



SURBITON

HIGH SCHOOL



Teaching at
Surbiton High School

A MESSAGE FROM REBECCA GLOVER,

PRINCIPAL

Thank you for showing an interest in working at Surbiton High School. I am fully aware of how important it is to choose the right school, where the ethos and working environment allow you to truly enjoy teaching and enable you to bring out the best in the pupils, whilst also seeking opportunities to broaden and further your career. By reading the testimonies of our staff and watching the recruitment video on the School's website, you will gain valuable insight into the School, our ethos and aims, and what it is truly like to work at Surbiton High School.

As the Principal, it has been a delight to discover the breadth and depth of talent amongst all members of the community. Surbiton High School is a truly collaborative environment, where inspirational staff, both new and existing, are nurtured, allowed to develop their careers and 'fly'. The opportunities for career progression within the School and the wider United Learning group can be demonstrated through my own personal career path. Prior to taking up the role as Principal of Surbiton High School, I held the position of Headteacher at Hull Collegiate School, part of United Learning. This career progression, to lead Surbiton High School, was made easier by the knowledge I already had of the School and of working for United Learning.

It is with great pleasure that I lead Surbiton High School. Together with the proactive and committed Senior Leadership Team, we have fostered an environment that ensures we bring out the best in all. The community spirit, drive for excellence and determination to build on successes pervades everything we do. Every day, we aspire to bring alive our ethos to 'Inspire, Encourage, Empower'.



THE HISTORY OF 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. 'Excellent' was awarded in all categories, with 'Exceptional' being given for pupil achievement. 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/about-surbiton/exam-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
90%
of students gain places at UK Top Ten and Russell Group universities

Working Lunches from
Careers Department
with a university focus



Specialised
support
with Oxbridge, medical, dentistry and veterinary school applications



Each year students are successful in international applications to universities including

Europe, the USA, Canada, Italy, Japan, Hong Kong and South Korea



Support from the
Art
Department for those applying for Art School



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.



In-House
Medical School Preparation
Evening Course



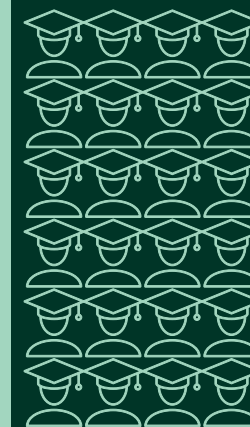
Most popular destinations for Surbiton High School girls include
Exeter, Oxford, Bristol, Nottingham, Manchester, Durham and Birmingham
Universities.



Strong success with Oxbridge applications with

22

students being invited to interview for 2018 entry



Strong entry to medical, dental and veterinary school.

100% success rate

in 2017, with seven students gaining offers for these competitive courses

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, including our annual whole School musical. Other stimulating, enriching and challenging clubs that staff are able to lead range from Chess, Art and Debating to Friendship Hour and Amnesty. All pupils are in Houses and take part in House Events. 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.

CO-CURRICULAR ACTIVITIES

TEACHING STAFF TESTIMONIES

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, Computing Teacher
Director of Adventure Learning
Head of Nightingale House, Senior School

Surbiton High Girls' Prep School is a truly incredible place to work. Since joining the School four years ago, I have held a number of roles and have been promoted from Form Teacher to Deputy Head of Teaching and Learning.

The support across the three Schools and from other Schools within United Learning allows really close collaboration and sharing of best practice. I have attended many excellent CPD sessions internally, as part of United Learning and from external providers

which has full supported my role. The quality of these sessions has been excellent and they have always fitted in well within my appraisal targets.

The team of staff are extremely caring and nurturing and it is a very supportive environment. This is very much echoed by the pupil body where the motto 'May Love Always Lead Us' runs through everything they do.

