



Woking High School
Inspire, Challenge, Achieve

A Special
Place to Work

A message from the Headteacher

Dear Applicant,

Thank you for your interest in a position at our school. Woking High School is a special place to work and learn, because the staff care. It is both as simple and complex as that...

Woking High School is a popular academy, vastly over-subscribed and has a very strong ethos and culture of ambition, excellent behaviour and hard work.

We firmly believe in the power of education to improve lives and that all children and young people deserve an excellent education. Our commitment is to ensure learning is at the heart of all we do, prioritising our people, time, energy and funding to the improvement of the educational experience. We are committed to creating an empowering learning environment that allows every student to unlock their potential, grow and make well informed decisions about their futures, maintaining at all times a holistic approach to the individuals in our care.

All students at Woking High School sit an average of 9-10 GCSE exams (12 for Triple Scientists and very able mathematicians), which compares with an average figure of 8.4 nationally. We take pride in the fact that all of our students receive the same unrestricted and broad curriculum throughout KS3 with GCSE Options being selected during Year 9 for start in Year 10. Furthermore, all students have equal access to Religious Education, PSHE, Physical Education and an assembly and tutor programme through which we develop an understanding of our core values and how to live by these. We also offer experiential learning to all our students through our rich and diverse extra-curricular, enrichment and A2B programmes.

We believe that high standards of academic achievement and consistently high expectations of behaviour provide children with the stable and calm environment in which to learn effectively. We make no apologies about our high expectations for behaviour as when behaviour is excellent, students achieve more academically, because their learning is uninterrupted and they feel safe.

Clear systems, regular training and leadership support for staff ensure that classrooms are quiet and focused environments, which enable student engagement, exploration and support. Students are supported by a wide range of internal support teams to achieve excellent personal outcomes, removing barriers to learning and providing excellent pastoral support whilst always equipping students with the tools they need to be able to take personal responsibility.

Woking High School staff are knowledgeable and highly skilled in their areas of expertise and they are passionate and curious individuals who are always looking for opportunities to gain knowledge and hone their skills. We want our staff to be positive and energetic, with a real investment in the school, fostering a culture of strong professional relationships and collaboration.

Our staff is our greatest asset, and we are committed to performance development. We believe that we can always do better, be better, and so we expect staff to invest in their own development; it is at the heart of everything we do and is essential to our mission.

Should you share our educational beliefs and values and choose to apply for this position, I look forward to receiving the application and wish you every success.



Mrs Maiken Walter
Headteacher

A photograph of two students, a girl on the left and a boy on the right, sitting on a blue wooden bench outdoors. They are both wearing school uniforms: dark blue blazers over light blue shirts. The girl has long brown hair and is smiling as she looks down at a paper. The boy has short blonde hair and is also smiling, looking at a paper he is holding. The background is a blurred green landscape. A semi-transparent dark blue box is overlaid on the bottom left of the image, containing the text.

Our Mission

All students receive an excellent education, which provides them with the knowledge, subject specific skills and core values needed to successfully access the wider world, become independent, informed thinkers and well-rounded citizens.

Core Values

Personal Responsibility

- Taking responsibility for our own actions and the way we behave.
- Accepting the consequences of our actions and moving forward with a positive mindset.
- Our choices shape our futures, even when life is tough.

Excellence

- Aspiring to be better than we are right now.
- Achieving excellence through hard work and always giving 100%.
- Success is a journey; failure is part of learning and should not be feared.

Resilience

- Determination never to give up, regardless of setbacks.
- Focusing on solutions when facing a problem.
- Looking at struggles and challenges as opportunities to learn and grow.

Kindness

- Being friendly, considerate and generous in all we do.
- Politeness to others and small acts of kindness make a big difference.
- No acceptance of unkind behaviours – challenge it, report it, change it. Together.





Inclusion

- Recognising and celebrating diversity.
- Tolerating, understanding and accepting others regardless of their differences and views.
- The success of every individual matters.

Engagement

- Attending school every day to take advantage of every opportunity.
- Actively participating in learning. Giving back to the school community.

Why choose WHS?

1. Personal Benefits

- Stimulating, supportive and rewarding working environment with a dedicated team of like-minded professionals.
- Every staff member is valued and made to feel part of the team; we provide a warm working environment with a supportive approach and a focus on working together to bring out the best.
- Range of staff events throughout the year.

