



# Woking High School

*Inspire, Challenge, Achieve*



# Welcome

## from Jane Abbott, Headteacher

Thank you for your interest in this position at Woking High School.

Woking High School is an excellent school. It was judged as Good by Ofsted in February 2016, attained Outstanding grades for both the Leadership & Management of the school and the Personal Development, Behaviour and Welfare of our students. The report highlighted

*'An aspirational ethos pervades the school'.*

*'Pupils behaviour in lessons and around the school is excellent.'*

*'The school's work to promote pupils personal development and welfare is outstanding.'*

*'Strong relationships between staff and pupils build high levels of trust and confidence.'*

*'Parents are overwhelmingly positive about the school.'*

*'We cannot praise the school highly enough'*

Woking High School has impressive academic success at GCSE both in terms of overall academic attainment and student progress. Under the new accountability measures (2016), students at Woking High School achieved a Progress 8 score of +.50 meaning that half of all exam grades were one grade higher than nationally expected and an Attainment 8 score of 57 meaning that students scored an average of a B grade in all subjects. I am delighted to report that Woking

High School's 2016 P8 examination results placed the school in the top 10% of all secondary schools in England and Wales. This is truly something to celebrate. 100% of all our students go onto further education or training with many gaining scholarships to prestigious colleges and securing places at Oxbridge and Russell group universities on completion of their post 16 education.

Woking High School became an Academy in August 2013 and has since developed a partnership with Gordon's School under the 'Arête Partnership'. The schools work together particularly focusing on staff CPD, curriculum development and student competition.

Our school is privileged to have an exceptional team of dedicated and professional staff. They are totally committed, hardworking and innovative, going way beyond the extra mile to help our students be the best they can be. The school enjoys a strong level of staff retention and all staff – teaching or associate – work exceptionally well as a team sharing the 'family' spirit which characterizes Woking High School. We are consistently oversubscribed and enjoy an excellent reputation in the community being the open access 'school of choice' in the area.

The governors at Woking High School are ambitious for the school, have a clear vision for our future having published our 2020 Vision document (see enclosed) and are currently working on our 2025 Vision Statement.

Parents are highly supportive of the school. They are keen to praise and thank staff and appreciate what is done for their children. They work to support the Friends of Woking High School raise additional funds for the school and several staff are also parents at the school.

As a school, we expect the highest standards in teaching, learning and assessment. We encourage staff to participate fully in the many curricular and extra curricular opportunities available.

On joining Woking High School we will ensure you have every opportunity to develop your skills and enjoy your chosen profession. We are ambitious to improve even further and we welcome people who want to join us and to continue on our successful journey. This position will provide you with an excellent career opportunity to work in a school that put its students and staff first.

Further details of this post are available with this prospectus and in the specific job description attached.

If you would like to discuss this post and/or have a tour of the school, please do not hesitate to contact our HR Manager, Alison Search ([asearch@wokinghigh.surrey.sch.uk](mailto:asearch@wokinghigh.surrey.sch.uk)) to arrange an appointment





“ “ *The team spirit and commitment of all staff make Woking High School a supportive and nurturing environment in which to work. ” ”*

STAFF



“ I have found Woking High School to be really supportive throughout my first year as a teacher, with an excellent NQT programme and CPD opportunities. I have been given the freedom to explore various teaching methods, observe outstanding practitioners and to work alongside colleagues that both support and challenge me to become a better practitioner. ”

STAFF



# About the School

## Context

Woking High School is an 11-16 open access mixed comprehensive academy. It has 1200 students on roll (240 per year group) and serves Woking and the surrounding villages. The school enjoys an excellent reputation in the local area for its academic excellence, the outstanding care and support given to its students and the unparalleled opportunities it provides for personal development. In February 2016 the school sustained its Good judgement from Ofsted and within this judgement both the school's Leadership and Management and its provision for students' Personal Development, Behaviour and Welfare were graded as Outstanding.

"The behaviour of pupils is outstanding. Both in lessons and when moving around the school, pupils are calm and sensible. Pupils are keen to learn, polite, courteous and friendly towards each other, staff and visitors."

