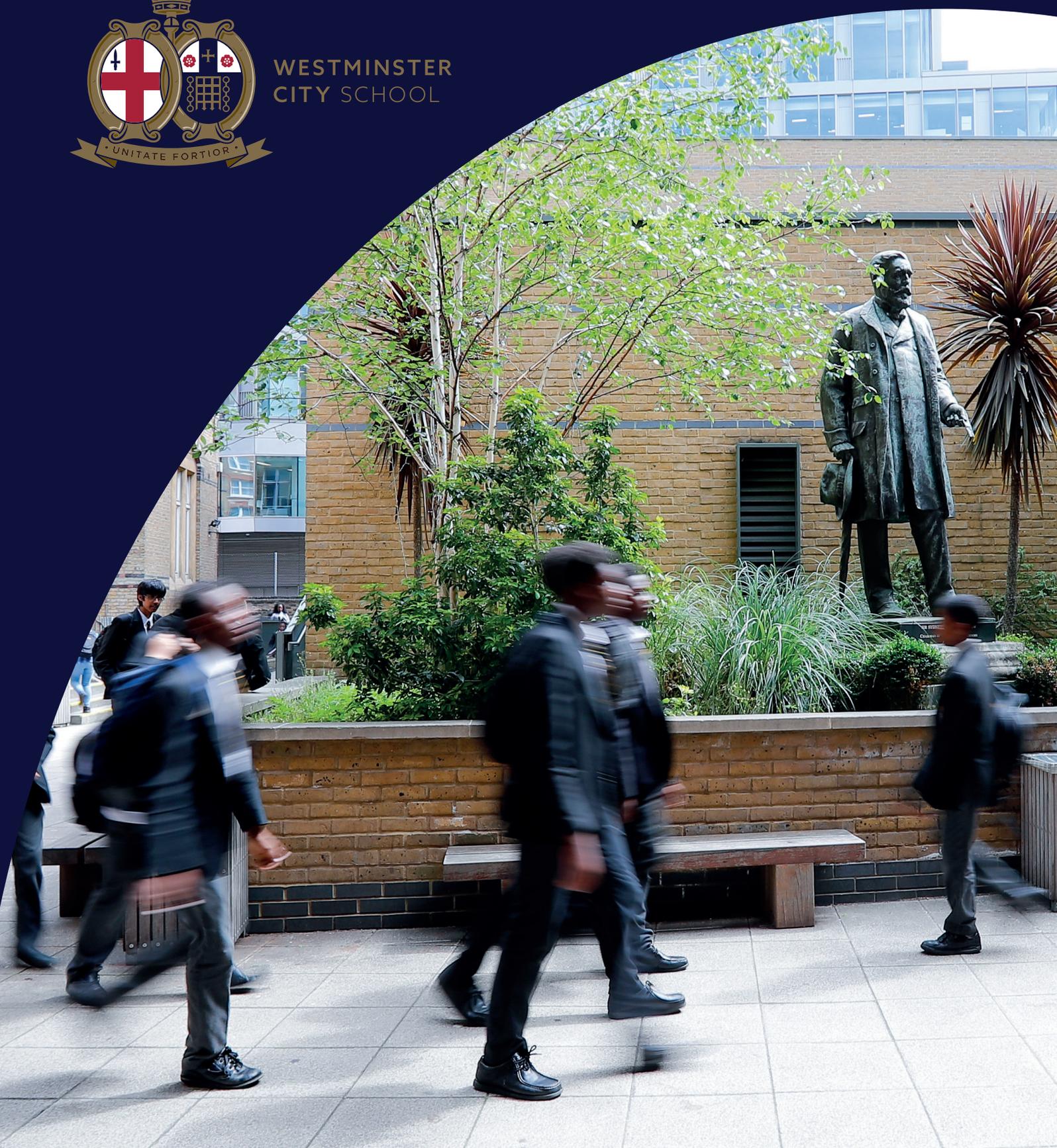




WESTMINSTER  
CITY SCHOOL



Working at  
Westminster City School



# Welcome from our Headteacher

Thank you for your interest in Westminster City School.

I am aware that making the right choice of school will be of paramount importance to you at any stage in your career. So I hope this publication gives you a further insight into our School, offering more than statistics and reports can always reveal.

