



# Plumstead Manor School

Pride • Ambition • Respect • Together



## Recruitment Pack





# Welcome from the Headteacher

Plumstead Manor is a thriving secondary school with a mixed Sixth Form, with just short of 1500 students on roll. Our vision is based on four key principles of success, harmony, excellence and justice. We provide high quality teaching, in a safe and friendly environment so that our students leave school as independent and successful young adults ready to change the world for the better.

Our blend of academic excellence combined with personalised pastoral care have seen outcomes and standards improve in a sustained fashion over time. We continue to improve and cement our standing in the local community and are continually oversubscribed for entry in Year 7.

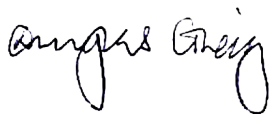
This is an exciting time to join us where our commitment to excellence combined with an inclusive ethos have seen significant improvements secured at the school. Our first priority is academic excellence so that our students are equipped with the knowledge and skills to maximise their full potential, and realise their ambitions. At the same time we want them to develop into articulate and accomplished young people, who can confidently take their place in the world and change it for the better. These are the key ingredients of future personal and economic well-being, and they lay the foundations for a fulfilling life, and a fairer and more just society.

The Senior Leadership Team includes the Head Teacher, three Deputy Head Teachers, four Assistant Head Teachers and the School Business Director. There is also an extended Leadership Group including two Lead Practitioners and a Director of Assessment and Reporting.

We are proud to be a school at the heart of our community, committed to educating confident and successful young people who will change the world for the better. The school benefitted from a rebuild and refurbishment which opened in 2012, and has a mix of modern and state of the art facilities which provide the platform for us to deliver excellence in all that we do.

We know that our staff are our most important resource. This is why providing for their professional development and well-being is vital to the success of our young people. We have a range of internal professional development offers, and now provide and deliver the NPQML and NPQSL programmes for our staff. We are also growing and developing our provision of activities and support for staff to help them balance the demands of their work and lives. Recent examples would include subsidised pilates offered on site, access to a fitness suite as well as workshops focused on mindfulness and time management.

We are looking for people who work with drive and determination, people who are not afraid of challenge, who at the same time will be passionate and relentless in securing the best possible education for our young people. We are a vibrant and diverse community, where we seek to support our young people to change the world for the better. I would gladly speak to you further should be interested in the position, and do feel free to come and visit us if you want to experience our community at first hand. You are welcome at any time – please contact [janet.tarling@plumsteadmanor.com](mailto:janet.tarling@plumsteadmanor.com) to book a visit.



Douglas Greig  
Head Teacher



# Why Work at Plumstead Manor School?

We are looking to recruit exceptional teachers and support staff who can inspire learning and encourage our students to reach their maximum potential.

Excellence and justice are our mission at Plumstead Manor. We are proud to be a school at the heart of our community, committed to educating confident and successful young people who will change the world for the better. Throughout the school we have the highest expectations for all our students, so that we empower them to thrive and flourish in their future lives. High quality teaching, in a safe and friendly environment are the foundations for every young person to achieve their dreams and experience the joy of learning each and every day. Our deep commitment to the academic development of each student, lies alongside our expectations for good manners, strong discipline and the development of rounded young people. We are a diverse, inclusive and harmonious community, and celebrate the many differences that make up our whole in pursuit of excellence for all our young people.

## Great Location

The school is located beside Plumstead Common, a green and leafy oasis, an ideal place for a lunch time walk or a picnic in the summer. A woodland ravine at the edge of the common is recognised as a nature conservation area and is largely made up of woodland and is a haven for bird life and many species of butterfly. There is a bowling green and hard surface tennis courts and the common is also home to Greenwich Rugby Football Club. The school has good transport links with a range of buses stopping outside. Plumstead Station is a 15 minute walk away and Woolwich Arsenal station is only a short bus ride and is a DLR as well as mainline rail station. Central London is only 20 minutes away and Stratford station (Westfield Shopping Centre and Queen Elizabeth Olympic Park ) are only a short distance on the DLR. City Airport is not far away. Road links are also good with the M25 not far away and the Blackwall tunnel and Woolwich Ferry providing links to east London. In addition the Thames Clipper commuter ferry runs services from Woolwich to Canary Wharf and the City. The Emirates Air Line cable car crosses the Thames from North Greenwich to the Royal Docks and the Elizabeth line.



