career is one of the most important decisions you will make and I hope that the testimonies of our Teaching Staff will give you an insight into our values and the importance we place on professional development.

I am privileged to lead our fine School and have personal experience of developing my career within United Learning. In 2002 I was appointed Deputy Head at Guildford High School, a position I thoroughly enjoyed and one which was full of opportunities to lead, both in the School and in the Group. After applying for the Headship at Surbiton High School, I was thrilled to continue my career within United Learning as I took up the post of Principal of Surbiton High School in January 2008.

It is a pleasure to have the opportunity to inspire pupils and staff alike and to enable members of our community to realise their aspirations. I am grateful for the belief and confidence the Group Executive have had in me and, as a result, the Surbiton Leadership Team focuses on empowering our staff and enabling them to use their talents and interests to the full. At Surbiton High School you will find an extraordinary community where people matter, results count and a passion for excellence drives everything we do.

I look forward to meeting you.

*Ann Haydon*

Ann Haydon  
Principal



## RECRUITMENT AT SURBITON HIGH SCHOOL

Surbiton High School aims to bring out the best in everyone: to discover the best in everyone, to expect the best from everyone, and to support everyone to achieve their personal best. Our school motto, “May love always lead us”, encourages respect for and service to others.

Surbiton High School is part of United Learning, an Anglican foundation which, whilst valuing and building on its Christian heritage, welcomes staff and pupils from all faiths and none. Surbiton High School is a friendly and vibrant community where individuals thrive and feel happy, secure, confident and valued. Our approach combines an intellectually rigorous and challenging academic environment with outstanding pastoral care and support.

Our 2015 ISI report is a resounding endorsement of the superb quality of education that Surbiton High School provides. In particular, it highlights that ‘attainment in public examinations is high’ and ‘the personal development of the pupils is excellent, well supported by effective pastoral care’, ‘high standards of teaching, care, and provision are applied throughout the whole school’ and ‘extremely good relations with parents are evident’. The team judged that our ‘pupils have excellent attitudes to learning’, that ‘they work in a focussed and committed fashion’, and ‘pupils are active participants in lessons, confident to ask for help but able to work independently at a high level from a very young age’.

Girls naturally progress from the Prep to the Senior School. Boys transfer at 11 to the

local Grammar or Independent Schools. We have a separate Sixth Form centre with dedicated classrooms and common room. With a record of strong A-level results, girls progress to top universities, including Oxbridge and those in the Russell Group.

Founded in 1884, Surbiton High School has established a reputation for academic excellence whilst catering for the needs of the individual. Surbiton High School is at the forefront of independent education, providing high quality teaching, a positive learning environment and extensive Co-curricular opportunities for our pupils. The principal is a member of The Headmasters’ and Headmistresses’ Conference (HMC). We educate girls aged 4 to 18 years and boys aged 4 to 11 years.



## ACADEMIC RESULTS

At Surbiton High School we are proud of the consistently high academic standards of our students. Each year, our students go on to achieve results which are amongst the best in the UK and this facilitates access to some of the most competitive university courses. Our students are also able to demonstrate their independent study skills and intellectual curiosity via the highly regarded Extended Project Qualification which is studied alongside A-levels.

For further information on our excellent Academic Results please go to our school website: [www.surbitonhigh.com/541/about-us/examination-results](http://www.surbitonhigh.com/541/about-us/examination-results)

Our Prep Schools have successful academic results year upon year with many pupils from both schools being awarded scholarships at Senior School and over 80% of our pupils from the Boys' Prep School gaining a place at their first choice Senior School.



## DESTINATION OF LEAVERS

- Over 80% of students gain places at UK Top Ten and Russell Group universities.
- Strong entry to medical, dental and veterinary school.
- In recent years, over 20 girls have gained places at Oxford, Cambridge and Imperial College London.
- Most popular destinations for Surbiton High School girls include Exeter, Oxford, Bristol, Nottingham, Manchester, Durham and Birmingham universities.
- Each year students are successful in international applications to universities including Europe, the USA, Canada, Italy, Japan, Hong Kong and South Korea.
- All students are provided with information, guidance and support on Higher Education options, Gap Year opportunities and careers. Careers Education and Guidance takes place in formal and informal group sessions and on an individual basis.
- Specialised support with medical, dentistry and veterinary school applications.
- In-House Medical School Preparation Evening Course.
- Support from the Art Department for those applying for Art School.
- Working Lunches from Careers Department with a university focus.





