



# Westborough Team



## Westborough High School

Westborough is a popular and oversubscribed 11-16 secondary school serving the community of Dewsbury within the local authority of Kirklees and it is the school of choice locally. There are approximately 930 pupils, 70 teaching staff and 40 support staff. According to Department of Education benchmarking data, Westborough has significantly below national average class sizes and the ratio of pupils to teachers is below average. This strategic decision, made jointly by school leaders and governors, to have smaller than average class sizes actively supports the work/life balance and well-being of staff, as well as improving academic standards of pupils. It affords more opportunity to build relationships with pupils and understand their learning needs in greater depth. Quite simply you have fewer pupils to plan for, assess, input data and see at parents/carers' evenings!

Approximately 45% of the young people at Westborough are regarded by the Department for Education as 'disadvantaged'. This demographic means staff have a significant role to play in transforming the lives of pupils. Everybody works in partnership to create an ambitious environment where pupils enjoy success within a safe, orderly and inclusive setting. Examination results for Y11 pupils in 2023 reflected the increasingly high quality of curriculum content and delivery. Overall, there has been an upward trend in outcomes over recent years.

*'Smaller than average class sizes actively supports the work/life balance and well-being of staff!'*

# Together We Succeed



## Vision and Values

Westborough High School is a happy, vibrant and warm place to work and learn. A kind, positive, respectful, tolerant culture and ethos are at the heart of the school; staff are valued both as professionals and human beings. Visitors comment on the sense of community; all staff and pupils are valued and equally important. The same vision is shared by all, which is to provide the best education for young people in our community. Westborough is truly a great place to work, where staff well-being and professional development are at the heart of the organisation. Relationships are rooted in mutual respect.

There is an absolute focus on sustaining high-quality, expert teaching across all subjects, built on evidence-informed understanding of how our pupils learn. There is established and effective curricular leadership and staff are developed to high levels of relevant expertise with access to excellent in-

house professional development, professional networks and communities. All staff are treated as professionals who are best placed to work together with the common goal of raising and maintaining standards and ensuring young people are ready to take their place as well-rounded members of society.

There is a culture of high expectations for all at Westborough; there are long established systems of behaviour for pupils, built upon relationships, routines and rules, which are clearly understood by all staff and pupils. The pastoral team is very experienced and supportive; the teamwork between all staff, whether teaching or non-teaching ensures there is a consistent, fair and respectful approach to managing behaviour. As a result, Westborough is a well ordered, calm and caring place where pupils and staff thrive.

*'Behaviour in lessons is good... Good behaviour allows the lessons to proceed smoothly. Pupils follow the instructions of the teachers. They participate in lessons and show enthusiasm for their learning.'*  
(Ofsted, June 2022)

## Employee Healthcare

Employee Healthcare is the in-house occupational health and wellbeing team, providing a range of services to Kirklees employees. As part of Westborough's wellbeing commitment to staff, there is a great deal of support to help you stay healthy,

prevent illness and cope with any difficult and challenging times. This includes free and confidential counselling services and physiotherapy.



## Well-Being at Westborough

Within the school there is a genuine understanding that working in education is both hugely rewarding yet demanding. Staff have other claims on their time outside of school, which can change over time and support is always available whatever the need. Work/life balance is certainly not a platitude at Westborough, rather decisions are carefully thought through in terms of the impact on the staff body.

Staff can request up to three 'well-being days' throughout the academic year – these can be used for a range of events such as attending weddings, birthday events, helping young children settle at school to simply needing a bit of time to yourself. The system has been in place for several years now and is greatly appreciated by staff.

Food is provided for staff before the start of evening events such as parents' evenings. This is a good time to come to the staff room and relax with colleagues over a pizza or whatever the latest staff food request is! The atmosphere in the staffroom is friendly, relaxed and there is a real buzz. There is a recognition that parents/carers evenings are an important part of building relationships and passing on key information, however we know that these can feel like long days. Staff report that having a meal together and social time beforehand really makes a difference.