Miss Nicola Cowell
Deputy Head of Girls' Preparatory School

One of the best things about working at Surbiton High School is the opportunities for professional development; colleagues are so generous with their time and expertise to help you develop as a practitioner. This, alongside the chance to take on small responsibilities within my department, was pivotal in enabling me to progress from NQT to Deputy Head of Department within 3 years. The School has also been enormously helpful in supporting my part-time MA study, both financially and practically, and has given me scope to deliver INSETs based on my research.

Lucinda Gilchrist
Deputy Head of English

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. Since I joined Surbiton High School in 2010, 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

I have worked at Surbiton High School for seven years now. I started as an Artist in Residence, where I was given my own studio. I was encouraged to make my own work and then spend time working with the students; inspiring them with my practice. After a few months I felt completely at home here; I became more and more involved in the lessons and it was suggested to me that I consider training to be teacher. I took Surbiton High School up on this offer and my training began. I thoroughly enjoyed that training year; being in School each day 'learning on the job'. I was fully supported throughout, and through excellent guidance from my department and from other very supportive staff, my role began to grow. Before I knew it, I was a qualified Art Teacher and a Form Tutor. From there I worked hard and became an Assistant Head of Year. I was able to work closely with the tutor team and my year group; implementing changes, advising and listening to students on a daily basis. I have loved this role; the pastoral side of teaching is something I think that all teachers should get a grasp on. It taught me patience and let me

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, both within the School and as part of United Learning.

Sally Ralph, Head of the Boys' Preparatory School

understand the issues and demands of young people, and has ultimately made me a much better subject teacher. I am now leaving my role as Assistant Head of Year 10/11 and am becoming Assistant Director of Art. This new challenge for me will be a way to strengthen my subject knowledge and give me the opportunity to lead more of a team and use my creative passion to further influence the students.

What is most special about this School isn't the amazing facilities or what we have to offer on the curriculum. I believe it is the care that we show the students: the knowledge that they are always supported in all they do; they come first as young people before their grades or academic rigour. This, I feel, is our community spirit - the staff are all good friends and there is a mutual respect between students and teachers. Surbiton High School is a very special place and I feel very privileged to work here.

Hayley Bowden
Assistant Director of Art



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

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.

The School runs its own CPD Pathways programme offering personalised CPD Provision for staff.

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

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.



Sport

Library

ICT Suite



Drama

Music

Art

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

Surbiton High Girls' Preparatory School

95-97 Surbiton Road
Kingston upon Thames
Surrey
KT1 2HW

T 020 8546 9756

E girlsprep@surbitonhigh.com

Surbiton High Boys' Preparatory School

3 Avenue Elmers
Surbiton
Surrey
KT6 4SP

T 020 8390 6640

E boysprep@surbitonhigh.com





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.



Flexible working

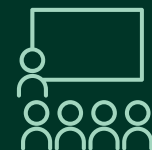


Working as part of a motivated and committed staff team.

Staff

sabbaticals

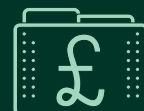
available for long-serving staff.



The opportunity to teach inspirational and hard-working pupils.



Dedicated staff working areas.



Fee reduction for staff whose children attend the School.

Staff wellbeing opportunities, yoga, running club etc.



Competitive salary.

Bespoke

MIS system

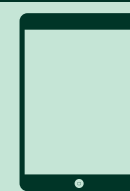
enabling efficient administration.



Digital resources including a staff

iPad

for all teaching staff.



Contributory Teachers' Pension Scheme.



Complimentary school lunches.

Excellent working environment with extensive

ICT facilities and regular ICT training.



A wide ranging academic and Co-curricular programme.



New staff

support - comprehensive staff induction throughout the first year.



High level of pastoral care and parental support.

BENEFITS OF TEACHING



Small class sizes.

Generous timetable allocations.



Subsidised

Breakfast and After School Club for children of staff at the School.



Excellent transport links.

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.





INSPIRE | ENCOURAGE | EMPOWER

T 020 8546 5245 E surbiton.high@surbitonhigh.com www.surbitonhigh.com

13-15 SURBITON CRESCENT KINGSTON UPON THAMES KT1 2JT

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



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

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