An autumnal view of Plumstead Common

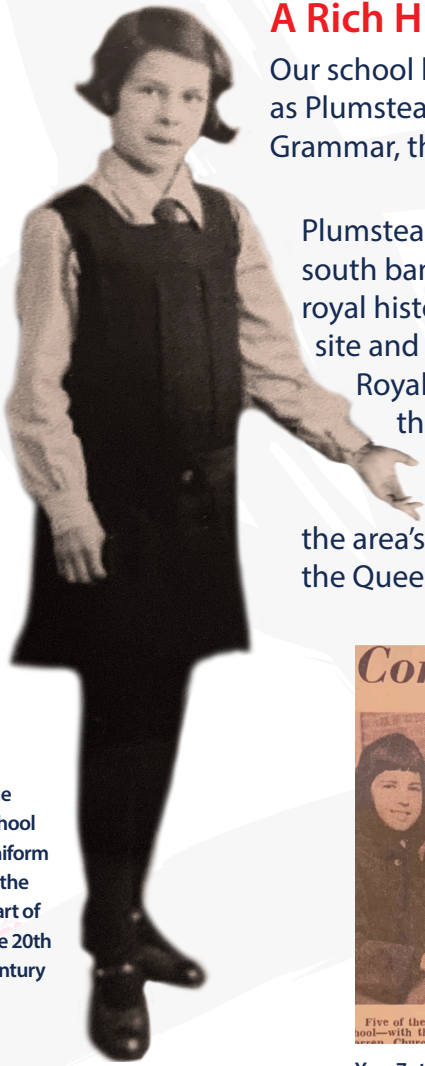


## A Rich History

Our school has been a centre of education for over a hundred years. Founded as Plumstead County School for Girls in 1913, it was later named Kings Warren Grammar, then in 1967 the school was renamed Plumstead Manor.

Plumstead Manor is located in the Royal Borough of Greenwich which lies on the south bank of the River Thames. Our borough is steeped in maritime, military and royal history with the town centre being designated a UNESCO World Heritage site and home of the Prime Meridian. Famous landmarks are the Cutty Sark, the Royal Observatory, the National Maritime Museum and Queens House and the Old Royal Naval College. The capital's oldest Royal Park, Greenwich Park, (once a hunting ground of the royal palace), offers panoramic views of London and Greenwich's iconic O2 Arena. In recognition of the area's royal connections through history, and to mark her Diamond Jubilee, the Queen bestowed royal status on the borough.

The school uniform at the start of the 20th century



Year 7 students joining Plumstead Manor in 1967



Students petition parliament in 1969

## Leisure Activities

Plumstead is not far from Blackheath Village and the historic centre of Greenwich, both of which have an excellent range of restaurants and independent shops. You can find food and drink for any occasion and from all over the world in Greenwich. Greenwich Market is a historic market established in 1700, with a wide variety of stalls including craft, antiques, jewellery, food and many more. Greenwich boasts one of London's premiere off-West End theatres which presents a year round programme of high quality drama, comedy, music theatre, children's shows and one of the country's most acclaimed pantomimes. There are also 3 cinema complexes in the borough ranging from a large multi screen cinema to the more intimate Picture House. There are 11 sports and leisure centres in Royal Greenwich offering a mixture of swimming, exercise classes, sports facilities and lessons. These include Sutcliffe Park Athletics Track, Southmere boating centre and Charlton Lido.





## Teaching

The quality of teaching at Plumstead Manor School is consistently graded good or better in externally verified teaching and learning reviews.

The curriculum and all other activities allow the students to see themselves as global citizens with a deep sense of humanity.

The training that teachers receive is high quality and relevant with a sharp focus on improving the experience for students in the classroom.

Our teachers know our students well and foster purposeful relationships.

All staff undertake regular teaching sessions throughout the year to ensure that practice remains dynamic, relevant and keeps pace with the ever changing curriculum landscape. We support staff to keep their subject knowledge up to date as this is the foundation of academic excellence in the classroom.

All of our teachers are specialists in their field. Their enthusiasm for their subjects permeates their lessons and many have gained experience in industry, prior to their teaching careers.

Our teachers benefit from the opportunity to visit other schools to share best practice and gain valuable experience that they are able to bring back to the school. Working in partnership as part of a family of local schools is key to our ethos.

All staff are expected to have high aspirations for our pupils and we consistently encourage and support pupils to reach their full potential. We are proud of their many achievements when they leave our learning community and many return as staff, parents and members of our growing alumni.