2. Professional Development

- We offer bespoke professional development opportunities for staff at all stages of their career. From training and qualifications to mentoring and coaching, we ensure everyone has the chance to progress.
- Detailed induction programme for all new starters.
- Coaching programme to support personal improvement.
- Personal and financial support for a range of qualifications.

3. Financial Incentives

- Paid summer induction for ECTs.
- Membership of Westfield Health Cash Back Scheme.
- Automatic pay progression, except if on capability.
- Access to various local government schemes such as Bike 2 Work.
- Local pension scheme.
- London fringe payment.

4. School Benefits

- Yearly free flu vaccinations.
- Fabulous staff room with complimentary tea and coffee.
- On-site parking.
- Above average PPA allocation.

5. Favourable Location

- Situated on the fringe of London there are numerous benefits of the location of our school:
- Easily accessible with close links to the M3 and M25 and a wide range of public transport links, including direct trains to London within 30 minutes. The train station is within walking distance of the school.
- Unique and enviable blend of rural and urban life.
- Surrey is well-known for its many heritage sites, extensive green belt and woodland walks.
- Excellent entertainment with access to shopping, sports, restaurants, cinema, theatre, art and a range of theme parks close by.
- Woking town centre is undergoing significant development with the view to make it a hub for young professionals and families.

6. Arete Partnership

- Working closely with Gordon's School and Robert May's School enables us to enrich our student and staff experience. Students have an opportunity to collaborate, learn and compete across the schools as well as take part in the ILM which we deliver within the partnership. Similarly, staff have the opportunity to network regularly, share good practice and develop their leadership skills through the ILM. In addition, the partnership with Gordon's School provides the unique opportunity to do some A Level teaching after school and at the weekends, as well as potentially earning additional pay and secure reduced cost accommodation by taking on duties in their boarding section.



Our Philosophy of Teaching and Learning

We Believe

- A student's education is a teacher's main focus. Teachers should teach and students should learn.
- The education teachers provide expands each student's future opportunities and affects society.
- Great teachers are teachers of children, not subjects alone.
- Great teachers are passionate about their subject and that every student in the class succeeds.
- Caring for students involves holding them to high standards.
- Regardless of students' learning differences, all students can experience success in all subjects.
- Classroom practices should be informed by educational research and an understanding of cognitive sciences.
- Knowledge matters; it underpins skills and behaviours.
- There are no shortcuts to learning; hard work and practice are the key ingredients to success.
- As teachers, our own learning never ends. It is our duty to continue our own professional development to maintain our expertise in the classroom.
- We must live our core values in the classroom and around the school.

Safeguarding


Effective safeguarding of students and staff is essential in all aspects of our educational provision and our approach to safeguarding reflects this. We...

- Train all staff (including temporary staff) to develop their understanding of how to recognise the signs and indicators of safeguarding concerns and be professionally curious, to know how to respond to a child who discloses concerns and recognise signs of vulnerability to radicalisation or extremism.
- Support staff who have dealt with safeguarding issues through supervision or counselling.
- Establish and maintain an environment where children and staff feel secure, are encouraged to talk, and are listened to.
- Encourage the development of all core values, especially kindness and resilience.
- Ensure children know that there are adults in the school whom they can approach if they are worried.
- Ensure the roles of safeguarding staff are clearly communicated to all stakeholders.
- Ensure safeguarding reporting, recording and referral systems are clear, simple and communicated effectively to all stakeholders.
- Include opportunities in the PSHCE curriculum for children to develop the knowledge needed to recognise and stay safe in a range of situations and contexts, including online.
- Regularly review and update our procedures, policies and practices in line with local and national developments.
- Work with parents and carers in partnership to create positive relationships that safeguard children and support families.
- Work with external agencies to share information and support families.
- Ensure robust safer recruitment processes are in place at all times, including for temporary staff and visitors to the school site.



