



Staff Prospectus



Welcome from Jackie Sharman, Principal

Thank you for your interest in the position.

Weydon is an outstanding school according to Ofsted and it has a high academic success rate at GCSE and Key Stage 3. We are consistently ranked highly as one of the top 11-16 comprehensives in the country, according to The Sunday Times Parent Power, with 86% of students gaining five or more GCSEs at grade 9-4, 63% at grade 9-5 including English and Maths and 24% of students achieved grade 9-7 including English and Maths. We became a MAT called WMAT in September 2017 and we also achieved World Class status in December 2016. All of these additions bring exciting opportunities for staff and students.

The school became an Academy in April 2011 and has since gained Teaching School status. Weydon is also a National Support School, earning Leading Edge status. We are also a SSAT Schools Network Consultant School. Together with St John the Baptist School in Woking and Salesian School in Chertsey we became a Maths Hub in September 2014. We are also a SCITT currently working with 37 teacher trainees.

Our students' achievements are impressive: 95% go onto further education with many going on to Oxbridge.

Over the last decade the school has seen rapid improvements including the construction of a theatre, 3G sports pitches, a new Humanities block known as The Globe and each faculty area suited in its own facility. We are one of the most oversubscribed schools in Surrey and enjoy an excellent reputation in the community. You will find the level of respect shown between staff and students is a joy.

The Weydon staff team is vibrant, hard-working, innovative and up for a challenge. The school enjoys a strong level of staff retention. Teaching and associate staff work well together as a team. Our associate staff members are often leading lights in suggesting and bringing about school improvements. The staff form a close knit group who enjoy each other's professional and social company, as well as acting as 'critical friends'.

I look forward to meeting you.

Jackie Sharman

Principal

Furthermore, the parents and Governors add further strength to the school. School trips, holidays and visits are plentiful. Staff have an active social scene and the staffroom (The Hub) is well used, being a reflection of the excellent team atmosphere which exists.

As a school we expect the highest standards in teaching and learning. We will require you to take part in extra-curricular activities and to go that "extra mile" for the students. If successful in your application to join Weydon, we will ensure you have every opportunity to develop your skills. It's great fun and there is a real buzz about the Place.

Weydon has its own enhanced pay scales and performance management benefits including healthcare package and gym membership.

We are ambitious to improve further and so I hope that you consider yourself to be the person to help us continue to improve our performance. This is a wonderful career opportunity to work in a school where kindness and goodwill go hand in hand to make it special. If this prospectus has inspired you, please do apply. Please keep the statement in support of your application to two sides of A4.

If you would like to discuss the post or have a tour of the school before making an application, you would be very welcome. Please telephone or email Christine Stapleton, our HR Manager, (CStapleton@weydonschool.surrey.sch.uk) to arrange an appointment.



About the School

Context

Weydon is an 11-16 mixed comprehensive Academy with Teaching School Status, NOR 1600, serving the southern part of Farnham and many of the local villages. The school enjoys an excellent reputation in the local area for its examination success and the breadth of educational opportunities it provides. In July 2009 the school gained an 'outstanding' grade from Ofsted and, within this judgement, 26 out of the 27 categories were also graded as outstanding.



Students come to us from six main partner schools, with whom we work closely to ensure a smooth transition. Currently, at 16, students move on to Farnham, Alton, Farnborough or Guildford Colleges.

We have applied to open a Sixth Form with a proposed post 16 Centre which will cater for 300 students within about 20-25 subjects.

Care and Guidance

On entry to the school, students are placed in one of ten/eleven mixed ability tutor groups headed by two tutors. Five/six tutor groups each form one of two colleges. Students are placed in different pathways within the core – Maths, English and Science. This takes place progressively in more subjects as students move through the school. The two colleges, River and Castle, each have a Progress and Achievement Leader.

We have trained counsellors, a nurse and a child protection team to support the tutors.

We believe in the personalised learning agenda: to equally support and challenge all students. We have a condensed Key Stage 3 for Years 7 and 8. At Key Stage 4, students have the opportunity to take between 9-11 subjects to GCSE level. A number of students will also follow an AS course within the option system. A small group of students opt for a more flexible vocational package at Key Stage 4. Groups in Key Stage 4 within the core subjects are increased to 11 instead of 9 across the year, allowing small class sizes.

Curriculum

We enhance the curriculum with a variety of activities and visits in all years both international and national.

The school is organised into suites of curriculum areas, which are sited along with a curriculum office and resource base. Teachers, in the main, have their own teaching room.