## Inclusion

All young people who attend Plumstead Manor School find purpose in an environment that is safe, engaging and embodies the school's core values of success, harmony, excellence and justice.

Our inclusive systems provide a better-quality education for all children, a continuous journey which is ambitious for all our young people. The school provides the context for a child's first independent relationship with the world outside their families, enabling the development of social relationships and interactions.

A commitment to inclusion necessitates that the school reflects, listens, tries, changes and adapts. It is about ensuring that a range of support systems are in place to ease our student's future economic and personal well-being, as well as their entry into social and civic life.

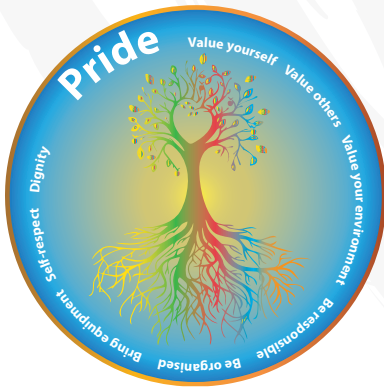




## Learning

Our approach to teaching and learning places several key qualities or attributes as central to the future success of our students. They are **Pride**, **Ambition**, **Respect**, and **Togetherness**. These qualities are referred to by the acronym “**PART**” and are outlined in the illustration below. Focusing on these qualities results in higher attainment, better progress and ultimately better grades and outcomes. These dispositions bind together the powerful knowledge and deep understanding vital to future success.

Our curriculum is built around these dispositions, and so is our praise and reward system. Teachers plan schemes of learning with them at their heart and embed them into lessons.



**PRIDE:** We want all members of our community to be proud of our school and to feel good about our community. This should be evident through our perfect manners, professionalism and high standards. We expect all members of our community to actively participate in school life by taking ownership and responsibility, and to represent the school's high expectations in all that they do.



**Ambition:** We want to excel, and expect all members of our community to strive to be the very best version of themselves. We are ambitious for all our young people and want them to experience excellence in all aspects of school life. Our goal is to inspire future generations to secure success and to go beyond what they ever thought possible. Modern society is not an equal place, and we want to offer young people the chance to experience justice so that they can go on to change the world for the better.



**Respect:** We want all members of our community to develop a strong sense of self-respect. From that foundation we expect everyone to be respectful of others, to be kind and caring, to have good manners and to show empathy, compassion and understanding. We foster harmony within our community by celebrating the different backgrounds, cultures, faiths and abilities that make up our school.



**Team:** We cannot realise our vision without team work, where everyone puts the success of the team at the forefront of all that they do. Acting as one, working together in unity, is critical to realising the school's high expectations, and is vital to the future success of all our young people.

## Leadership

Our approach to teaching and learning places several key qualities or attributes as central to the future. Plumstead Manor School has a strong tradition of growing its own leaders. This is possible due to successful in-house leadership programmes and a commitment to accelerated career development at all levels.

Our senior and middle leadership team enable us to drive forward strategies and allow us to be outward looking in terms of supporting the local community and promotion our achievements.

We are also firmly committed to developing opportunities for student voice and leadership. We have Head Students, a Sixth Form Leadership Team, and a School Council, through which Year Councils in Years 7 to 13 feed their thinking, raise questions and discuss issues.

## Community

We are proud of our inclusive and caring community; and offer an entitlement to learn and flourish in a safe, friendly and disciplined environment. We want all young people to be respected, nurtured, and included.

We actively promote tolerance, responsibility and kindness, as well as providing our young people with the resilience, confidence and 'know how' to lead healthy and successful lives. We strongly reinforce the importance of equality of opportunity at Plumstead Manor; for us it means that everyone should be included and nobody should be left out.

Students are taught to celebrate diversity as we are all different and every member of our community deserves the right to feel valued. They are encouraged to challenge any form of prejudice and to respect and celebrate difference.

We promote equality of opportunity through our curriculum, in particular our Personal Development programme, tutorial programme and assemblies. We live in an unequal world and our role as a community school is to support our young people in developing the confidence and knowledge to go on to change the world for the better.







### **The school can offer you:**

An inclusive ethos, with excellence and justice at its heart.

Students who are well-behaved, dynamic and enthusiastic.

A supportive ethos and concern for the well-being of all colleagues.

Excellent professional development and guidance.

A whole school commitment to excellence and justice, in a successful and harmonious community.