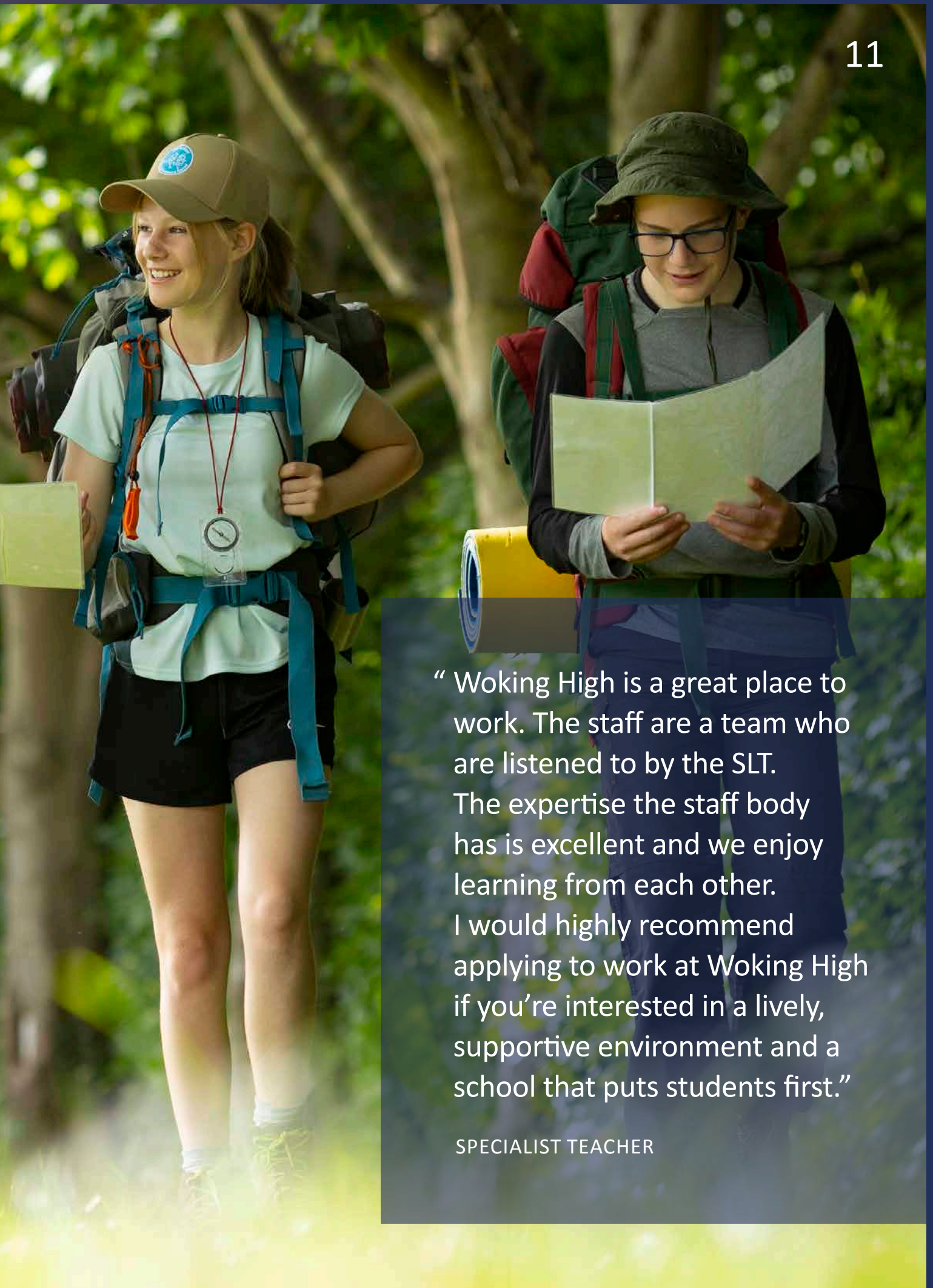
“ Woking High has provided me with the opportunity to develop into a confident teacher. I always feel supported with the ability to reach out to any colleague, (my work family), if I need any help or guidance. I have gone from being uncertain about the career, to motivated to push myself beyond where I thought I could go.”

HEAD OF DEPARTMENT



“Woking High School is a positive, warm and friendly environment to work and learn in. The ethos of the school is reflected through colleagues and students alike, with a mutual respect to uphold school values and ensure every individual feels part of our team. Being a member of staff is like being part of a family.”

TEACHER



“ Woking High is a great place to work. The staff are a team who are listened to by the SLT. The expertise the staff body has is excellent and we enjoy learning from each other. I would highly recommend applying to work at Woking High if you’re interested in a lively, supportive environment and a school that puts students first.”

SPECIALIST TEACHER

Get in touch

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