## CO-CURRICULAR ACTIVITIES

Surbiton High School offers a wide range of Co-curricular activities. Sport, Music and Drama are the pillars of the Co-curricular programme and provide numerous opportunities for all pupils. Sports offered include Netball, Hockey, Tennis, Rowing, Gymnastics, Athletics, Skiing and Trampolining. Music ensembles include a number of choirs, Wind Band, Orchestra and Percussion Ensemble, together with specific instrumental groups. Drama clubs will take place throughout the

week and productions will be staged at various points throughout the academic year. Other stimulating, enriching and challenging clubs that staff are able to lead range from Chess, Art and Debating to Friendship Hour and Amnesty. Pupils are encouraged to take advantage of the numerous high-quality opportunities on offer, which are designed to develop commitment, teamwork, curiosity, creativity and leadership, and form an integral part of a well-rounded education.



## TEACHING STAFF TESTIMONIES

“Within a year of starting at Surbiton High School I became an Assistant Head of Year and then shortly after that I became the Head of Year 8/9 which, alongside my English teaching commitments, is my current title. As a young teacher, I have been really encouraged by my more experienced colleagues to strive for promotion and the support I have received from my Head of Department and the Senior Leadership Team has really benefitted me. I have accompanied the School’s expedition to India with pupils in Years 11 to 13 and this is another incredibly exciting and rewarding part of my job.”

**Rachel Richardson**

*Head of Years 8/9 and English Teacher,  
Senior School*

“There are many aspects of the School I enjoy, however the main one is the opportunity and flexibility that Surbiton High School has given me. Soon after joining the School, I was able to amend my working hours to become a part-time teacher, which allowed me to spend more time at home each week with my young family.”

As a male teacher, this is particularly important to me, but I have been pleased to find that my career development as a teacher has not been affected as a result.”

**Rob Skinner**

*ICT Teacher*

*DofE and Expeditions Manager  
Head of Nightingale House, Senior School*

“In September 2011 I took up the position of Teacher of Drama at Surbiton High School. Since then I have been given a vast range of exciting opportunities for both personal and career progression.”

I truly love working here. The students are interested, engaged and talented and are real joy to teach. In September 2013 I was appointed as Director of Drama and I am delighted to have this opportunity to lead such a dynamic department and take it from strength to strength.”

**Elaine Morgan**

*Director of Drama, Senior School*

“I have been very fortunate to take advantage of the Masters course that is being run in conjunction with Warwick University and the United Learning Group.”

Ann Haydon recommended that I apply for the course and, over the three years that I studied, I have vastly expanded my knowledge of education and leadership which has enabled me to approach my job in a more confident manner.”

**Tim Ferguson**

*PE Teacher, Senior Management Team  
Boys’ Preparatory School*



“I absolutely love working at Surbiton High School; there is real team camaraderie among the staff and I feel that I am a valued member of the School. In the three years since I have joined Surbiton High School my passion for the job keeps growing. This is largely down to the amazing students who I interact with on a daily basis – it is a privilege to teach them. I am constantly supported by my department and the Senior Leadership Team, who encourage me in my career progression at this prestigious School.”

**Kjersti Richards**

*History Teacher*

*Gifted and Talented Co-ordinator*

“I wanted to teach in a school that was forward-thinking and creative in its approach, a school that respected and encouraged the individual whilst giving the security of a caring and supportive environment. Surbiton High School fitted this brief exactly.”

Throughout my time at Surbiton High School I have been thoroughly supported by the Senior Leadership Team who have offered bespoke professional development, within the School and as part of United Learning.”

**Sally Ralph**

*Head of the Boys' Preparatory School*



## CAREER PROGRESSION

### CONTINUOUS PROFESSIONAL DEVELOPMENT FOR TEACHERS

The Professional Development of staff is at the heart of our ethos at Surbiton High School. We are committed to providing a range of opportunities to support our teachers in being highly skilled subject practitioners. We also support career progression through our CPD and leadership programme, which offers training both in house and through United Learning. There is a member of the Senior Leadership Team dedicated to overseeing staff development and who acts as a point of contact for all teachers.

