



WALDEGRAVE SCHOOL

Information Brochure for
Prospective New Staff



Waldegrave
School

Headteacher's Welcome



Waldegrave School is a wonderful place to work and study. All of us who work here are committed to ensuring that always remains true. We work closely with all members of the school to ensure that we are at the heart of our local community and serve it well.

At Waldegrave we welcome students of all abilities and celebrate the diversity of cultures, backgrounds and talents which students, parents and staff bring to the school.

Waldegrave has much to offer young adults of the future. We set high standards of behaviour and have high expectations of all of our students. We are proud of the partnership we have with parents to ensure all students reach their full potential and enjoy school. Ofsted reported in 2018 that this is an outstanding school. Our examination results are excellent and reflect the work of committed staff and students. This success has led to us being awarded the World Class School accreditation in 2019 and 2022.

Waldegrave School, however, has much more to offer than examination results. We firmly believe that the most successful students are those who really throw themselves into the life of the school. The opportunities here are many and varied and all students are encouraged to take responsibility for their own learning and make the most of leadership opportunities they are given both in and out of lessons.

We know that the success of our school relies on our exceptional staff. I hope that having read the information in this brochure you would like to join our school community. We are happy to receive applications from overseas candidates and have the ability to provide sponsorship.

I would like to thank you for your interest in this post and look forward to receiving your application. The information pack containing the job description and person specification is attached at the end of this brochure. If you have any questions regarding the role, or the school, please give us a call on 0020 88940 3244.

Ms Elizabeth Tongue



A WARM WELCOME TO WALDEGRAVE SCHOOL

Waldegrave is a successful, over-subscribed comprehensive school for approximately 1070 girls aged 11 to 16, and has a mixed sixth form consisting of nearly 400 students. We are a school whose aim is that everyone enjoys learning, feels valued and experiences success.

We have approximately 137 staff made up of 82 teachers, 37 technicians and academic support staff along with 15 administrative staff and 3 premises staff.

Our examination results are excellent and reflect the work of committed staff and students, click here for further information on our exam results. Waldegrave was given an Outstanding by Ofsted in 2018 and been awarded the World Class School accreditation in 2019 and 2022, and continue to strive to provide the best for our students.

There is a strong commitment to training and professional development, as well as the work life balance of all staff.

Based in Twickenham, in the leafy London Borough of Richmond upon Thames, we are fortunate to be set in spacious and attractive grounds over a 14.5 acre site.

The school has invested significantly over the years to improve our facilities. This has included a sixth form block, dining room and sports hall along with our refurbished Performing Arts block. We are continually investing in improvements throughout the school, for example our newly refurbishd staff room.

We value the diversity of our school community and our curriculum. Staff and students enjoy positive relationships. Students are enthusiastic about learning and have ambition to succeed, as a result behaviour is excellent. This atmosphere allows teachers to have autonomy and be innovative and is one of the main reasons so many staff choose to stay at the school.

Support staff are valued and respected, and work collaboratively with teaching staff. They are integral to our ability to provide a safe, and happy environment in which students can thrive.

"I joined Waldegrave school because of its outstanding local, and national, reputation. I wanted to work in a school which had high expectations of all pupils and an ethos which promoted inclusivity. It was also important to me, as an experienced teacher, that I could work collaboratively in a strong department whilst also maintaining independence to tweak lessons to suit my own teaching style."



O U R V I S I O N

To empower us all through:

- Great teaching and learning
- Positive relationships
- Being the best we can be
- Embracing the new
- Great leadership
- Being open-minded and respectful
- Sharing common values and practices
- Developing strong partnerships and by throwing ourselves into the life of the school

This is summarised using three words;

ENJOY

ACHIEVE

EMPOWER

Our school rule

Learning comes first: we show mutual respect and understanding for everyone, through courteous and considerate behaviour at all times.

SCHOOL FACILITIES

Waldegrave School has some outstanding facilities and is constantly looking at ways to further improve our working environment. Specialist facilities include 12 modern science laboratories, a large up-to-date sports hall, 2 computer suites, a modern conference room and a newly refurbished staff room with free tea and coffee and use of microwaves, fridges.

The sixth form are mainly housed in their own, building that overlooks our extensive playing fields and tennis netball courts.

We have large staff workspaces plus a staff well-being garden which provides an excellent outdoor break area.

