

Merstham Park School

Taynton Dr, Merstham, Redhill RH1 3PU



Head of School

Start Date: September 2024

School visits: Wednesday 17th April 2024

Application Deadline: Thursday 18th April 2024

Shortlisting Date: Friday 19th April 2024

Interview Date: 25th and 26th April 2024

About Merstham Park School

Thank you for your interest in working at Merstham Park School, part of GLF Schools.

At **Merstham Park**, our **ethos** is simple - **igniting** a **passion** for learning. We are **proud** to be a **values driven** school which encourages its students to **embrace** these **values** in all that they do. This approach provides all students with the **opportunity to exceed** beyond their potential. We have a team of **passionate** staff who are **committed** to providing all of our students with the very best educational **experience**. We **recognise** the importance of academic **success** whilst **embracing** our wider role in **preparing** our students for their adult life beyond the formal examined curriculum.

Learning is central in our ability to succeed and prepare students effectively for tomorrow's world. We encourage our students to strive to achieve beyond their potential, allowing their academic achievements to open doors for them, while gaining a secure understanding of the skills required to be responsible citizens in our modern world.

We offer a broad and balanced curriculum that is tailored to meet the needs of our students. As a school we encourage each student's particular abilities to ensure that no child slips through the net. We provide our students with outstanding resources and support in every aspect of school life from small class sizes, to well planned responsive lessons, to staffing and subject specific expertise. In September 2022 we opened our brand new state of the art building that encompasses facilities that benefit both our students and the community as a whole. Our new build is tailored to enable our students to develop unique skill sets in a truly first class educational setting through the creation of inviting, interactive and inspirational learning environments.

Please click on the following link to access the schools' development plan- [SEFDP](#)

A visit to the school is welcomed and I can personally be available on **17th April 2024**. Please contact Emma Lees via the main school office to arrange a time. I look forward to receiving your application.

Best wishes,



Jeremy Garner
Executive Headteacher

A Values Driven School

Our vision here at Merstham Park is simple:

"We are proud to be a values driven school that works closely with our community. We broaden students' aspirations by providing a culturally rich learning environment where all students are valued, safe and successful."



At Merstham Park School we pride ourselves on being a values driven school. This means we not only have a list of values on our website but we encourage our students and indeed staff to embody them in all that they do. The five values that we model at Merstham Park are:

Our School Values

INCLUSION	<ul style="list-style-type: none"> ➤ We strive to meet each child's needs through a personalised, bespoke curriculum ➤ We respect each other for our unique characteristics and embrace equality for all ➤ We actively strive to support those members of our community who need our support
COLLABORATION	<ul style="list-style-type: none"> ➤ We promote leadership skills in our students through involving them in all aspects of school life ➤ We promote teamwork and recognising the power of working together ➤ We encourage our students to be independently minded whilst respectful of others within the community
RESILIENCE	<ul style="list-style-type: none"> ➤ We inspire a 'can do' attitude in our students to support them to overcome challenges ➤ We prepare and equip our students for their future, encouraging them to grow, learn and flourish ➤ We promote courage and resilience in all members of our community
RESPECT	<ul style="list-style-type: none"> ➤ We promote an understanding of others views and show consideration towards them ➤ We value our learning opportunities and approach them positively ➤ We demonstrate respect to all members of our community
SUCCESS	<ul style="list-style-type: none"> ➤ We encourage all our students to achieve their aspirational goals ➤ We have high expectations of our learning community ➤ We promote the celebration of shared successes

Igniting a passion for learning

Staff Welfare

The welfare of our staff is of the utmost importance. The list below details some examples of how we support the wellbeing of all of our colleagues.

Culture and Values

- A core focus on Learning and Teaching: it is the most important thing we do
- A culture of distributed leadership
- Trust: a leadership team that trusts you and is not 'Ofsted focused'
- A school that values everyone and firmly believes that a culture of positive relationships should be the bedrock of an organisation; we want you to love teaching and our students to love learning
- A history and culture of staff development within a caring multi academy trust, including opportunities to collaborate and progress within GLF - taking on a wider role across the Trust
- Expectation of 7am-7pm communication etiquette with no replies expected outside of these hours
- All meetings calendared to one day of the week so you are not meeting every day after school

Learning and Teaching

- Well planned meetings which focus solely on key school topics
- Fully research based Learning and Teaching strategy - not just the latest 'gimmicks'
- Clearly considered SEND interventions that are well targeted and regularly reviewed to ensure they are supporting students effectively
- Own classroom and good behaviour at the school

Training and Development

- Comprehensive CPD: we invest in your professional learning
- Regular career development opportunities, in a growing forward thinking school
- An appraisal system focused on professional learning; all within an embedded culture of collaboration and sharing best practice
- High quality external CPD and training through our MAT programmes
- Career development meetings with the Head regularly offered
- A culture of coaching - staff collaborate, support and develop one another

Employment Offer

- A designated Staff Association to ensure staff feel valued and supported, also allowing opportunities to give critical feedback
- Access to an external counselling and support service for mental health and well being
- Staff offers and discounts through the 'Wider Wallet' scheme
- Vehicle collection and drop off offered by a local garage if you choose to MOT your car with them
- One fully paid emergency family day per year if needed
- Staff social events and a variety of whole staff celebration evenings throughout the year
- MA offered with contribution to funding

Teacher Tapp Staff Survey



- Do your school leaders listen and respond to staff concerns?
 - 87% all or most of the time (MPS)
 - 49% all or most of the time (similar schools)
- I feel I am supported by my senior leadership team:
 - 94% agree (MPS)
 - 82% agree (similar schools)
- I have confidence in the decisions made by the leadership team at my school:
 - 97% agree (MPS)
 - 76% agree (similar schools)
- My school treats all employees fairly:
 - 94% agree (MPS)
 - 71% all or most of the time (similar schools)



State of the Art New Build



Merstham Park School is a new 6FE (900 pupil) Secondary Free School (aged 11-16) and is part of the GLF Schools Community. In September 2018, the school opened in temporary accommodation on the site with one year group and then moved to its state of the art new build facilities in September 2022.

The school's motto is 'igniting a passion for learning' and the school aims to encourage every single student to succeed. This is achieved through the delivery of a broad and balanced curriculum with clearly considered curriculum intents. The curriculum supports the needs of the community and provides opportunities for the development of both locally and globally focused enterprises.

For further information on our facilities, please explore our website:

[Welcome to Merstham Park School](#)