Our students come from across London, from many different faiths, and from varied backgrounds, meaning our students have links to over 100 different countries. The caring transformation of all our young people into the responsible global citizens of tomorrow is at the heart of the standards that we set and this belief informs our decision-making at every stage.

I am looking for members of staff who are excellent in everything they do. They must be hardworking, with a strong sense of moral purpose, and ready to embrace employment within an inner city comprehensive. We aim to provide an ambitious education for our students, so we employ passionate and energetic teachers who inspire our young people with a love for their subject. Our support staff occupy a range of valued positions, ensuring our School continues to function and perform outstandingly well.

At Westminster City School, our first rate support for staff, and our programme of professional development, aims to deliver on our mission statement that we strive for excellence and learn for life.

I believe Westminster City School is a fabulous place to work. Come and see for yourself or feel free to contact me to discuss the opportunity further.



Mr Peter Broughton  
Headteacher

# About Westminster City School

**A state-funded comprehensive school for boys, with a mixed sixth form, Westminster City School has a long and rich history.**

Our present building in central London opened in 1877. We now combine characterful Victorian buildings, which have been restored and modernised, with superb new facilities that include a £6 million state-of-the-art building containing space for music, art and drama. Our Library holds over 10,000 books and almost 200 books are borrowed each week, illustrating our strong culture of reading. For sport, as well as on-site facilities like our sports hall, we use local sports centres and the nearby London parks.

Our inspirational alumni continue to make a difference across the globe. Recent notable alumni include the actor John Boyega, known for his leading role in the latest Star Wars films, and Wes Streeting, a Cambridge graduate and MP for Ilford North.

## Our foundation and ethos

Westminster City School is a member of the United Westminster and Grey Coat Hospital Foundation, which also includes state and independent schools – Emanuel School, Sutton Valence School, The Grey Coat Hospital, and Queen Anne's School. There is increased momentum to share learning and development across the five foundation schools.

Our Christian ethos underpins a common moral purpose and all members of our School community – be they of Christian faith, other faiths or no faith – are bonded by our four values that underpin this purpose: Wisdom, Integrity, Compassion, and Excellence.

"A comprehensive programme of assemblies is also used to promote students' spiritual, moral, social and cultural development. Students are encouraged to develop an understanding of different identities and the importance of respect and tolerance."

Ofsted

## Within the classroom

Our broad and varied curriculum allows every opportunity for success, with students taught by subject specialists. All study a core curriculum of English, Mathematics, Science, Religious Studies, Games, PSHE, Citizenship, Work-Related Learning and Enterprise.

Within our mixed Sixth Form, students follow at least three A Levels from a challenging and exciting list. Many take an Extended Project Qualification. We also offer four innovative pathways – Law, Policing and Criminology, Finance, and Medicine – that allow our sixth formers to see if they would enjoy future study and a career in that area, providing work experience, mentoring, lectures, interview practice, and support with university applications.

As a relatively small London secondary school, with a proudly comprehensive intake, we maintain a supportive family atmosphere, with a strong sense of community and inclusion. This includes excellent pastoral support, with every member of staff accepting responsibility for the academic and personal development of our young people.

We use rewards – for attendance, for work and for service to the local community – to create a positive ethos, with achievements celebrated through assemblies, in our weekly bulletin to staff and parents/carers, and at our annual Celebration of Achievement Evening at Westminster Abbey. Our exceptionally high attendance rates demonstrate how our young people enjoy and value coming to school.



*"Westminster City School is a fantastic place to work and the leadership group have been exceptionally supportive of my teaching career thus far.*

*"I have progressed, over the last five years, from a Teacher of English to KS3 Co-Ordinator of English, to Teacher in Charge of Sociology and to my current role as Subject Leader of English.*

*"Additionally, I was offered the opportunity to partake in a secondment position with the Leadership Group in my fourth year, whereby I completed an NPQSL project; the focus of which was developing a whole school tutor reading programme."*

Ms Armatage, Subject Leader of English



*"I felt very privileged to attend this service, in the presence of so many amazing people, at one of the best churches in London." Westminster City School student, Barney, attended the historic service marking Westminster Abbey's 750th anniversary.*

# Beyond the classroom

We provide a range of exciting extra-curricular activities for all, taking place before- and after-school, as well as at lunchtime. These range from sport and Cadets to academic clubs and rehearsals by our School Choir and our numerous musical ensembles.

