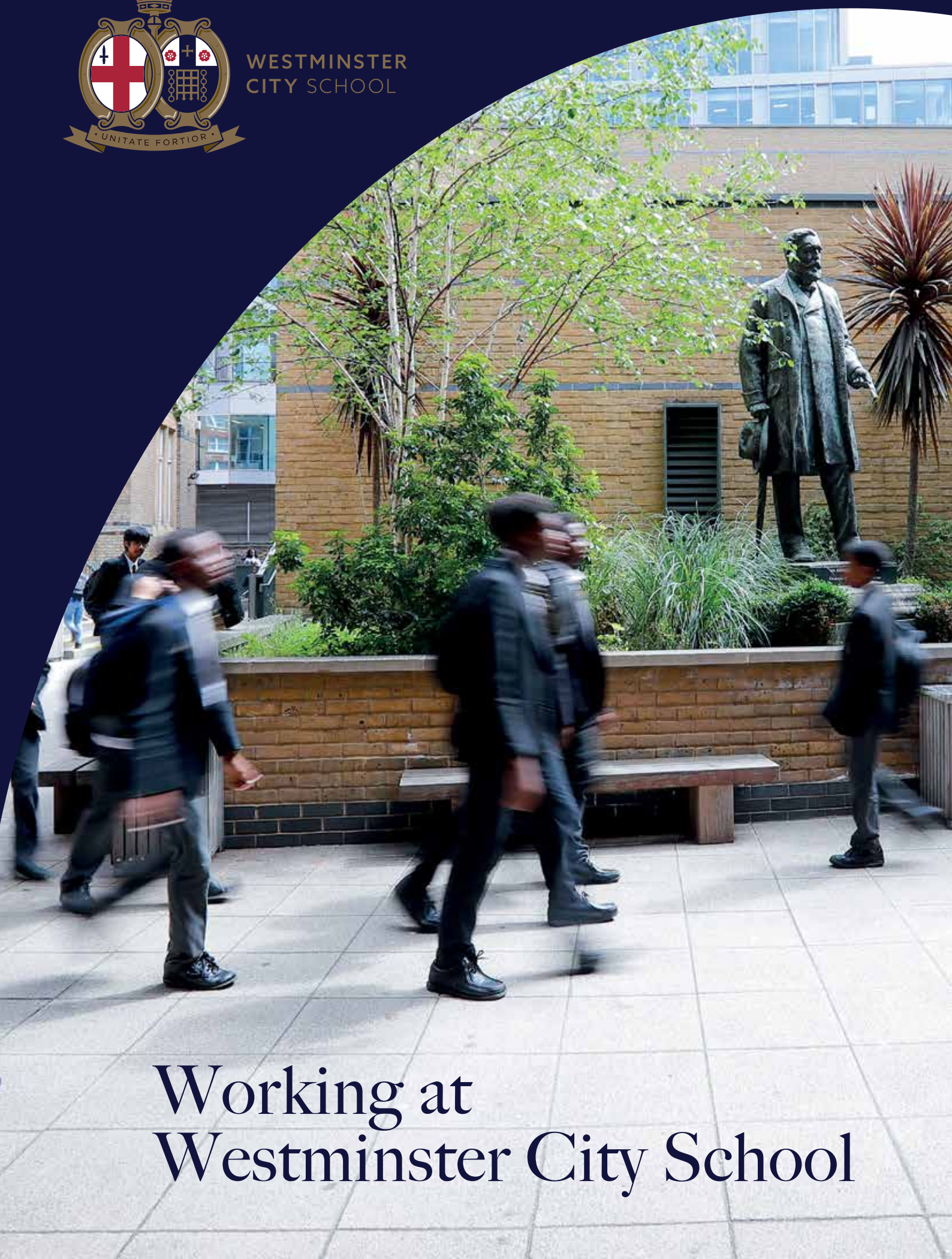




WESTMINSTER
CITY SCHOOL



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 pupils and students come from across London, from many different faiths, and from varied backgrounds, meaning our pupils 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 pupils and 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.

A handwritten signature in white ink, appearing to read 'P. Broughton', with a stylized flourish extending to the right.

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.

