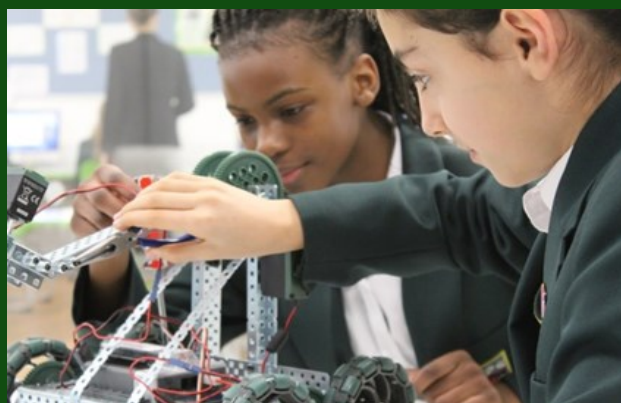




**The Holy Cross School**  
Learn Joyfully. Live Fully.

# Clerk to the Governing Body



25 Sandal Road, New Malden

Surrey KT3 5AR

Tel: 020 8395 4225

Email: [hxs@holycross.kingston.sch.uk](mailto:hxs@holycross.kingston.sch.uk)

Website: [www.holycross.kingston.sch.uk](http://www.holycross.kingston.sch.uk)

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## Our Mission Statement

We are the children of God, and in the spirit of St. Francis and Mother Bernarda, we aim to create a happy family environment in which all may grow: in faith, hope and love for God, in love and respect for one another and the world around us, in learning and wisdom, so that we may live life to the full and joyfully share this life with others, especially those who are in any way disadvantaged.



The Holy Cross School is an outstanding Catholic school because:

*"Pupils are enabled and encouraged to grow and flourish as full members of a Catholic Christian community in which all are welcome. It recognises and celebrates its' Holy Cross and Franciscan heritage while pursuing a contemporary Catholic education mission."*

## Section 48 Inspection Report



## About Our School

The Holy Cross School, founded in 1931 by the Congregation of Sisters of the Holy Cross, is a voluntary aided Roman Catholic School for girls aged 11-18. At Key Stage 5 the school has worked in curriculum partnership with our local boys' school, Richard Challoner, for the past thirty years, and post 16 lessons are co-ed. The school converted to academy status in August 2012. The school has positive relationships with local schools, the Archdiocese and the local authority. The school is highly focused on high standards of pupil achievement and is successful at doing so. With 980 students currently on roll and over 100 staff employed, the school is proud to be acknowledged as being in the top 1% of all schools nationally for progress made from Year 7 to 11. The Holy Cross School can offer you the opportunity to work in an outstanding school environment with well-behaved, motivated students who are keen to learn and where your professional development will be fully supported. The school has been awarded 'World Class Schools' accreditation. To find out more about the school, please view our short videos from our [Lower School](#) and [Sixth Form](#).

## Our Ethos and Values

At The Holy Cross School we aim to provide a rounded education for girls of all abilities. The Holy Cross School has very strong Catholic values. They are clear and explicit and inform all that we do. We are a thriving school with a strong community spirit. Our Catholic ethos is reflected in the school's Mission Statement.

## Staff Benefits

### Cycle to Work Scheme

The cycle to work scheme is available to all staff and works by way of salary sacrifice. It enables you to get new bikes and accessories tax-free, saving on average about half the cost.

### Employee Assistance Programme

'Workplace Options' is a confidential, independent provider of support services, including counselling available to council employees. All Holy Cross staff (including any family member who lives with them) will have access to this free service which is available 24 hours a day, 7 days a week, 365 days a year and is accessible by phone, email, online and via instant messaging.

### Eye Care

Staff are entitled to claim up to £20 towards the cost of an eye test, as part of their role, if they regularly use a computer, laptop or other display screen equipment (DSE). You can claim up to £50 towards the cost of glasses if you are diagnosed by the optician as requiring either glasses for sole use with DSE or those for general use incorporating a special prescription specifically for use with DSE.

### Membership of a Pension Scheme

All staff that join the school are automatically enrolled into a pension scheme. For Teachers, this is the Teachers' Pensions Scheme and for Non-Teachers the Local Government Pension Scheme. Each month, the school contributes towards these funds for all staff that are members of the schemes. The current rates of the school's Employers' contributions is 23.68% for Teachers and 22.20% for Non Teachers of an individual's pensionable pay. A member of staff may opt out of a scheme at any time by providing a written request to do so.



