

# Thamesmead School



## *Staff Recruitment Brochure*



# Welcome to Thamesmead School



## Dear Colleague,

I look forward to hearing from you in the near future.

Thank you for your interest in working at Thamesmead School. Thamesmead is a successful, thriving and oversubscribed 11-16 school judged by Ofsted to continue to be good in November 2022. We have a happy community of staff and students and I hope you will see that if you come and visit us as part of your application.

I joined the school as Headteacher in September 2017. I was impressed by the hardworking students, the calm atmosphere, and the friendly welcome that I received on my first visit and I can vouch for that remaining typical of the school.

Our staff like the strong and supportive team ethos that exists amongst those who work here. They like that we have high expectations of behaviour and standards from our students, and that we support our staff to uphold these, we have had to work hard on this post pandemic, but we are succeeding. Staff like the work we have done to try and ensure workload remains manageable such as our condensed day, collaborative planning practices, personalised CPD options and the high-quality assistance that is provided for teaching by our committed team of support staff.

I hope that after reading all about us that you will want to apply to join our team and become a part of our community.

Yours Sincerely,

Phil Reeves  
Headteacher

# Our Vision and Values

Thamesmead School is a stand-alone secondary academy school for students aged 11-16 and is located in Shepperton, Surrey. As a heavily over-subscribed school most of our students come from our local community and we value our place within it. Our school vision is centred on four cornerstones that we strive to achieve. They are;

- Committed to excellence
- Nurturing individuals
- Respecting our community
- Fulfilling potential

These encapsulate our desire to be a school that achieves academic success alongside personal growth and development.

Our students arrive with above average prior attainment and go on to leave us having made further progress on top.

We have high expectations for every student and we embed our seven Thamesmead values across our school, we encourage our students to have;

- *Respect*
- *Aspiration*
- *Independence*
- *Confidence*
- *Commitment*
- *Resilience*
- *Community*

and reward when they demonstrate these essential qualities.