Choosing not to link pay to performance helps create a culture of care and wellbeing. It removes unnecessary pressure, allowing teachers to feel secure and supported. This stability means they can focus on what truly matters – delivering excellent teaching and building positive, meaningful relationships.

*'Staff are very positive about the way that leaders support their well-being and manage their workload. The governors also take an active interest in staff's welfare.'* (Ofsted, June 2022)

## Continuous Professional Development

CPD is securely embedded at Westborough. Professional development is aligned to balance the priorities of whole-school improvement, team and individual needs. The development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional networks and programmes. The CPD calendar is published half termly, with plenty of opportunities to work whole-school and within departments. We appreciate that time to develop and embed strategies is the thing staff need the most and this is built into the calendar. For teaching staff,

professional development sessions take place weekly on a Monday after school, hence there are no surprise twilights on random dark winter nights!

Instructional coaching has been called the 'best evidenced form of CPD for teachers'. All teachers, regardless of their career stage, will have the opportunity to be involved in the instructional coaching programme within the academic year, championing our professional development ethos of creating a culture of continuous improvement.



## Career Development

Career opportunities and succession planning are inextricably linked at Westborough; this has resulted in successful outcomes for pupils and a strong, stable staffing platform. We are firmly committed to supporting your career progression based on your interests and areas of expertise.

There are a wide range of opportunities at Westborough no matter what your career stage. At the start of your teaching career, it is important that you have time to hone your craft within your subject specialism and you are supported to do this as an early career teacher. When you are ready for additional

responsibility, there are opportunities within your department so you can continue your professional journey, without spreading yourself too thinly. The first step is often to become a lead teacher for a specific area of the curriculum where you will be supported and guided by someone with greater leadership experience. Once you have gained this experience, there are a variety of roles you could undertake, including greater responsibility within the department, pastoral or whole school leadership such as of literacy, teaching and learning or roles with a focus on aspects of pupil attainment and progress.

*'The headteacher and senior leaders have a remarkable ability to identify the potential of individual members of staff; the support provided in developing leadership skills is second to none.'*  
(External school improvement adviser)

## Hear from the staff

I passionately feel that CPD at Westborough is imperative to my development as a classroom practitioner as it consistently ensures that I am upskilled, have the most up-to-date knowledge and expertise in my field. First and foremost, it instils me with the confidence and belief to ignite a flame of passion within my pupils to love English.

**Senior Middle Leader**

I moved to Westborough following seven years teaching at my previous school and have felt nothing but warmth and unconditional support from fellow teachers, support staff and senior leaders. Staff wellbeing is a key priority. You are surrounded by colleagues who have a genuine care and have compassion for both staff and pupils and this makes it a wonderful place to work. There is an effective CPD programme... with the support of the school, I have been able to progress to middle leadership.

**Team Leader of Creative Arts**

I am proud to be a member of the teaching staff at Westborough. From the moment I started I was welcomed into a supportive community where the commitment to an excellence in education was apparent. The professional development here is a particular area of strength and staff are empowered as educators to excel in their roles and make a positive impact on pupil outcomes. Staff are trusted to use their judgement to plan and deliver lessons to ensure all pupils can achieve. The supportive and inclusive environment encourages pupils to embrace their talents and strengths in order to progress academically and personally.

**Advanced Practitioner**

As I reflect upon my journey as a trainee teacher at Westborough High School, I am filled with an overwhelming sense of gratitude and pride. Since September, I have experienced exponential growth, both personally and professionally, thanks to the unwavering support and guidance of the staff and the inspiring energy of the students. What I enjoy most about working at Westborough is the palpable sense of community and belonging. It's not just a workplace; it's a second home where every day brings new opportunities to make a difference in the lives of our students. Moreover, the support and mentorship I've received here have been invaluable for my career development. From seasoned educators to fellow trainees, there's a culture of collaboration and continuous learning that propels us all forward. As I look towards the future, I am filled with excitement and optimism for the journey ahead at Westborough.

**Early Career Teacher**