An active Staff Association who arrange social events for staff and help to create a community spirit.

Employer Contributions to Local Government or Teachers Pension Scheme.

Cycle to work scheme.

Employee Assistance Programme.

Use of Gym facilities on site after school.

Commitment to excellence in teaching and learning.

If you would like to find out more about this exciting opportunity, need any further information or if you wish to arrange a visit to the school please contact: [Janet.Tarling@plumsteadmanor.com](mailto:Janet.Tarling@plumsteadmanor.com)



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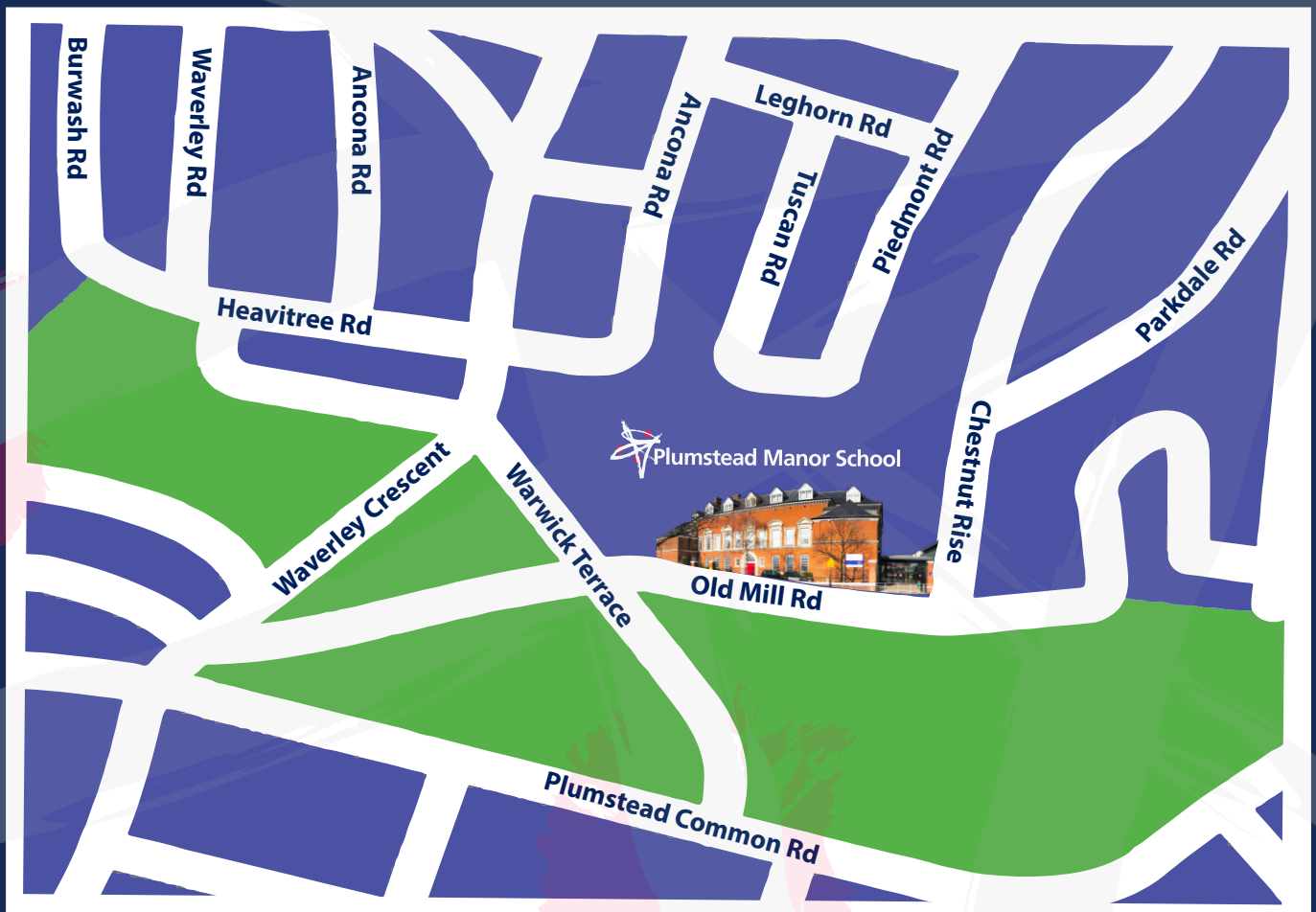
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