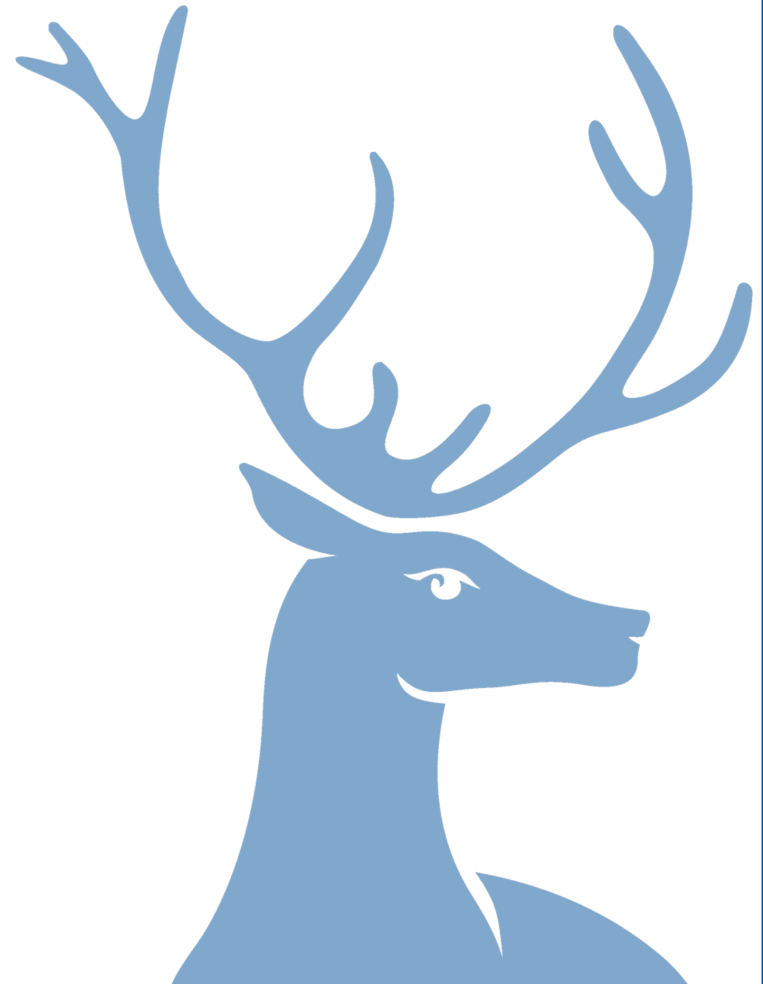


Grey Court School

Recruitment

The quality of training for staff, including teachers new to the profession, is first class. Leaders focus on ensuring that staff have the skills and knowledge to do their jobs to the best of their ability.

Ofsted 2018





An outstanding school

Students are exceptionally well prepared for life in modern Britain and the next steps in their lives.

Ofsted 2018

Welcome to Grey Court

Thank you for your interest in working at Grey Court. This is a happy, ambitious school where staff and students are encouraged to be their best. We demand exceptional behaviour and our excellent results are well above local and national averages. We are extremely proud that our achievements have been formally recognised in two consecutive outstanding ratings by Ofsted.

This spurs us on in our goal of providing an exceptional education and learning experience for all students. We are a truly comprehensive school.

If you share these values, are ambitious, exacting and intent on helping every child succeed, we would love you to join our team. Please take the time to look through this brochure to find out more about working in our outstanding school.

Chris Rhodes
Headteacher



Opportunities to grow

We are a school that recognises and nurtures talent.

Heather James
Teaching and Learning Lead

All staff at Grey Court are valued for their unique contribution to the success of the school.

We have a highly structured development programme for early career teachers (ECTs). Careful mentoring and encouragement means that many of our ECTs become established members of the staffing body, rising through the ranks and taking on additional responsibility.

Opportunities for progression are plentiful and staff are actively encouraged to seek out new possibilities to stretch and challenge themselves.

There is much scope for continuing professional development through regular in-house sessions or more formal courses such as the national professional qualifications for early, middle or senior leadership (NPQEL, NPQML and NPQSL).

Grey Court is part of the Every Child, Every Day multi academy trust, and also a member of the Wandle teaching school hub. Both provide ongoing training and development opportunities for our staff.



Space to reflect

This is a caring school where colleagues are encouraged to make time for themselves.

Sharon Mercer
Director of Wellbeing

Our school is set in extensive, landscaped grounds and is a short walk from the river Thames, Richmond Park and historic Ham House. Further down the river is the ancient market town of Kingston upon Thames and Henry VIII's Hampton Court Palace. In the opposite direction is the busy centre of Richmond upon Thames.

Wellbeing at our school is paramount and we invest heavily in helping staff maintain good mental and emotional health. All staff are represented on the staff wellbeing committee and are encouraged to join weekly on-site zumba and yoga classes. There is a well equipped gym available for staff use out of school hours and hot refreshments are available all day.

There are also many opportunities for celebrations, such as the christmas party and end of year summer barbeque. Biscuits and fresh fruit are provided on Fridays to mark the end of another busy week.



Time to get involved

Our many trips and visits increase understanding and respect between staff and students.

Anna Hurley
Assistant Head

Trips, activities and extra curricular clubs are an important part of life at Grey Court, providing numerous opportunities for staff to get involved and utilise their wider skills and interests.

Staff are invited to contribute to the wide range of extra curricular clubs, which include poetry, illustration, music composition and many sports.