Ofsted 2016

## Transitions

Students join Woking High School in Year 7 from 10 main primary schools and 22 in total. We pride ourselves on our transition programme which is acclaimed by parents and students alike.

At the end of Year 11, students move on to a variety of post 16 colleges and schools (both state and independent) including Woking College, Farnborough 6th Form College, Godalming College, Gordon's School, Charterhouse and Eton.

## Safeguarding

This school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

This means that we have a Child Protection and Safeguarding Policy and Procedures in place which we refer to in our prospectus. All staff (including supply staff, volunteers and governors) must ensure that they are aware of these procedures.

Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare. We will ensure that our concerns about our students are discussed with his/her parents/carers first unless we have reason to believe that such a move would be contrary to the child's welfare.

## Induction Day

*"My son was inspired and had a fantastic time."*

*"My daughter loved the lessons and didn't want to go back to her primary school this morning."*

*"My daughter has come home so positive and excited about starting in September. Thank you for reassuring us."*

## On joining Woking High School

*"My son has settled in well and is really enjoying his time at Woking High School."*

*"My daughter has settled in really well and is really happy."*

YEAR 7 PARENTS

## Induction Day

*"I like that the school is a big community and that the teachers are so lovely."*

*"I liked how many new friends I have already made."*

*"I liked it all!"*

## On joining Woking High School

*"The first day at Woking High School was the best day of my school life so far."*

YEAR 7 STUDENTS

“ I was immensely impressed with the Summer term careers day organised for Year 9s, including personal finance and entrepreneurship advice and an excellent ‘speed-networking’ section where students got the chance to meet and ask questions of people from a variety of professions ”

STAFF

## Care and Guidance

We know that children succeed when they are happy, secure and nurtured. Throughout their time at Woking High School, students are supported by our excellent pastoral team, headed by an Assistant Headteacher, Heads of Year and Pastoral Co-ordinators. Additionally, we have trained counsellors, a nurse, and a highly effective student support team, which includes a Home/School Liaison officer, an Attendance officer, an Inclusion and an Achievement Manager. On entry to the school, students are placed in one of eight mixed ability tutor groups each headed by a personal tutor.

The school has a Resource Base for students with a Visual Impairment and supports both sight impaired and blind students. A total inclusion policy is operated, which means students with visual impairments take part in the full curriculum alongside sighted students of the same age group.

## Curriculum

We believe in a personalized approach to learning and emphasize the importance of a holistic education for all our students. Our curriculum, praised by Ofsted, is built upon students' prior learning at KS2. It is a curriculum which inspires students to achieve the best possible grades and provides our most able students with opportunities to study Triple Science, Computing, Latin, Further Maths, Statistics and a number of students follow AS within their KS4 curriculum. Our Most Able students are stretched and challenged throughout their time at school both in the classroom and by a programme of additional educational opportunities. The curriculum is also designed to support those students who need extra and specific help and includes Maths mentoring, literacy intervention and reading recovery and flexible option choices accessing highly personalized and vocational courses. A thriving SEND department, headed by our SENCo and supported by TAs, provide differentiated support to ensure that every student is able to access the curriculum and fulfil their potential.

Each curriculum area has its own base with curriculum offices and resource bases. We strive to ensure that teachers have their own teaching room where possible. Our

timetable runs over two weeks with 50 x 60 minute periods. Most staff without teaching and learning responsibilities, teach c42 periods. Additional time is allowed for staff with particular responsibilities. At KS3 students follow the full requirements of the National Curriculum in Years 7, 8 and 9 and have the opportunity to begin KS4 programmes of study in the core subjects of Maths, English and Science during Year 9. At KS4 students have the opportunity to follow between 8 and 12 GCSE subjects.

Our curriculum is enriched by our innovative Day 11 programme. This is a unique feature of Woking High School and is highly acclaimed.

