

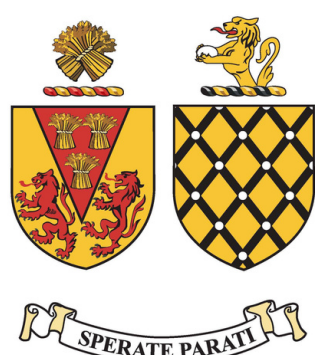
Working at Watford Girls

About us

Watford Grammar School for Girls is a partially selective 11-18 girls' school, founded as 'The Free School' in Watford in 1704 with a mission to teach girls, initially alongside their brothers, from the outset. This makes us one of the oldest girls' school in the country. We are proud of our heritage, but equally proud of our innovative approach to teaching and learning. Watford Grammar School for Girls has a very strong and distinctive ethos with clear vision and values.

There are close to 1500 pupils on role with more than 400 in the sixth form; academic results are consistently very high indeed and the school is ranked as outstanding by Ofsted.

There are always plenty of opportunities for teaching and support staff to train and develop their careers at Watford Girls.



“

"I have been so impressed by how hard the Leadership team, site team and IT are working on our behalf. There is a real sense of camaraderie amongst the staff. I have loved the weekly staff quizzes and am so happy to be part of this amazing community."

Why work at Watford Girls

- The possibility of flexible working contracts. (over 35% of staff are part-time)
- An ethos which understands that colleagues have an external life and where we are open to support colleagues in managing their work-life balance. Teachers have agreed with the Unions to allow staff to have cover for times which are not covered under the School Teachers Pay and Condition, i.e. school plays, called Cover +1.
- Regular well-being surveys, mental health and well-being leads on SLT.
- Staff councillor available.
- Generous sickness and maternity pay schemes (after a qualifying period)
- Currently permanent staff, after a qualifying period two years, benefit from preferential admission criteria for their daughters.
- Subsidised rates for membership of the school's vibrant leisure facility, "Fuller Life", including use of a swimming pool.
- Free on-site parking
- Proximity to Watford Town Centre
- Free Tea and Coffee at recess.
- Lunches provided for Inset.
- Lively social opportunities open to all.
- Possibility of accommodation.

Why teach at Watford Girls

The pupils, who come from a diverse range of backgrounds, are keen to learn and enthusiastic to make the most of all the opportunities afforded to them. Heads of Department have a good deal of freedom to plan curriculum in their area and teachers are encouraged to experiment with a range of approaches to teaching. The Teaching Staff are all specialists in their fields and display considerable knowledge and insight into the teaching of their subjects. Innovation and research are encouraged and a comprehensive range of training opportunities are open to all colleagues whatever stage they are at. Colleagues are encouraged to develop their skills and to aspire to further their careers.



Teachers at Watford Girls enjoy working here because of the positive, inclusive and caring ethos and atmosphere and the friendly staff, but most of all because of the girls. Teachers report that ‘This is a great place to work and the girls clearly love it here. There is a level of commitment and pride from everyone here, staff and girls alike.’ and that ‘I love working here because of the caring ethos mixed with academic rigour and the dedication of the staff, who are all very friendly and supportive.’ We currently have one of the lowest contact teaching time ratios in Hertfordshire because we have chosen to invest in our staff.

All new teaching staff have access to a thorough and comprehensive induction programme.

Early Career Teachers benefit from the support of experienced mentors and links to other schools in our training consortium, the Watford Partnership.

“

“I just think it is fabulous the lengths everyone on site is going to ensure the girls are getting the best experience possible in school, in these crazy times. I am very grateful as a parent and continually impressed with my fellow members of staff.”

We are particularly proud of our work with initial teacher training. Watford Girls is the Lead School for School Direct in association with a number of outstanding schools and in partnership with Hertfordshire University. We also work with other universities and institutions to host PGCE trainees. We welcome people who aspire to a career in education to visit for school experience.

We believe that ‘it takes a school to train a teacher’ and this belief is supported by all colleagues so that training with us is an extremely positive experience.

What do people say about us?

“

“School is unapologetic about its fast pace, openly encouraging prospective families to ‘choose carefully’. Parents told us there is ‘lots of support’ once girls are in situ. It’s ‘cool’ to work hard here and effort is rewarded as much as attainment at the annual prize-giving. You only need to look at the photos of the junior choir – a mass of yellow shirts – to get a feel for how inclusive music is here. And they’re good, as are the other choirs, orchestras and ensembles,”

THE GOOD SCHOOL GUIDE

"I really appreciate that the staff are treated like professionals."

"I am so grateful to be part of such a supportive and collaborative department and school community."

"I love working at this school and also the people who I work with are amazing!"

"I do feel blessed to work here and completely valued as a member of staff."