## Our Curriculum

- Ambitious for all students
- Balanced in the breadth of subjects taught
- Rigorous in the disciplines taught
- Coherent within and across subjects
- Vertically integrated to promote progress over time
- Appropriate for the stage of students' learning
- Focused in its choice of content

The Holy Cross curriculum will provide strong foundations of knowledge, skills and a depth of cultural capital which will enable each student to navigate the complexities of the 21st century and flourish in both their professional and personal development.

Technology will be utilised to support learning and provide the expertise and skills required in an ever-changing employment landscape.

The opportunities provided through the curriculum will enable each student to develop their sense of self worth whilst being aware of the needs of others. The cultural ethos of the school will pervade all aspects of the curriculum to ensure that each student has the opportunity to develop their own moral compass based on the foundations of our Catholic ethos.

A Holy Cross student will be curious about the world around her and be inspired to be a lifelong learner. Her experiences at Holy Cross will have instilled a love of learning and a confidence to extend her horizons. She will have developed the knowledge, skills and resilience to navigate a changing employment landscape and be confident to work as an individual, team member or leader. Her skills and qualifications will ensure she has the potential and resolve to contribute to the local/national and international community. She will have a strong moral compass based on our Christian values which will provide a pathway for her talents to be utilised to create a fairer and more egalitarian society.

The curriculum is delivered in an engaging, inspiring and supportive manner which will enable each individual student regardless of background or prior attainment to achieve their full potential. This requires the curriculum to meet and adapt to the needs of the 21st century and be refined to engage each individual student. For further information about our curriculum and the subjects taught at Key Stages 3, 4 and 5, please refer to the curriculum section on the school website [www.holycross.kingston.sch.uk](http://www.holycross.kingston.sch.uk).

## Key School Statistics

Type of School: Academy Secondary

Location: New Malden

Date Established: 1931

Age Range: 11-18

Total Number of Students: 973

Number in Sixth Form: 210

Number of students in Years 7-11: 763

Percentage of Catholics in Years 7-11: 76.6%

Number of Pupil Premium students: 117

Teaching Staff: 67

Education support staff: 24

Premises, Admin, Finance: 27

Total number of staff: 118

ECTs: 9

Students on Free School Meals: 82

Number of students with an EHCP: 22

Number of students with SEND: 112

Number of students with EAL: 197

Key Stage 3/4 Attendance rate: 95.6%

### 2022 Statistics:

Progress 8 Score: 1.1 (Well above average)

Attainment 8: 63.5

**Learn Joyfully. Live Fully.**



*“The school provides outstanding pastoral care and support to all pupils allowing each one to flourish as members of a remarkably secure community.”*

## Section 48 Inspection Report



## Safeguarding at Holy Cross

The Holy Cross School fully recognises its moral and statutory responsibility to safeguard and promote the welfare of all pupils. At The Holy Cross School the safety and welfare of our students is of the utmost importance. The day-to-day contact with young people allows our staff to be well placed to safeguard and promote the welfare of our children, to enable them to have the best outcomes.

The Holy Cross School, its governors and staff, believe that every young person who is entrusted to our care is entitled to our protection. Abuse disadvantages the young person, leaving them vulnerable, often self-critical and fearful. We all have a responsibility to be vigilant to ensure the safety and well-being of all our students.

A child-centred and co-ordinated approach to safeguarding is vital and we all have a role to play in identifying concerns, sharing information and taking prompt action.

Further information about the school’s Safeguarding Team and our Safeguarding and Child Protection Policy is available on our [website](#).



## How to apply

To apply, please visit the school website where you can download a CES Support Staff Application form [www.holycross.kingston.sch.uk](http://www.holycross.kingston.sch.uk).

Please return your completed application form to the following email address ([apply@holycross.kingston.sch.uk](mailto:apply@holycross.kingston.sch.uk)) marked for the attention of Ms Silvana Saragosa-Voysey (PA to Headteacher) by **9.00am 3rd November**.

Please refer to the 'Notes to Applicants' document which is available to view and download from the website when completing your application to ensure all required forms are submitted.

**Closing Date:** 9.00am 3rd November

**Interviews:** At any point in the application process



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