We also offer a variety of trips and excursions. Our central London location means that these range from "local" visits to the many museums, galleries, theatres and parks to be found in London, as well as places further afield that are of historical, geographical, literary, religious or scientific interest. In addition, our School has run a Japanese exchange programme for over 20 years, offering a life-changing experience to students who take part.

## Recent highlights of life at Westminster City School

Westminster City school received an outstanding set of results in August 2022 with over 82% of all GCSE grades achieved being at least a standard pass (Grade 4 and above) and well over a quarter of all grades being the very top grades (9 to 7) or their equivalent.

Our outcomes this year are significantly higher than the school's results in 2019 (the last time students sat formal public examinations). For example, those securing strong passes (grade 5 and above) in both English and Mathematics has risen by almost 20%. Our results are above national averages in almost every subject and significantly above the national average for boys. In the last few years, our students have performed particularly well in GCSEs within the core subjects of English, Mathematics and Science. We are also proud of our results in the creative arts, such as Art and Music, and in essay-based subjects like Geography, where we are able to set a really exciting curriculum that engages students with interesting historical topics from around the world.

In the 2021-2022 academic year, almost 90% of our Year 13 students applied to start university in

autumn 2022, receiving offers from a range of institutions. A large percentage of these offers were for top Russell Group Universities, including King's College London, UCL and Queen Mary University of London. Students will complete their studies in subjects ranging from Medicine to Chemical Engineering, and from Physics to Law.

We retain strong links to nearby Westminster Abbey, with St Margaret's Church providing the perfect setting for our religious services during the year. All attended our Re-dedication Service there in September 2019, when our speaker was the Reverend Prebendary Rose Hudson-Wilkin, now Bishop of Dover.

In October 2019, over 20 of our students were invited to a special service marking the 750th anniversary of Westminster Abbey, in the presence of Her Majesty The Queen. In addition, our Cadets attended the opening of the Field of Remembrance, by TRH the Duke and Duchess of Sussex, in November 2019.

Music remains a strength, with numerous music clubs and our orchestra attracting large numbers before and after school, and at lunch. Collaboration with leading professionals includes the English National Opera running Workshops, performing at our Musical Futures Concert and taking over break in our playground – during our Michaelmas Term.

Sport continues to be a key part of our day, with popular basketball, football and rugby clubs, plus athletics and cricket in the summer. We have five students working with different football academies and have seen success in cross country, with students taking part in the English Schools Cross Country Championships.

# Working at Westminster City School

## Staff benefits

We provide full induction and support for our new staff, to ensure a smooth transition for all. Benefits for our staff include:

- Induction, support and personal development
- Pension contribution
- Family-friendly policies
- Interest-free season ticket loan
- Cycle to Work scheme
- Access to borrow books from our library

## Employee Assistance Program

Our Employee Assistance Program gives all employees access to a 24-hour helpline, for any personal and work difficulties that might arise.

## Staff development

We strive to remain well informed regarding the latest thinking and research in education. Our staff are supported and developed through:

- Termly teaching and learning groups, to enable staff to review and develop a specific aspect of their pedagogy together
- Regular teaching and learning newsletters, sent to all teaching staff
- Coaching within departments and across our School
- A well-stocked teaching and learning library
- Curriculum training and discussions, that take place twice every half term

Recently we have supported staff completing Masters, NPQH, NPQSL and MBA programmes. We will always look to help staff with any bespoke training opportunities.

Westminster City School is also a member of the Southwark Schools' Learning Partnership (SSLP), which brings together partner schools (from Southwark) and associate schools (from neighbouring boroughs). The SSLP provides academic and vocational opportunities, for both students and teachers. Through the SSLP, we participate in continuing professional development opportunities and host learning groups.

## Location

Our central location, just minutes from Victoria train and tube station, and from St James Park tube station, makes travel to Westminster City School simple. The ease of commute means we have teachers and students travelling from great distances, including Essex, Kent and Wales!