"The School's Christian ethos and its promotion of cultural diversity permeate all aspects of the school community. Student behaviour is good in and out of lessons and they feel safe."

Ofsted

Within the classroom

Our broad and varied curriculum allows every opportunity for success, with pupils 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.

A young boy with dark hair, wearing a white lab coat over a school uniform (white shirt and striped tie), is focused on a science experiment. He is holding a metal coil with a magnet attached to it. A wooden ruler is visible in the background, and the scene is brightly lit, suggesting a classroom or laboratory setting. A large red curved shape is in the top left corner of the page.

"Having joined Westminster City School only last year, I feel completely at home here. Staff cultivate a strong and supportive environment in which to teach, with the perfect balance of collaboration, trust and autonomy."

"Our sixth formers are highly invested in their learning. All come from a diverse range of educational and cultural backgrounds, and all are highly engaged in the world around them and social change within their city. What they all share, in abundance, is academic intellectual curiosity - they are a pleasure to teach!"

Ms James, Social Sciences teacher



*"I felt very privileged to attend this service,
in the presence of so many amazing people,
at one of the best churches in London."*

Year 8 pupil, Barney, at 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 pupils who take part.

Recent highlights of life at Westminster City School

In August 2019, our GCSE results in English, Mathematics and Science were above national averages, and significantly above national averages for boys. We saw 85% of our pupils secure grade 4 or above in English, with 24% of all Mathematics grades being top marks of 7 to 9. We also saw 67% of pupils gain grade 4 or above in English and Mathematics, and 70% secure grade 4 or above in at least two Science qualifications.

In August 2019, our Year 13 received over 50 offers for university, including eight at Russell Group universities. That autumn, our largest ever cohort of our Year 13 started the course of their choice at university.

In September 2019, we welcomed our largest intake to Westminster City School, with over 800 pupils and students now part of our busy and successful school.

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 pupils 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 – and taking over break in our playground – during our Michaelmas Term 2019.

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 pupils working with different football academies and have seen success in cross country, with nine pupils taking part in the English Schools Cross Country Championships in autumn 2019.

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
- Salary sacrifice for childcare
- Interest-free season ticket loan
- Cycle to Work scheme
- Technology scheme
- Access to borrow books from our library

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 pupils 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 pupils 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've been working at Westminster City School since 2007. It is our amazing pupils that have really kept me at our School – they are funny, enthusiastic and bring joy. Every day, at work, they make me smile!"
Mr Asante, Pupil Support Officer (Years 9-11) and PE teacher

"I only recently joined Westminster City School but I have immediately felt at home, thanks to the welcoming and friendly atmosphere. Other staff have been extremely accommodating, while pupils are courteous, polite and respectful."

"I was naturally a little apprehensive about starting a new job but I am pleased to say I made the right decision in joining Westminster City School."
Ms Haughton, Office Manager and Admissions Officer



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 pupils 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.



WESTMINSTER
CITY SCHOOL

Headteacher: Mr Peter Broughton

Address: 55 Palace Street, London SW1E 5HJ

Telephone: 020 7963 6300

Email: enquiries@wcsch.com

Website: www.wcsch.com

Nearest tube stations: Victoria (Circle, District and Victoria lines) or St James's Park (Circle and District lines)

Bus routes: 2, 8, 11, 16, 24, 36, 38, 44, 52, 73, 82, 148, 170, 185, 211, 436, 507, C1, C10

Westminster City School is a boys' comprehensive school with a mixed sixth form

Ages: 11-19

DFE number: 213/4687

All queries about Westminster City School's recruitment process should be addressed to Ms Ellens, our Headteacher's PA on email: l.ellens@wcsch.com

Keep up-to-date with our latest news and activities by following Westminster City School on social media:

 [@wcsch](https://www.facebook.com/wcsch)

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

 [wcs_school](https://www.instagram.com/wcs_school)

"Since joining Westminster City School, as a new member of the leadership team, I have been consistently impressed with the friendly, supportive environment. Staff remain committed to learning and to improvement, and also know the pupils very well."

"Our location, in the centre of London, is excellent. It is an aspect that we really make the most of, by undertaking trips and visits to places of interest, and by inviting interesting and inspirational speakers to our School."
Ms Moran, Deputy Headteacher