The site has a large, gated car park for staff and school visitors. Many staff cycle to work and to support this Waldegrave operates a cycle to work scheme and has sheltered bike racks.



TRANSPORT LINKS



Address: Fifth Cross Road, Twickenham, Middlesex, TW2 5LH
Rail Links: Fulwell and Strawberry Hill train stations are nearby
Bus Links: Many bus routes serve the Waldegrave School area

STAFF DEVELOPMENT

Waldegrave School can offer you a collaborative community environment in which to develop your career. You will be surrounded by committed and supportive colleagues to help you progress professionally. We understand that staff are our most important resource and invest in excellent CPD at every stage of your career to enable you to develop and share your skills.

Having previously been a National Teaching School, Waldegrave is an active member of the the Wandle Teaching Hub. We have strong links with Higher Education Institutions providing opportunities for staff to develop as mentors and to contribute to the training and development of new entrants into the profession. Staff looking to further their own careers are encouraged and supported to participate in NPQQ programmes. We also provide varied in-house CPD opportunities including opportunities that allows all staff to share best practice, along with excellent continued performance review using BlueSky.

We believe that taking every opportunity to share good practice, new ideas and innovations, between all members of staff, is pivotal at every stage of your career and contributes to the success of the whole school. We use Lesson Study principles to ensure all staff are engaged in conversation about pedagogy.

“I was apprehensive when I started at Waldegrave as I knew that I had a very steep learning curve ahead of me but I needn't have worried. From my first day, the staff made me welcome and were patient and supportive whilst I got to grips with my role. I received excellent on the job training and every day there was a new learning experience. I am so pleased I was invited to work at Waldegrave. I have learnt such a lot since I have been here, no two days are the same, the students are amazing and the kindness and support I have received from staff has made me feel part of the Waldegrave “family”.



SPECIAL EDUCATIONAL NEEDS AT WALDEGRAVE

At Waldegrave the SEN Department has a strong supportive ethos led by the SENCO. It includes provision for students with diverse needs. Students are supported both in and out of class by a team of well qualified SEN teachers, Higher Level Teaching Assistants and Teaching Assistants.

The department has a dedicated, warm, welcoming, well-equipped classroom in a wing which includes the Learning Resource Centre (LRC), Learning Zone and Learning Space unit. There is also a small quiet courtyard, The Sensory Garden, where students can sit.

STAFF WELLBEING AND BENEFIT

Staff well-being is a priority and is at the heart of all our decisions. We want to ensure all our staff members are supported, listened to, and feel included and comfortable in the workplace. The school timetable and calendar is planned to support staff and manage their work load and wellbeing. We have early finishes on Friday afternoons, an extended October half term and, with scheduled Twilight INSETs, an extended summer holiday.

Our leadership team and your line manager will be available to work with you to support you throughout the academic year and answer any questions you have. You will also have a mentor when you first start who is integral to ensuring you settling into life at Waldegrave.

We are a Google school and training will be provided to ensure you can fully access and use the suite of software available. The embedded use of IT enables us to have more flexible, collaborative meetings, work remotely and reduce workload. We offer flexible working arrangements if suitable to the role.

Our canteen facilities are excellent and a real perk. The catering team cater for all dietary requirements and offer main meals, noodle pasta pots, salads as well as grab and go items. Along with free tea and coffee in the staff room, it is not unusual to find treats on a regular basis, but to balance these we have a fitness suite available for your use and after school fitness classes, e.g. yoga. As part of the Waldegrave team, you will also have access to the following services:

THE STAFF ASSOCIATION

Waldegrave School has a wonderful staff association who offer support to all of our school staff. The association cares greatly about staff well-being and they organise regular social events which help to create a strong and supportive community environment amongst the staff.



EMPLOYEE ASSISTANCE PROGRAMME

Staff can access the Employee Assistance Programme (EAP), which offers free and independent help and support on a wide range of work, family and personal issues 24 hours a day, 365 days a year.



CYCLE SCHEME

We champion a cycle scheme here at Waldegrave School and we are always looking at ways to reduce our carbon footprint. The scheme is beneficial for staff who live locally and we encourage them to cycle with reduced rates on bikes and equipment.



TESTIMONIALS



"I joined Waldegrave this year and what I noticed really quickly is how much you are trusted as a professional and how much your opinion matters. What's also great about this school is how friendly everyone is and how lovely the students are. I've also noticed within my first weeks at the school how supportive the parents are. The leadership team is also very supportive; they've helped me as much as they could have done."