#### **Comprehensive staff induction**

An induction programme is provided for all new teachers.

#### **Graduate Teacher Training**

Working in collaboration with United Learning and Paddington Academy, Surbiton High School trains teachers to gain Qualified Teacher Status. A bespoke training programme has been developed to allow trainee teachers to receive professional training whilst also teaching a reduced timetable at School. This exciting opportunity to train in School has been utilised by some of our current staff, who have gone on to take up leadership opportunities in the School.



#### **Newly Qualified Teachers**

Surbiton High School acts as the host school for Regional Independent Schools' NQT Conferences. We run a dedicated NQT programme and all NQTs receive one-to-one support from their subject mentor and induction tutor. NQTs are encouraged to undertake further professional development opportunities to enhance their teaching. They also gain experience of both the academic and pastoral side of school life.

#### **United Learning professional development**

As part of United Learning, Surbiton High School actively encourages staff to take part in both its development and leadership programmes. Recently we have established a bespoke coaching programme for staff who are new to leadership roles. Staff are also encouraged to attend the Middle Leaders' and Senior Leaders' courses to enhance and develop their leadership styles.

#### **NPQSL and NPQML qualifications**

These are supported by the School. A number of colleagues also undertake Masters qualifications which offer funding support where possible.

At Surbiton High School we are committed to 'The best in everyone'. As a valued part of our school community, we recognise the talents of our staff and want to support them in their career progression.



## FACILITIES

Surbiton High School offers numerous facilities to both pupils and staff.