Most London attractions are only a short walk away, making visits and trips easy to arrange, and there is always a huge variety of events and activities to see and do in the capital.

*"I arrived at the School in 2018 as an 'unqualified' Teacher of Music. In that time, I had the opportunity to train and obtain my QTS at Westminster City School and as of 2022, I officially became Subject Leader of Music. My responsibilities include the attendance of weekly Middle Leader and termly School Management Group meetings, which gives me the opportunity to contribute ideas from a Music perspective to help develop key areas within the school.*

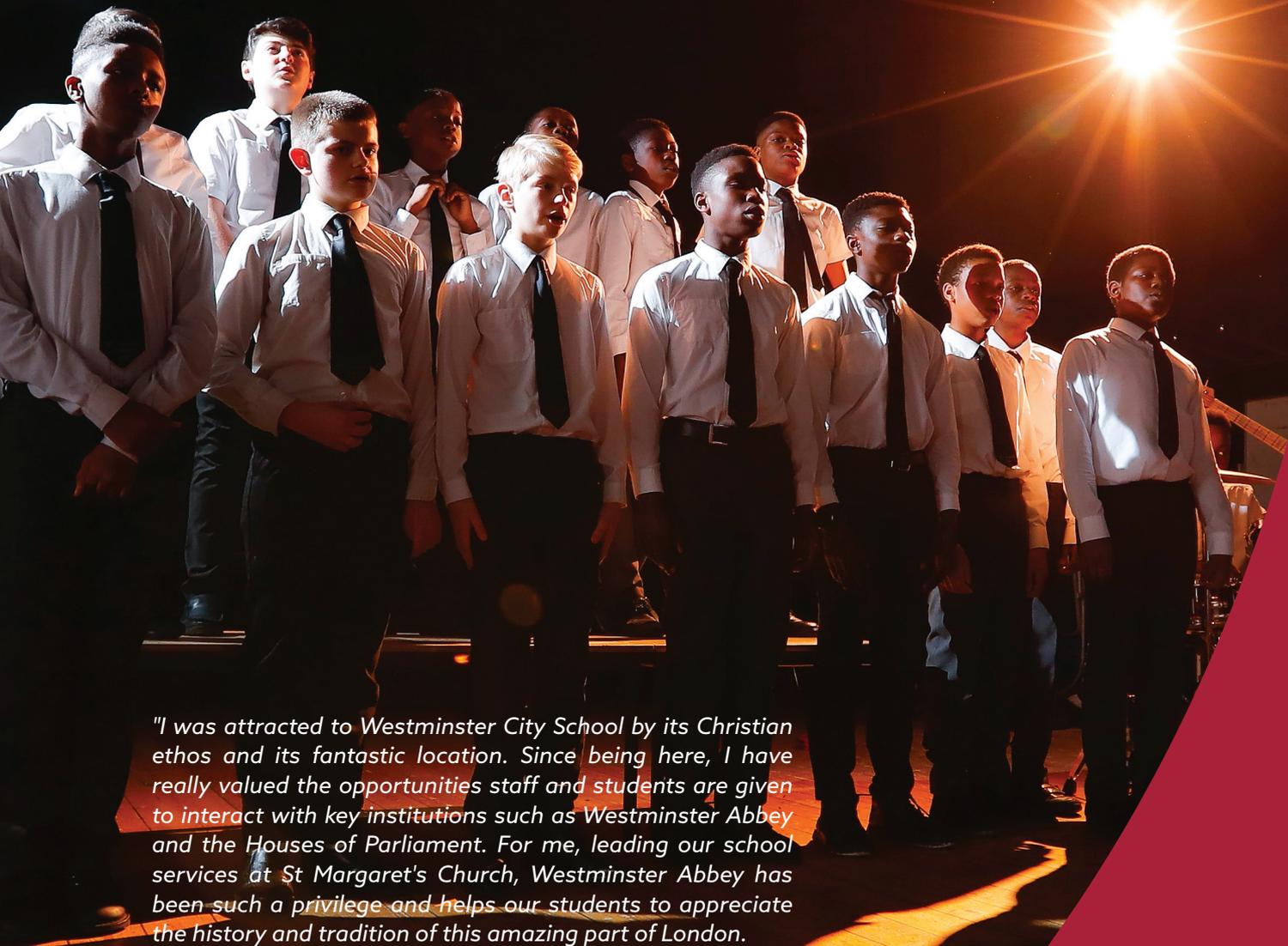
*"This role allows me to continue teaching the subject that I love, whilst allowing me to develop core leadership skills further. Getting to this successful point in my career within four years was only possible through the initial faith instilled in me by the Headteacher and subsequent line managers, who at every stage supported me in my progression & development."*