Our timetable runs over one week with 30 x 50 minute periods. Most staff without responsibilities in other areas, teach 26 periods. Additional time is allowed for staff with particular responsibilities.

As an exclusive academy we are committed to ensuring all our students reach their potential.

Individual curriculum areas identify students who demonstrate outstanding ability in their subject area and these students are placed on the High Achievers' Register. In addition, an extra-curricular co-ordinator organises a programme of additional educational opportunities which will ensure they are stretched and challenged throughout their time at the school.

Those who have learning difficulties are well supported through Keller and through such schemes as Reading Recovery and Aspire.



Investing In You

What you can expect

Our excellent staff make us outstanding. If you apply and are successful you will be supported and developed through our extensive CPD programme. This is being further enhanced through our Teaching School Status and WMAT collaboration. Regardless of your experience or level of responsibility you will have a range of opportunities to ensure you are always improving and learning.



Arriving as an NQT

You will be employed and trained through i2i, our teaching school alliance. We have developed an excellent support program which includes:

- Weekly NQT meetings with a focus on teaching and learning and meeting professional standards.
- A preparation day which will prepare you for all you need to know on your first day.
- A programme of outstanding teacher observations.
- A professional mentor.
- An online community to share teaching strategies and ideas.
- Developmental observations and classroom support.
- Access to online professional development route map.
- Access to our professional development library.

For Experienced Teachers

To be an outstanding practitioner we believe you must be an enthusiastic learner with access to high quality development opportunities.

If you have been teaching for some years you can expect:

- Join our Staff Development programme using our Google classroom to focus on progress for all, resilience, questioning and developing the 'wow' factor.
- Carry out an action research project or apply to study for an MPhil or PhD.
- Join an innovation group to develop areas such as the use of digital technology in the classroom.
- Apply for Specialist Leader of Education status as part of our teaching school.
- Be part of positive success orientated culture;
- Join our Shadow Middle Leadership training programme. and
- Examination Board training.
- Deliver CPD across the school.

For Middle and Senior Leaders

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

- Middle Leadership Training as part of our accredited programme through teaching schools. Areas such as managing and leading people, how to develop Teaching and Learning and data analysis are covered.
- Assigned a peer mentor.
- 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.
- Access to i2i Partnership, our Teaching School, curriculum groups to share good practice with other schools.
- Opportunity to access NPQML and NPQSL.

Staff Benefits

- Weydon performance bonus scheme and pay scales.
- State-of-the-art facilities and learning environment.
- The Hub staff social area, staff workrooms.
- Free gym access to our fantastic Fitness Centre.
- Staff sport, exercise classes and yoga.
- Whole staff social events.
- Free lunch for those staff who eat in The Restaurant.
- iPad Air and laptop to assist with your planning and teaching.
- Free tea and coffee at break time served in The Hub.
- Assisted car maintenance agreement with local garage.
- Health insurance cover through Westfield Health.
- Pension scheme and long term sickness cover.
- Opportunities to visit other countries such as Iceland, Ghana, USA and Sri Lanka as part of school visits.





Our Buildings

Over the last ten years and together with our expansion plans, £18 million has been invested in the learning environment.

- £1.2 million Faraday Science Centre.
- £500,000 Restaurant, Food Court and sports park cafe
- £1.8 million 2 3G pitches and Fitness Centre.
- New Computing & Business Centre – ADA.
- New textiles suite.
- New Mac suite.
- Every classroom has new ceilings, lights and windows.
- School is carpeted throughout.
- £2.6 million Performing Arts Centre, Drama Studio, Art Studios and Child Development facility including Crèche.
- £3.2 million Globe Building for Humanities , English and new learning resource centre



At Key Stage 3

Our students follow subjects broadly in line with the old National Curriculum guidelines. However, our curriculum is condensed into two years which reflects and enhances progress made at Key Stage 2 by schools within our confederation. In addition, our whole school theme days provide the opportunity for students to develop knowledge through inclusive learning activities, styles and intelligence.

At Key Stage 4

Our students follow the Ebacc curriculum as well as having the opportunity to choose from a stimulating and extensive range of academic and vocational pathways. A three year programme at Key Stage 4 allows students to follow extra academic subjects as part of an enriched curriculum.

The Future

The opening of our new sixth form, together with our two college model of Castle and River, represents an exciting future.

The school has embraced the Digital Learning revolution and is rolling out an Apple iPad for every student in Years 8-11 by the end of 2017.

Further Information

www.veydon.com which includes our prospectus, curriculum overview and assessment guidance.