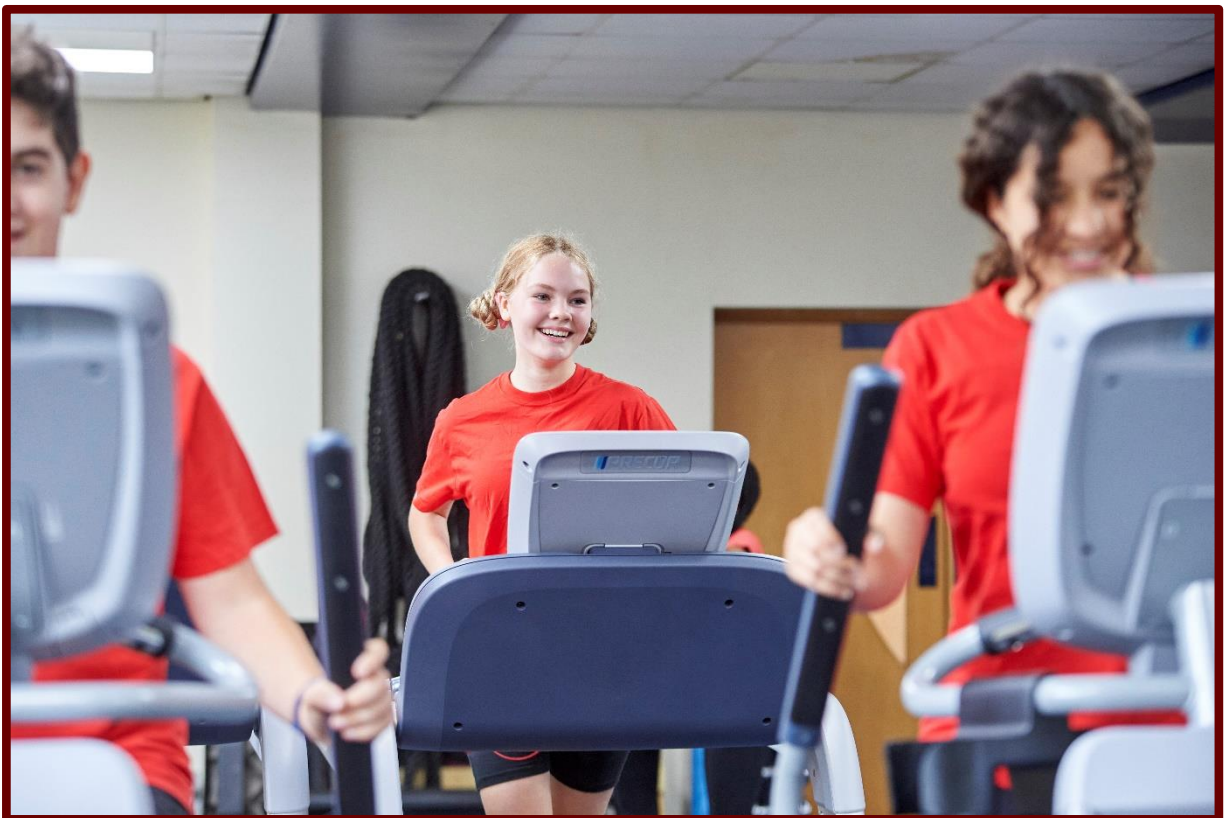




# *Benefits of working at Thamesmead School*

- An annual wellbeing long weekend in the autumn term
- Priority admission for children of staff\*
- Paid lunch duty
- Cycle to work scheme
- Flexible working opportunities
- Free onsite flu vaccination
- Free carparking onsite
- Onsite gym with subsidised membership
- Free meals provided on inset days, parents evenings and open evening.
- A comprehensive mentoring system for Early Career Teachers (ECT's) which includes training and development
- Personalised career path development (CPD) options

\*This applies to staff who have been employed by Thamesmead School for at least two years prior to application and admission.



# Staff Wellbeing

Staff Wellbeing is of upmost importance at Thamesmead School. We offer 24/7 access to a free counselling service as well as access to Occupational Health resources and advice on a number of health issues. Strategic decisions are made to support staff in obtaining a good work/life balance; consideration has been given to timing regarding marking, assessment and meeting schedules to ensure staff are not overloaded.

There is a wellbeing day in December to help break up the long autumn Term and we plan our school calendar every year with care to ensure it is supportive of staff wellbeing. Every effort is made to accommodate absence for special occasions such as graduation or nativity plays. Finally, with the school day ending at 2.35pm, this creates time in the afternoon for staff to collaborate, prepare or take part in student or staff based extracurricular activities.

Thamesmead celebrates the successes of staff on a weekly basis via the 'Star of the week' award; gives mindfulness advice weekly via email and provides frequent break and lunchtime treats for staff! Our recently refurbished staff room demonstrates our commitment to providing a pleasant working environment for our staff to relax and re-charge throughout the working day. Staff feedback continually tells us the thing they value the most is the support for wellbeing and the team spirit established here.



# *How we manage Workload & Wellbeing*

At Thamesmead School we recognise that one of the biggest impacts on wellbeing is workload and having a good work/life balance. We continually listen to our staff and implement changes that create an effective but streamlined approach to workload.

- Remote working option for parents meetings, progress reviews and training
- Additional time for management responsibilities
- 24/7 free access to counselling service
- Annual wellbeing long weekend in the autumn term
- Occupational health resources for a number of health issues
- Flexible working and part-time working supported
- Staff allowed and encouraged to be creative and inventive with their teaching
- Two weeks paternity leave instead of one
- A considerate and compassionate approach to requests for time off
- Paid leave for unavoidable medical appointments and special occasions such as graduations
- Unlimited hot drinks provided free of charge to staff
- Membership of professional associations
- Dedicated paid hours allocated to coaching via CPD
- Half day closure for progress reviews (which finish by 6.30pm)
- Our Senior Leadership Team (SLT) all operate an open-door policy
- On call is covered by our SLT
- Shared planning is strongly encouraged and promoted
- Support for NPQs, Masters and other professional qualifications
- Centralised detention system
- Dedicated Pastoral Manager for each year group
- Data analysis completed centrally for Middle Leaders
- Markmate used to reduce time required for marking
- Cover Supervisors employed so teachers are only asked to cover during busy times
- A well thought out and supportive observation schedule which is focused on development and learning, with no grading



# *Beyond the classroom*

There are a wide range of opportunities, challenges and experiences beyond the classroom for our students and we work hard to enable and support all of them to access these. For example, we encourage all our year 7's to attend our Thames Young Mariners activity day where they build positive relationships and confidence as well as challenge themselves.