"I joined Waldegrave in September 2020 as a Lead Teacher having spent time studying and working in other cities across the UK, I felt it was time for the move to the 'Big Smoke'. What could make the prospect of moving to London for a new job even more daunting? A global pandemic. I need not have worried. The staff at Waldegrave, both teaching and support, made me feel welcome immediately. The school strives to maintain a very reputable name for itself as one of the best in the community. This has helped me continually push myself to provide the very best education for the students. I feel proud knowing I work at a very inclusive and forward thinking school."



"I am grateful to be part of the school and am confident it will help me succeed. My teachers are willing to help me outside of lessons/school day hours. I feel comfortable talking to my form tutor as she's very friendly and kind and I am very happy in school" Student at Waldegrave School



JOB DESCRIPTION - TEACHING ASSISTANT

Fixed Term Contract until 31 August 2024

32.5 hours per week, 38.4 weeks per year (part-time will be considered)

Actual Salary: £21,974 to £23,086 per annum, depending on experience (NJC5 point 12-15 - full time equivalent salary £28,780 to £30,236 per annum)

Start Date: As soon as possible

Thank you for your interest in the above post based at Waldegrave School. We are looking for an enthusiastic and reliable person who has the desire to support young people to achieve the best of their ability to join our successful Individual Learning Department. You will need to be a dedicated, flexible, organised and calm individual and have the ability to work effectively with all our colleagues within the department and our whole school community. The department prides itself on supporting students with additional needs to successfully reach their full potential, both academically and pastorally. This position would suit a person who is interested in working and supporting our students in the classroom, or alternatively someone who is considering entering the teaching profession and would like to gain some classroom experience beforehand. This post is fixed due to the current departmental needs for the next academic year.

Closing date for this post is noon, Monday 9 October 2023 with interviews currently scheduled to take place week commencing 16 October 2023. However, we reserve the right to interview and appoint before the closing date so early applications are recommended.

Hours: 32.5 hours / week to be worked predominantly during term time. No Holidays to be taken in term time. It is anticipated that the nature of the role may require occasional twilight and evening commitments

Key purpose: To support the education and welfare of students allocated to specialised resource provision and the mainstream school as directed by the Co-ordinator for Individual Learning.

Responsible To: SENCO

Duties and Responsibilities

- To support students' arrival in the morning, break time, lunch time and departure in the afternoon.
- To take every opportunity to meet the individual needs of students and develop skills necessary for the post (including language, communication, social skills and positive management of behaviour).

- To assist in analyses of needs and the planning and application of individual programmes.
- To assist with the design and delivery of behaviour management programmes.
- To assist assigned students within Inclusion and the Learning Space and in the mainstream setting, (this includes in classrooms and in all other areas of the school inside and outside of lesson times).
- To accompany assigned students on out of school activities (to be negotiated if outside school hours), and to assist at lunch times and break times.
- To communicate with parents/carers, teachers and other professionals as required.
- To assist with and give oral and written feed-back on individual progress in all areas and levels of progress and attainment.
- To work alongside other adults as necessary.
- To produce and maintain classroom resources and displays as required
- To help with the differentiation of work.
- To take part in in-service training, relevant performance management arrangements and other meetings as required.
- To provide information that supports the preparation, monitoring and review of IEPs and to action appropriate tasks from the IEPs.
- To facilitate or assist interventions and clubs such as: cooking, numeracy, gardening club etc.
Other appropriate duties as reasonably required by the Co-ordinator for Individual Learning or Manager for SRP, including contributing to CPD for school staff .
- To assist with First Aid provision as required.
- To undertake all duties and inter-actions with staff, partner providers and students fairly, without unlawful discrimination and with due regard to our Equal Opportunities Policy