Day 11s give our students the opportunity to extend their learning outside the traditional classroom setting and all staff are involved in this extra curricular learning. Visits to theatres and universities, entry to Maths and Science competitions, debating, Duke of Edinburgh awards, volunteering, Music and Drama productions and sports competitions, provide just some of the unparalleled opportunities that await our students and enrich the teaching experience for our staff.



“ Day 11 offers great opportunities to work with groups of students for extended periods of time allowing concepts to be developed further and new skills to be acquired which will then support class work over the coming weeks. ”

STAFF





“ Since working at Woking High School I have had numerous opportunities to develop professionally. SLT have taken an interest in my career and offered me advice, courses and the chance to network with other teachers and schools too. ”

STAFF



# Investing in You

## What you can expect

Our staff are our most valuable resource and our excellent staff team create a very special working environment at our school.

If you apply and are successful you will be supported and developed through our extensive CPD programme organised in conjunction with Gordon's School as part of our Arete Partnership. Regardless of your experience or level of responsibility you will have a range of opportunities available to ensure you are always improving and learning.

We are proud to be one of only 7% Investors in People businesses or companies that have been awarded the prestigious 'Gold' standard. This represents our commitment to leading, managing, training and supporting our staff throughout every aspect of their career and working life. Our CPD Mark, awarded in recognition of excellence in continuing professional development, further illustrates our desire and commitment to invest in our most valuable asset: our staff.

## Arriving as an NQT

We have developed an excellent programme for NQT's, supported and verified by Babcock 4S, which includes:

- Weekly NQT meetings with a focus of teaching, learning and assessment that help you evidence the Teachers' Standards.

- Employment from 1st July for a September start to enable you to become familiar with the school.
- A programme of outstanding teacher observations.
- A CPD Mentor.
- A Subject Specific Mentor.
- Developmental observations and classroom support.
- A residential weekend away networking with NQTs from other schools.
- Access to our professional development library.
- Access to courses and training that are relevant to your individual teaching needs.
- A pathway to our NQT+1 programme.

## For Middle and Senior Leaders

If you join us as a Middle or Senior Leader you will benefit from bespoke development including:

- Middle Leadership and Senior Leadership Training as part of our accredited programme through Institute of Leadership and Management Level 3 and 5 Award in Leadership: Areas include managing and leading people, how to develop teaching, learning and assessment, becoming an appraiser and data analysis are covered.
- Assigned a peer mentor.

- A Leadership Team member will provide you with one-to-one support and guidance on areas such as managing a budget and holding staff accountable for performance.
- Working with Gordon's School middle leaders, through our Arete Partnership, where you can work collaboratively with peers.
- Opportunity to join the School Improvement Partners team who work with SLT.

## For Associate Staff

If you join us as an associate staff member, you will benefit from personal development including:

- Entry and tuition for exam subjects that will enhance your CV.
- Career appropriate training and qualification opportunities, including accredited Leadership and Management qualifications.
- Pathways into teaching, through subject enhancement and links with our Teacher Training School partner, if appropriate.
- Robust induction process to support you in your role.
- A mentor and coaching scheme to support your development.
- Feel a valued member of a school community, where staff and students hold you in high esteem.

“ *Students are well behaved and ready to learn. It's an environment where you can take risks as a teacher because you can trust that the students will be enthusiastic to try something different.* ”

