



REASONS TO JOIN US

at The Cumberland School....

# Determined, ambitious learners

The Cumberland School is an ambitious school, within a diverse and exciting community. Our motto, 'Determined, Ambitious Learners,' encompasses all of our school community: students, staff and governors. Our commitment to providing the best opportunities to learn and excel goes hand in hand with our commitment to equal opportunities and effective inclusion.

**Determined:** As a school we are determined to improve the life chances of every one of our students. Determination and resilience are essential qualities for our students if they are to achieve their potential. Our curriculum, both in the classroom and outside of it, ensures that students are given opportunities to challenge themselves and develop confidence, independence and resilience.

**Ambitious:** Cumberland is ambitious as a school and we want all of our students to be ambitious for themselves and their community. We encourage all students to understand their responsibilities to each other, the school and the wider community. Pride, respect and high aspirations are valued and developed so that Cumberland is a safe place to take risks and grow.

**Learners:** The Cumberland School is above all a learning community. We believe that all students and staff have the right to flourish and we recognise that hard work, challenge and collaboration are vital to ensure exciting and effective teaching and learning in the classroom. We are an outward facing school, collaborating with other schools, colleges and business. We believe there is much we can and must learn from each other.

## Our School

As Cumberland's Headteacher it is a pleasure and an honour to work with an amazing staff, utterly committed to our diverse and vibrant community.

The Cumberland School's journey is one where honesty, passion and hard work are required in equal measure. We are always looking for people who have the same passion and vision for ensuring all young people, regardless of where they have started, achieve beyond their and our own expectations.

If you believe that you have the determination and ambition to join us on our journey, I very much look forward to hearing from you.



Gillian Deneen, Headteacher



# 30 Reasons to Work at Cumberland...

Access to resources  
from home.

Extremely well  
resourced school.

**1** All staff have a 3 week  
break at Christmas.

**2** Classrooms are tech-  
nologically advanced,  
**3** and include some with  
cameras to help develop  
teaching and learning.

**4** Excellent IT support  
**5** team.



**My Cumberland**  
**James Ashe**  
**NQT**

Despite the challenges of being an NQT, I have always felt very well supported here at Cumberland. I feel that my teaching practice has greatly improved over the course of the year and the staff have always been more than helpful with any of the issues that I have faced. I look forward to my career progressing here at Cumberland.



6. Staff well-being events, such as yoga.

7. We have an amazing Autistic Resource Provision, with its own sensory room.

8. We have a beautiful campus and facilities.

9. DPR means not having to write reports or make lengthy comments on pupil progress.

10. We listen to our staff—staff feedback is taken on board to plan CPD over the course of the year.

**11.**

Early finishes  
means  
better work/life  
balance.

**12.**

Free parking  
(some schools  
charge for this  
but we don't).

**13.**

Discounted gym  
membership at  
Newham Leisure  
centre - Only £25  
per month.

**14.**

Teach Meets  
across  
the MAT.

**15.**

Career  
opportunities  
across the MAT.

**16.**

We are a family  
friendly school. We  
support working  
parents.



## My Cumberland Alison Rudge Office Manager

I came to work at Cumberland 13 years ago, as PA to the Headteacher. I stayed because I enjoyed working with a great team of people who supported me and helped me get through even the most challenging of days with warmth and a sense of humour. We have a great mix of people including local staff, born and raised in Newham, as well as people from all over the UK and abroad. It's fun to celebrate that diversity and share with one another as we do, for example, with our diversity lunches where staff contribute food inspired by their backgrounds and cultures and have a good catch up with one another. It has been a good place to develop my career and I am enjoying my role as Office Manager, having moved on from the PA role in 2012. We are going through an exciting phase of development as a school and I am sure there will be more opportunities in future. The facilities at the school are excellent, with state of the art sports facilities available and some of the most up to date technology both in classrooms and offices. We also benefit from free parking on site, which in London is a bonus.



17. We have a larger than life staffroom fully air-conditioned with PC's and state of the art photocopiers for staff to use. 18. We have a fully equipped reprographics room with a specialist to meet all needs from laminating to collating to binding and much more. 19. Membership to Perkbox, offering staff discounts and freebies. 20. We have an open-door policy because we believe it has a calm effect on teaching and learning and we welcome anyone to come and experience great lessons. 21. We provide free tea and coffee for all staff.

**My Cumberland  
Deborah Moore  
Lead Practitioner**



Whilst studying for my PGCE, I completed my first placement at The Cumberland School and then was later appointed as an NQT in the History Department. I received fantastic support from my NQT induction mentor and subject mentor and continued with my position as an EPD where I was supported through the EPD programme. Since then I have had various career opportunities at Cumberland such as Assemblies Co-ordinator and Careers Information and Education Guidance Co-ordinator. Three years ago I was appointed as Lead Practitioner in History and this continues to challenge and provide me with career development and experience. One of the reasons I have chosen to stay at The Cumberland School is because of the support and guidance that I have received across all levels of staff and the dedication that the staff have to improving outcomes for pupils.



**22.** We have an amazing front office team who can support you with your admin needs.



**23.** All classrooms are fully equipped with visualisers.



**24.** We offer free lunch from Olive Catering to all staff who do lunch duty.

**25.** We have on-site professional Greenhouse tennis and basketball coaches.

**26.** We promote CPD and offer a weekly Teaching and Learning briefing for 15 minutes so that all teachers come together and share.

## My Cumberland Malek Miah English Teacher



**27.**

If you would like to apply for a PCV licence, to drive one of our many school mini buses, we will support you.

**28.**

*We strive to support teachers with their career development throughout the MAT.*



My career at Cumberland School began as a Teaching Assistant where I had the fantastic opportunity to work closely with pupils with various learning needs. I was also able to support the EAL department where I helped to support pupils who acquired English as a foreign language. From this experience, I then decided to complete a PGCE course in English. I was then given the opportunity to return to Cumberland School as an NQT. During my NQT year, I received an incredible amount of support especially from my NQT induction mentor and all other staff at the school. Currently, I am an English teacher at the school teaching English Language and English Literature GCSE. I am extremely pleased to have come back to Cumberland school as it means that I can work in an inclusive environment where everyone is supportive of each other. I feel privileged to be able to work in such a diverse school and serve the local community which continues to provide opportunities for all regardless of race, religion, gender, colour, sexuality or disability.

I started Cumberland School as an Assistant Headteacher in September 2015. During my time here, I've experienced the school face some difficult challenges but ultimately the school has prevailed thanks to a combination of the hard work, commitment and honesty from staff. One of my favourite traditions of Cumberland is the annual Spelling Bee competition and barbecue. It is an event which relies on a small 'village' within Cumberland to produce and they certainly rise to the occasion. I consider myself very fortunate to work with a brilliant and supportive team whilst being entertained daily by our amazing pupils. I am proud to say that I look forward to coming to work with the young people of Newham and see them leave Cumberland more mature; more determined and ready to embrace the next stage of their lives.

**My Cumberland**  
**Lisa Smith**  
**Assistant Head**

**29.**

*We have a committed well-being team who meet on a regular basis to discuss new ways to support staff.*



**30.**

**We have a bell that rings at 5:30pm to tell you that if you are still in the building you need to go home and relax.**





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