PERSON SPECIFICATION

	Essential	Desirable
Qualifications:		
Good GCSE English Language and Mathematics or equivalent.	✓	
First Aid Qualification *training can be provided		✓
Experience:		
Supporting students with Special Educational Needs, individually and in groups	✓	
Supporting students across the curriculum in small groups or classroom settings	✓	
Experience of working with children or young people.	✓	
Experience of working in a team.	✓	
Experience of working in an office and of routine office procedures.	✓	
Abilities, skills, knowledge and understanding:		
Patience with children with multiple needs	✓	
Commitment to meeting the individual needs of students.	✓	
Willingness to be adaptable- including hours or work (within reason), visits outside school and different approaches to support	✓	
Good organisational and administrative skills	✓	
Good, accurate IT skills and able to deliver an excellent standard in communications.	✓	
The ability to support the school's aim that students enjoy learning and to build positive relationships with students, staff, parents and other associated members of the school community.	✓	
An understanding of the need for confidentiality and an awareness of child protection issues.	✓	
The ability to prioritise tasks, work calmly and quickly under pressure and respond flexibly to changing demands.	✓	
The willingness to update skills and knowledge with changes in systems and technology.	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Ability to manage groups of young people	✓	
Excellent inter-personal skills	✓	
First Aid Qualification or willingness to undertake training		✓
Personal Care Qualification or willingness to undertake training		✓
Qualities:		
Enthusiasm for teaching and learning	✓	
Reliable, honest and trustworthy	✓	
A 'can do' attitude.	✓	
Energy, enthusiasm and commitment.	✓	
Commitment to being a role model for staff and students in relation to overall conduct, including dress code, attendance and timekeeping.	✓	
Commitment to continuing professional development of yourself and others	✓	

Recognition of the importance of personal responsibility for health and safety	✓	
A demonstrable commitment to the safeguarding of students, child protection and equal opportunities	✓	
A demonstrable commitment to equal opportunities	✓	
Commitment to the school's ethos, aims and its whole community	✓	
Other:		
Good health and attendance record.	✓	
A commitment to working as a team	✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.



School Information – Waldegrave School

Waldegrave is a successful and over-subscribed comprehensive school for girls aged 11 to 16. Waldegrave introduced a sixth form in September 2014 which also welcomes boys.

Waldegrave is a successful and over-subscribed comprehensive school for girls aged 11 to 16. In 2014 Waldegrave opened a co-educational sixth form which has gone from strength to strength.

- The wider success of Waldegrave has been recognised in many different ways:
- Graded “outstanding” by Ofsted 2018.
- 70% of students achieved A*-B at A level, with 11% at A* in 2023
- 91% of students achieved at least 5 good passes including maths and English at grade 4 +; 47% of all grades were at Grade 7 or above in 2023
- World Class School Accreditation (2019, 2022)
- Sportsmark Award, Silver Artsmark, Healthy Schools Award, Eco Schools Award

Staffing

The school has a staff of 92 teachers, 26 technicians and curriculum support staff, 24 administrative staff, 22 Teaching Assistants and 3 premises staff. School lunches, grounds maintenance and cleaning are provided through competitive contracting. There is a strong commitment to training and professional development, and the work/life balance of all staff.

Students

There are 1081 students on roll, plus a further 387 enrolled in the sixth form. In recent years the number of applicants for places at Waldegrave has greatly exceeded the planned admission number. The students come from a wide range of religious, cultural, social and ethnic backgrounds. Approximately 18% of the students are from homes where English is not the first language, and there are 43 home languages other than English spoken amongst the students. The number of students in receipt of the pupil premium grant is approximately 8%.

Student Academic Achievement

We are very proud of our results at Waldegrave and we will continue to aim to achieve the very best results possible. Our results have been consistently high year on year but we have students of all abilities and we celebrate the progress of every student. Click [here](#) for further information on our exam results.

Curriculum

The curriculum at KS3 and KS4 is broad, balanced and differentiated so that the needs of individual students are met. Students are placed into eight all-ability tutor groups in years 7 to 11 and these form the basis of teaching groups. The vast majority of teaching is mixed ability and there is very little setting at any age. Homework is set regularly and seen as an important extension to the curriculum. We offer a wide range of extra-curricular activities such as orchestras, choirs, sports clubs, drama club, science club and sixth form lectures. Productions and musical events are a part of the school calendar. Careers education is an important part of our curriculum and all students in KS4 have a work experience placement. In our thriving and over-subscribed co-ed sixth form we offer an academic curriculum of A level subjects.

Pastoral System and Student Voice

The pastoral system at KS3 and KS4 is based on a year group support structure. Students are in tutor groups of approximately 27 students and form tutors have the first responsibility for the welfare, progress and attendance of their group. They are led by a Head of Year and Head of KS3 or KS4.