SPORT



DRAMA



LIBRARY



MUSIC



IT



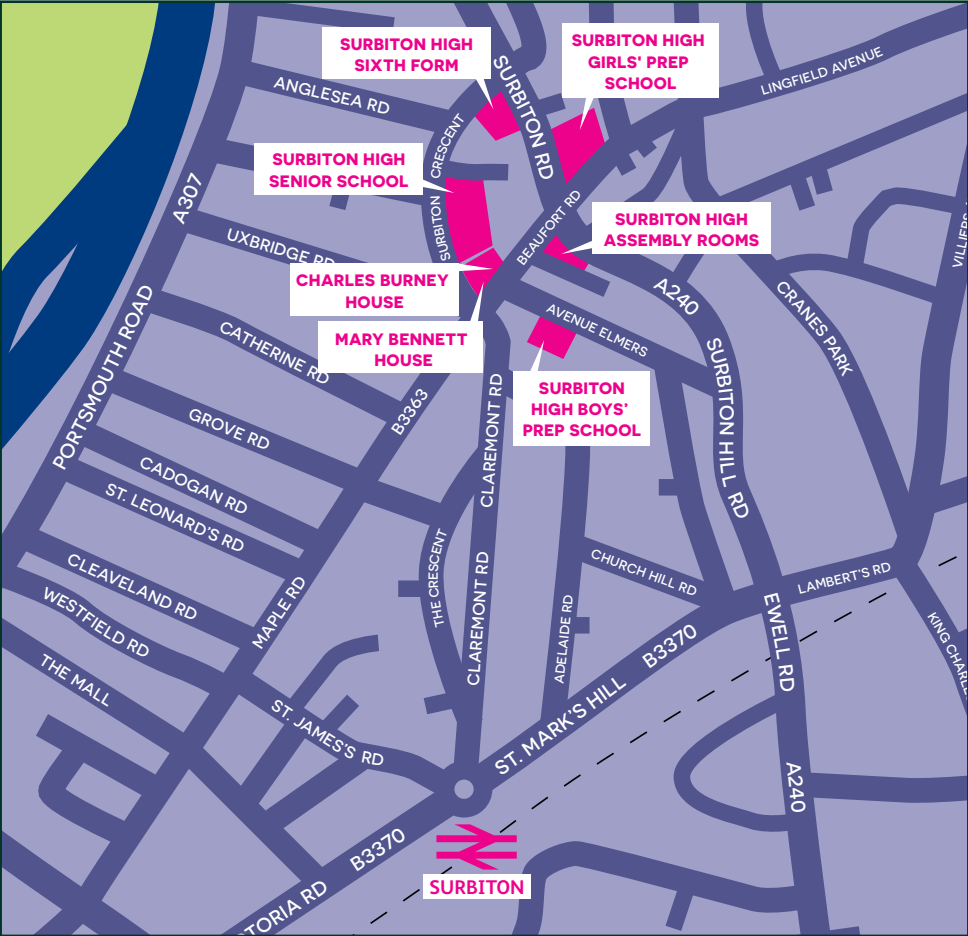
ART

### Surbiton High School facilities include:

- Purpose-built classrooms.
- Seven sites closely located in Surbiton.
- iPads for all teachers and pupils.
- Specialist laboratories for Sciences.
- An open-plan Art School and Design and Technology workshops.
- 33-acre sports site nearby at Hinchley Wood which includes an astro hockey pitch, 6 tennis/netball courts, a football/rugby pitch and a pavillion.
- 6-acre sports ground in Oaken Lane which includes an all-weather hockey pitch and 3 tennis/netball courts.
- A Boat House at Teddington.
- A dedicated Learning Resources Centre.
- A landscaped courtyard area.



# MAP AND ADDRESSES OF SCHOOL SITES



## Surbiton High School

13-15 Surbiton Crescent, Kingston upon Thames, Surrey KT1 2JT  
T 020 8546 5245 E [surbiton.high@surbitonhigh.com](mailto:surbiton.high@surbitonhigh.com)

## Surbiton High Girls' Preparatory School

95-97 Surbiton Road  
Kingston upon Thames  
Surrey KT1 2HW  
T 020 8546 9756  
E [girlsprep@surbitonhigh.com](mailto:girlsprep@surbitonhigh.com)

## Surbiton High Boys' Preparatory School

3 Avenue Elmers  
Surbiton  
Surrey KT6 4SP  
T 020 8390 6640  
E [boysprep@surbitonhigh.com](mailto:boysprep@surbitonhigh.com)



## BENEFITS OF TEACHING AT SURBITON HIGH SCHOOL

- The opportunity to teach inspirational and hard-working pupils.
- Competitive salary.
- Senior Leadership Team member dedicated to staff development who supports career progression. Staff are encouraged to develop professionally and remain at the cutting edge of their teaching practice. The School offers internal INSET and encourages external INSET. There are also additional CPD opportunities for staff to sign up for in School such as NPQML and NPQSL. Some teachers at Surbiton High School have undertaken and are undertaking Masters Qualifications. The School encourages the use of best practice and holds regular CPD Training for all members of staff.
- Dedicated staff working areas.
- Flexible working.
- New staff support – comprehensive staff induction throughout the first year.
- New staff support – NQTs are fully supported with a bespoke programme and will have a subject mentor as well as an NQT supervisor. Surbiton High School is an NQT centre for the Independent Schools Council and we run the training for NQTs in the local area.
- Fee reduction for staff whose children attend the School.
- Contributory Teachers' Pension Scheme.
- Working as part of a motivated and committed staff team.
- Small class sizes.
- Excellent working environment with extensive ICT facilities and regular ICT training.
- Complimentary school lunches.
- Subsidised Breakfast and After School Club for staff children at the School.
- A wide ranging academic and Co-curricular programme.
- High level of pastoral care and parental support.
- Excellent transport links.
- Generous timetable allocations.
- Staff sabbaticals available for long serving staff.
- Digital resources including a staff iPad for all teaching staff.
- Bespoke MIS system enabling efficient administration.
- Staff wellbeing opportunities, yoga, running club etc.





INSPIRE | ENCOURAGE | EMPOWER

T 020 8546 5245 E [surbiton.high@surbitonhigh.com](mailto:surbiton.high@surbitonhigh.com) [www.surbitonhigh.com](http://www.surbitonhigh.com)



[/surbitonhigh](https://www.facebook.com/surbitonhigh)

13-15 SURBITON CRESCENT KINGSTON UPON THAMES KT1 2JT

An Independent School for Girls aged 4 - 18 years and Boys aged 4 - 11 years



[@SurbitonHigh](https://twitter.com/SurbitonHigh)

© United Church Schools Trust, February 2016. United Learning comprises: UCST (Registered in England No: 2780748.

A company limited by guarantee. Charity No. 10165338) and ULT (Registered in England No. 4439859. An Exempt Charity) VAT number 834 8515 1200