We run a whole-school activity day twice a year, as well as an end of year activity week where all students enjoy local and international trips. The annual Duke of Edinburgh awards and our activity based trips are enormous fun, with plentiful opportunities for both staff and students to camp, trek, kayak or paddle board.

Some of the international highlights of the activities calendar are trips to China, Italy, Canada, Switzerland, Spain and France.

There are many ways for you to get involved with wider school life, outside of your subject area and job role.



Benefits package

Staff benefits help us show our appreciation of everyone who works at the school; teachers, leaders and the support team.

Kathy Welton
HR Manager

There are a range of benefits available to Grey Court staff:

- Priority admission for staff children*
- Paid lunch duty, including a free lunch
- Contributory pension scheme (Teachers and Local Government)
- Childcare vouchers
- Eyecare vouchers
- Cycle to work scheme
- TechScheme
- Employee assistance programme
- Discounted gift cards for major high street chains.

*This applies to staff who have been employed by Grey Court for at least two years prior to application and admission.

Andres Requena

Senior Science Technician

Joined 2015 as sixth form laboratory technician



"Grey Court, and the science department in particular, is a great place to work. Everyone is very friendly and there is lots of camaraderie between the teams. I was very nervous when I first started here, and anxious about meeting everyone's expectations, but I soon relaxed into my role as my colleagues respect my decisions and my work. As a member of the associate staff team I feel integral to the work of the department.

Teachers trust me to do my job and give me the space and freedom to develop my role. I often help out with practical demonstrations, and although I am not a teacher, I enjoy helping in the classroom and building relationships with the students.

I am well supported by the head of science and have been encouraged to undergo further training and attend science conferences. I enjoy the autonomy and independence I am granted, and feel valued as a member of the science team, especially when my suggestions are taken on board.

One of the things I really appreciate is the staff wellbeing programme. It has been useful to have an employee assistance scheme and to have someone to talk to about workload and the home/life balance. The end of term social events are also a great opportunity for relaxation.

I thoroughly enjoy working here and look forward to continuing supporting the science department, especially sourcing some of the strange materials they ask for!"

*Teachers trust me to do my job
and give me space and freedom
to develop my role.*

Olivia Song

Mandarin Subject Leader and Head of Community Languages

Joined 2016 as NQT Mandarin teacher

"I originally come from China and there were many cultural differences that I had to adjust to. This was made easier by everyone at Grey Court, who have all been helpful and welcoming, and have made me feel part of the staff and student community.

The school quickly realised that I was keen to use my wider skills and interests, particularly in photography and film making. I now photograph and film events such as results days, carnivals, celebrations and performances.

I am proud of how much interest there is now in Mandarin, and have been encouraged to showcase this more widely. So I have arranged for my Key Stage 3 students to deliver taster sessions to local primary schools, have delivered drama workshops in Mandarin and have helped students cook Chinese food during their food technology lessons. This all makes me feel a real part of the school team.

I have also organised successful trips to China - a first for Grey Court and a great experience for accompanying staff, as well as the students!

If you want to grow and develop, you will always be encouraged at Grey Court. There are lots of opportunities for career development and a really positive professional environment."



Access to CPD helps me progress as a teaching professional.

Richard Jacob

Assistant Head

Joined 2011 as Head of IT

“When I started at Grey Court it was never with the intention of joining the senior leadership team. But this school has a knack for recognising and developing talent among its staff, and seeking out opportunities for them to grow in their chosen career paths. Almost immediately, I was encouraged to take on a range of additional responsibilities, and attend professional development courses, all of which contributed to me progressing from a head of department, to head of faculty, to assistant headteacher.

Grey Court’s philosophy is not one where teachers are encouraged to teach templated lessons which all look the same. The school welcomes creativity and flair, something which has benefited me greatly as I have been allowed to utilise my strengths through a range of projects including designing and filming the school website, migrating the multi academy trust schools to the Google suite, and creating the school timetable.

I first moved to Grey Court because I wanted to work in an inclusive and diverse school where all students are valued and supported in their academic and personal growth. The school did not disappoint and I am proud to be playing a part in the educational achievements of children from a variety of backgrounds.

On a personal level, Grey Court has provided me with some of my closest friends, and a range of unforgettable experiences including nights down the pub, many trips abroad with the staff, and biannual student ski trips to Canada and the USA.”



I was encouraged to take on additional responsibilities and supported in my moves to more senior roles.

Zoe Bozzard-Hill

Maths Teacher

Joined 2019 as PGCE, appointed NQT in 2020

"This has been a great school to start my teaching career. There are lots of opportunities for professional development and to get involved in the wider life of the school. Staff are encouraged to try new ideas in the classroom and the students are great to work with. So many of them say 'thank you' at the end of the lesson!

As an NQT it is important to feel supported, so it has been really useful to have a dedicated, subject-specialist mentor who I meet with weekly. I am also assigned a Grey Court 'buddy' who was an NQT last year, so understands the pressures on newly qualified teachers.

The early career training programme is tailored to the needs of each teacher - we are given time to develop by ourselves, which is nice, but there is also lots of support if needed. It's reassuring to know that I can draw on the expertise of experienced members of staff who have given me lots of guidance, such as dealing with challenging students and teaching difficult topics.

Everyone at the school is really friendly and supportive and the headteacher makes an effort to speak to his staff when he walks around the school. I have really enjoyed getting involved in the netball and origami clubs and have been made to feel like part of the staff team immediately.

I'm looking forward to the future here and building relationships with my fantastic students."



This has been a great school to start my teaching career.



GREY COURT SCHOOL



Staff feel well supported and feel that leaders have created a culture where they are encouraged to take risks in developing their work.



Ofsted 2018

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