In KS3 and 4 there are a range of forums that provide an opportunity for students to voice their ideas and to influence any aspect of school life: A Head Girl and her Deputies lead a team of senior prefects



and perform duties on behalf of the whole school. We have an active school parliament, with sub-committees including Ecotopia and Diversity & Inclusion, who contribute to on-going improvements to the school. The school also operates a house system which provides opportunities to gain leadership skills and also for students to come together and participate in competitive competitions and charity events or sometimes just for some fun.

Sixth form students are in tutor groups of approximately 24 students and tutors are led by Heads of Year and Head of Sixth Form. Student leadership roles include that of Head Girl and Head Boy who are elected to carry out responsibilities in relation to the sixth form. Sixth form students participate in volunteer work and, under the usual school arrangements, some would run clubs or provide support for individual students, or in lessons in the main school.

Site and Buildings

The school is set in spacious and attractive grounds; we have our own playing fields within the 14.5-acre site. The school has received significant investment over the past in a new sixth form block, dining room and sports hall, and a refurbished performing arts centre. There are well-equipped specialist facilities. There are twelve science labs, several ICT suites and class sets of laptops available to book. We continue to invest in our facilities for staff and students.

Wellbeing

We take staff wellbeing seriously and have an Employee Assistance Programme which offers free counselling and advice. Waldegrave are a member of the Cycle to Work Scheme and have an active Staff Association who are there to help support staff as well as organise social events. There is a small gym on site that staff can use as well as weekly yoga classes. Being located in the greenest London borough we frequently have a staff cycle to work or enjoy jogging or walking around nearby Bushy Park in their leisure time.

Tea and coffee facilities are freely available to staff and regular doughnut drops and well-being breakfasts keep us all going. The food in our canteen is excellent and normally includes main dishes, salads, pasta and noodle pots and grab and go items for all dietary needs.

Our staff lanyards make life easier as they can be used to access school, to purchase food and for the photocopiers.

We have a friendly and welcoming staff and whole school and departmental events are very popular.

Diversity, Equality and Inclusion

Waldegrave is committed to promoting and celebrating a diverse, equal and inclusive community - a place where we can all be ourselves and succeed on merit. We do not discriminate against any employee or applicant for employment because of race, colour, sex, age, national origin, religion, sexual orientation, gender identity and/or expression or disability. We offer a range of family friendly and inclusive employment policies, flexible working arrangements and embrace staff feedback.

At Waldegrave, each of us contributes to inclusion—we all have a role to play. Our culture is the result of our behaviours, our personal commitment, how we collaborate and the ways that we courageously share our perspectives, encourage others to do the same, listen with patience and respect, and embrace open dialogue. We all thrive when we get this right.

SPECIAL EDUCATIONAL NEEDS AT WALDEGRAVE

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department has a dedicated, warm, welcoming, well-equipped classroom in a wing which includes the Learning Resource Centre (LRC), Learning Zone and Learning Space unit. There is also a small quiet courtyard, The Sensory Garden, where students can sit.

The department runs clubs before school, at break and lunch. Provision is also available until 4pm each day to help students complete their homework. Statemented students or those with an Education, Health and Care Plan (EHCP) are linked to a lead professional and have mentors from within the department to ensure that their learning is individualised and that they are able to access the National Curriculum at an appropriate level.

How to apply:

- Complete the application form via the TES, Eteach or the Waldegrave vacancies page found on our website, www.waldegrave.richmond.sch.uk
- Please ensure you give your full employment and education history in the relevant sections and include a personal statement. Please note we cannot accept CVs. Only applications submitted on the school's application form will be considered.
- Please give the full name and title of both your referees, and ensure that the full address, telephone numbers and email addresses are included. Your referees will be contacted if you are short-listed. Please note that one reference has to be your current, or most recent employer. If you currently work in a school, one of the referees should be your Headteacher.
- If you are short-listed we will contact you by email.
- You will be asked to sign a hard copy of your application form if you are appointed.
- Waldegrave Trust is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment. All our staff are required to complete a DBS (Disclosure Barring Service) check and declare previous convictions. In addition we carry out online and social media background checks in line with KCSIE.
- We are fully committed to equality of opportunity and aim for our staff to reflect the school community. It will help us to monitor the success of our recruitment strategies if you complete the ethnic monitoring information page of the application form. The information you provide will be treated as confidential and will not be made available to the short-listing panel.



Waldegrave
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www.waldegrave.richmond.sch.uk