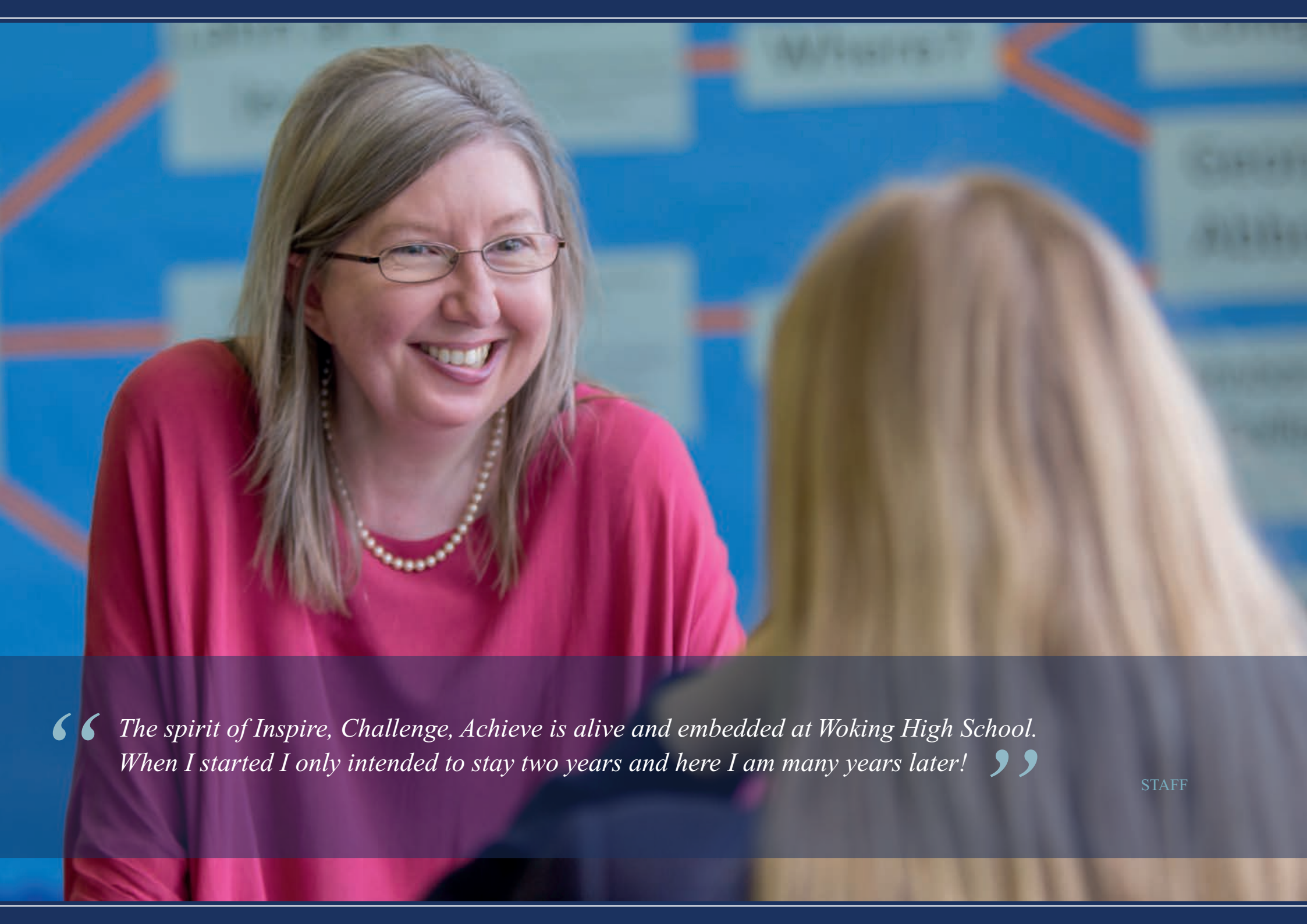
STAFF

## Staff Benefits

- Working High School pay scales and a supportive appraisal programme
- Financial support and protected time for further education study, Masters; ILM, NPQH, LP
- TLR3s available for whole school projects
- Excellent facilities and learning environment
- Admission priority for children of staff
- Pension scheme and long term sickness cover
- Health plans
- Childcare Vouchers
- Staff sport, exercise classes and yoga
- Whole staff social events
- Monthly staff wellbeing activities, including massages, mindfulness sessions and free fruit smoothies!
- Free tea and coffee at break time served in the staffroom
- Cleaning – via Parkers Dry Cleaners
- Computing/Ipad offers
- Staff counselling
- Opportunities to visit other countries and participate in visits to Zambia, WWI Battlefields in Belgium, Berlin, Spain, Winter skiing in Italy/Austria







“ “ *The spirit of Inspire, Challenge, Achieve is alive and embedded at Woking High School. When I started I only intended to stay two years and here I am many years later!* ” ”

STAFF



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