We also have subject focused opportunities, including theatre trips, botanical gardens, field studies, sporting events and other key places of interest.

Staff also contribute to a wide range of extra-curricular clubs including; art club, music, debate, maths, self-defence, code breaking, Mandarin and nature club.

Many of our students take part in the Duke of Edinburgh Awards scheme supported by our staff. We also provide opportunities for international trips which provide curriculum enrichment and that our staff can lead or volunteer to take part in. These have included trips to Amsterdam, New York and ski trips to Italy and we are keen to see these return post pandemic.



We are based in the vibrant community of Shepperton Village, which has excellent transport links for bus, train and Overground services with easy access to Central London and also the M3 and M25. Staff who work here travel easily to work from South West and West London, Surrey, North Hampshire and Berkshire.

Our staff, students and PTA can be found enjoying themselves and performing at the Summer Fair and the not to be missed 'Big Tree Night'; to name but two of the events that combine to make the village much more than the location of a famous film studio!

# *Teaching and Learning*

At Thamesmead School teaching and learning is at the heart of all we do. We believe that if our students are to make excellent progress and achieve their potential, then we must always deliver high quality lessons that challenge them to achieve more than they thought possible.

We do not believe that there is one perfect way to structure a lesson. Indeed, as long as the strategies and structures employed are achieving the high outcomes our students deserve, teachers should feel confident to adopt their own researched and practise-driven (tried and tested) approaches.

We recognise that, just like our students, we too are lifelong learners. Furthermore, we know that the most effective learning for teachers happens when they are given opportunities to reflect on, share and improve their practice. We provide a comprehensive programme of continuing professional development, with the focus on staff's individual pedagogical practice and career aspirations. We believe in promoting leadership at all levels; as well as developing your teaching skills, we want to ensure that you are ready for leadership opportunities when they arise.

ECT'S will receive a mentor and induction tutor, who will be responsible for their development over the course of their ECT. Our ECT programme is extensive. There are regular opportunities built in for ECTs to get the support and developmental chances they require.





# What our staff say

**Lauren Bathers, 3rd year Teacher of Maths joined September 2022**

*"I wanted somewhere that felt inclusive, with a focus on nurturing students"*

"I chose to work at Thamesmead School, as I wanted somewhere that felt inclusive, with a focus on nurturing students to be the best they can be. Since my first day, I have always been treated as a valued member of staff, which is something that is really important to me. Every member of staff is supportive and happy to help out when needed, regardless of their role or experience. As a new member of staff, you are given a buddy who is there to support you throughout your first year. This has been great to know there is someone I can go to if I have any questions or just need to discuss my day.

There is a great range of extra-curricular activities at Thamesmead School, which allows students to excel in ways further than the standard curriculum can offer. I run a code-breaking club for KS3 students where we look at different puzzles and ciphers and attempt to solve them. This is great fun for students to see how maths can be used outside of their lessons, but also allows for them to enhance their problem-solving skills. I have really enjoyed taking on this extra responsibility and looking at other things I can get involved with outside of the school day."



**Farah Sharief, ECT Teacher of Science joined in September 2022**

*"Diversity is appreciated and celebrated"*

"When I first visited Thamesmead School I really liked the feel of the school, everyone was welcoming and warm. I had heard good reviews of the school and had known someone from my last place of work who is a happy parent of the school.

Since joining I have found Thamesmead School a respectful environment with a supportive team. There are many opportunities to excel. Diversity is appreciated and celebrated and the SLT is strong and incredibly supportive.

I really enjoy the inset day training provided and it has been extremely helpful towards my teaching in the classroom, with me successfully applying many of the strategies taught.

