



# Your Future at Sir William Burrough School

Candidate Information Pack



University  
Schools Trust  
A transformational education



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## Why I work at Sir William Burrough

It is my pleasure to welcome you to Sir William Burrough School (SWB), a thriving school in the heart of Tower Hamlets, one of London’s most innovative and diverse boroughs.

The fundamental reason I work in education is to make a positive difference in children’s lives. The education that pupils receive at this formative stage will shape the rest of their lives, and so every day I am motivated by our vision to provide a transformational education for all of them.

I was born and raised in inner London and so have an affinity with this area and the demographic we serve. I count myself very fortunate that I had a supportive family who encouraged me to be curious about the world around me. I discovered my passion for working with children from an early age and I am driven to work alongside families in our community to make sure our children succeed.

It is an honour to be the Executive Headteacher of this school because I oversee a team that shares my ethos. Together we are unashamedly ambitious for our pupils. By joining this team you will become part of a school that is driven by our commitment to ensuring the best for our pupils and their families, but also for one another.

The SWB ethos is centred around exploration and discovery. Whatever your role, we want you to feel safe to be innovative, adventurous and pioneering. This is a critical time in the school’s evolution and a fantastic time to join because you will be part of shaping SWB’s future.

We are fortunate that this future is now as part of a family of schools within University Schools Trust. The benefits of this are numerous, and impact positively on all that we do. From bespoke professional development to the wellbeing charter, you will have access to opportunities far beyond what we could hope to offer otherwise.

If you are motivated by being bold, making an impact and nurturing our pupils to unearth their potential then I firmly believe that this will be the right place for you. I look forward to meeting you and welcoming you to the SWB family.

**Siobhan Fehim**  
Executive Headteacher



# Why SWB is a Great Place to Work

Joining SWB means becoming part of a school steeped in history rooted in the local community. We honour this tradition while simultaneously rejuvenating our classroom practices to empower and meet the needs of our pupils.



### Continuously Improving

Progress is important to our purpose, fostering unity and a shared sense of belonging. Our ethos of continuous improvement is built on three core principles:

**Clear Communication:** “The single biggest problem in communication is the illusion that it has taken place.”

We prioritise clear, strong line management that creates confidence, clarity, and a safe platform for constructive expression.

**Empowering People:** “The only limit to the height of your achievements is the reach of your dreams and your willingness to work for them.”

From thorough inductions, appraisal systems, and weekly development our staff thrive and understand what success looks like.

**Change makers:** “It takes a village to raise our child”

We genuinely seek input to improve our school. Every team member feeds into the development plan and has the control to deliver it.



### Building Lifelong Careers

Our staff strive for growth which fosters curiosity and motivation. We offer everyone tailored training to support their success and career aspirations.

As part of UST, all staff gain access to:

- Collaborative Learning Hubs
- Coaching and Mentoring
- Work with university partners
- THEPs cross-borough network meetings.



### Trust at our Core

“Whether you’re in a team with new colleagues or working in a stable team, effective teamwork works best in a psychological safe workplace.” Dr Amy Edmondson

Psychological safety is central to teamwork and the SWB ethos. We nurture an environment where individuals can speak openly, challenge respectfully, aim high, and learn from mistakes.

At SWB, this is supported by clear roles, quality assurance, teaching principles, feedback models, and a culture of humility.





# Joining SWB

**Starting in a new workplace can be a daunting experience for anyone, but it is important to use that every new starter at SWB feels like part of the team.**

**Our experienced senior leaders recognise that a lack of belonging is one of the primary reasons cited by people leaving the profession. That's why we leave no stone unturned when it comes to your first days, weeks and months at SWB.**

## **Induction Best Practice**

Working with the UST HR team, your induction begins before your first day. Between them and your line manager we will make sure that your working area is set up and any necessary adjustments made, all technology is functioning and a personalised welcome pack is ready for your arrival.

## **Friendly Faces**

Emotional maturity and empathy are hallmarks of the SWB team. We have all been the new person before, and that is why you are guaranteed that people will go out of their way to make you feel welcome.

## **Systems and Processes**

One of the best things about being part of the Trust is that we have access to incredible systems, however, we appreciate that as a new starter this can be a lot to take in. You will have training on all the key ones and booklets are available to help you navigate your way through. The team are always on hand to support as well.

## **Ongoing Support**

Comprehensive and supportive line management is critical to anyone's experience at work. Everyone at SWB understands this and so it is never a tick box exercise. Whether it's additional support or CPD you want to discuss, this is a protected time for you to work collaboratively.

## **Staff Training**

Whatever role and stage of your career, SWB offers training suited to your development:

- Development Days for all
- Nine guaranteed INSET days
- Six 'Twilight' sessions (equivalent to three days of professional development)
- Middle leader: Curriculum meetings
- Class teacher: Weekly CPD and coaching
- ECT: Teach First training programme
- LSA: Weekly CPD and bespoke training
- Pastoral: Access to THEWS and THEP



**Sir William Burrough School**  
Salmon Lane, London E14 7PQ  
020 7987 2147 [office@swbschool.net](mailto:office@swbschool.net)