**Mr Cecile, Subject Leader of Music**



*"I enjoy the atmosphere and the enthusiasm of both staff and students at Westminster City School. There is a real community feeling here, everyone is friendly and welcoming. Additionally, it is quite nice to see that the drive to inspire excellence is wholly apparent."*

*"My role is varied and it brings me great joy to be able to have a significant impact on our student's lives on a daily basis."*  
Ms Young, Administrative Officer – Leadership Group



*"I was attracted to Westminster City School by its Christian ethos and its fantastic location. Since being here, I have really valued the opportunities staff and students are given to interact with key institutions such as Westminster Abbey and the Houses of Parliament. For me, leading our school services at St Margaret's Church, Westminster Abbey has been such a privilege and helps our students to appreciate the history and tradition of this amazing part of London."*

*"Our school values really help us to focus on the academic growth of our students as well as their growth as individuals. The unity of the staff body has been vital as we continue to support students and each other through challenging times. The students and staff here at WCS make me laugh, make me think and make me want to improve in my own practice day by day and I genuinely feel blessed to work here."*  
Reverend Steve Taylor, School Chaplain

# Applying to Westminster City School

## Invitations to interview

Applicants will be short-listed according to the quality, relevance and applicability of their professional and personal qualities to the role. Short-listed applicants will be invited to attend a formal interview. (Candidates with a disability, who are invited to interview, are asked to please inform us of any reasonable adjustments to assist in attending said interview).

All candidates invited to interview must bring proof of identity (eg passport or driving licence) with them to their interview. Once an offer has been made, further paperwork will be required. This will include documents needed for an enhanced DBS, plus original or certified copies of any educational and professional qualifications that are necessary or relevant for the post.

## References

We will seek references for shortlisted candidates and may do so before interview. If you do not wish us to take up references before interview, please notify us when submitting your application.

## Equal opportunities

We are committed to promoting equality of opportunity and diversity, so we support and encourage applications from under-represented groups.

All members of our community have the right to respect and tolerance from others and, equally, are expected to treat others with the same respect and tolerance. We encourage and enable employees and students to achieve their full potential in an environment which is free from all forms of unfair treatment, discrimination and harassment.

## Safeguarding and welfare

We are committed to safeguarding and promoting the welfare of young people. All successful applicants must satisfy an enhanced disclosure check with the Disclosure and Barring Service.

*"I have been given a secondment opportunity at Westminster City School to develop my skills further and work on a project with a whole school impact.*

*"With the support of the Headteacher, I identified an area of improvement in the school, specifically the sixth form, and I was encouraged to develop methods to improve this area. I attended all senior leadership meetings and found out first-hand what it took to successfully lead a whole key stage. The secondment provided me with a balance, where although I was given senior leadership duties, they were scaled back to give me the time and space to learn and gradually develop the skills of a senior leader without it becoming overwhelming. It has been a fantastic and really rewarding experience as I have been well supported by the Headteacher and my senior leader line manager."*

Mr Taufik, Associate Assistant Headteacher – Director of Sixth Form



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# Location

Based in the heart of London, our school is just minutes from major landmarks like Buckingham Palace, the Houses of Parliament and Westminster Abbey.

Transport links to our School are excellent, enabling a safe and smooth commute for both students and staff. We are only a short walk from Victoria train and tube station (Circle, District and Victoria lines), and from St James's Park tube station (Circle and District lines). We are also served by around 20 different bus routes.

 Westminister City School  
55 Palace Street  
London SW1E 5HJ

 @wcsch

 wcs\_school

 @WCS\_school

 020 7963 6300

 enquiries@wcsch.com

 www.wcsch.com

*Inspiring excellence in the heart of London*