I feel supported in gaining my QTS, which is very important to me and I have already developed positive relationships with my students and fellow teachers. "



***Rob Phillips, Teacher of History and ECT Mentor joined September 2018 as an ECT***

*"I enjoy coming to work every day"*

"I wanted to relocate from the North of England and the thing that made me take the plunge and pick Thamesmead School was the welcoming, friendly vibe and the sense of community you get when you first walk through the door. It was also a good place to develop my career.

Thamesmead School allows its staff autonomy and is open to them being creative. The SLT are accessible and supportive.

I've been given multiple opportunities to progress my career at Thamesmead School and within 3 years was Head of Department and am now working on the ECT program.

I enjoy coming to work every day and the sense of community that first drew me to the school is still apparent in the House celebration days, school trips, sports day etc. Every day there is something that brings joy"



***Alison Bell, Year 9 Pastoral Manager joined February 2003 as a Teaching Assistant***

*"...there really is something special about the school"*

"I started at Thamesmead School as a Teaching Assistant and the first thing that attracted me were the flexible working hours, which as a mother of three I really needed. What has kept me at Thamesmead has been the people; both staff and students, as well as the career opportunities I have been given.

The staff at Thamesmead School are a family. Everyone and anyone will help you when you need it, there is lots of camaraderie. We all work together, you are never on your own.

All three of my children have attended Thamesmead School during my time here, I've also moved out of the area and now commute in, but I wouldn't leave, there really is something special about the school.

I moved from being a Teaching Assistant to Pastoral Care Support to now being a Pastoral Manager for one of our year groups. I am trusted to do my job and am given the space and freedom to develop my role. I enjoy helping in the classroom and building relationships with the students. Seeing the students that I work with go on to succeed is the most rewarding part of the job.

I have had some great experiences at Thamesmead School. I really enjoy attending the school trips, you get to see another side of the students and build your relationship with them further. I've been to Amsterdam, France, lots of museums and Juniper Hall to name a few."



***Andrew Grafton, Assistant Headteacher joined January 2017 as Head of Computer Science***

*“We all work hard but we do it together as a team...”*

“I started working at Thamesmead School at the start of 2017 as Head of the Computer Science Department. Although I’d never visited the school before I knew of its reputation in the local area from other parents and teachers who spoke about the excellent education the children receive alongside the care and support to produce such lovely polite and positive young people.

The staff here are the best I’ve ever worked with, we smile and laugh everyday from the site staff to the senior leadership team it feels like we are a big family. We all work hard but we do it together as a team which is great to be part of. I feel there is a high degree of trust alongside opportunities to further your career. I was relatively young, and I hadn’t been here long when I was promoted to the senior leadership team but the school trained and mentored me to be ready. I feel I was setup to be successful so when the time came, I had full confidence taking the position.

I’d highly recommend visiting so you can see and feel what it is really like to be here. There are too many great experiences to mention but my favourite memory was seeing my year 11 tutor group open their GCSE results. I saw hands shaking as envelopes were opened, then saw students and parents with happy tears on their faces. It was so special to share those moments, it makes all the special efforts we go to here worthwhile and I love to be here doing that.”





# Thamesmead School



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**Headteacher:** Mr Phil Reeves

We welcome visitors to the school and tours can be arranged by contacting us.

If you would like further information or have any questions please contact

HR on [hr@thamesmead.surrey.sch.uk](mailto:hr@thamesmead.surrey.sch.uk) or 01932 219423.



## *Academy Statement*

In August 2011 Thamesmead became a level 2 (converter) Academy, a charitable company limited by guarantee.

Academy status gives Headteachers and governing bodies greater freedom to run the school and control the entire school budget, whilst still requiring them to comply with the national guidance on admissions, exclusions and SEN. Like all maintained schools they also have to teach a broad and balanced curriculum and are subject to Ofsted inspections on the same basis as other state funded schools.

As an academy we will continue to serve the needs of families and children in the area, as we have always done. The Academy Trust cannot profit from the Academy and the Trustees have a legal duty to act in the interest of the Academy.

## *Charitable Company statement*

Thamesmead School, a charitable company limited by guarantee, registered in England and Wales, company number 07686145.

## *Safeguarding*

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a Child Protection Policy and designated members of staff who take responsibility for these procedures.