



WALDEGRAVE SCHOOL

Information Brochure for
Prospective New Staff



Waldegrave
School

Headteacher's Welcome



Waldegrave School is a wonderful place to work and study. All of us who work here are committed to ensuring that always remains true. We work closely with all members of the school to ensure that we are at the heart of our local community and serve it well.

At Waldegrave we welcome students of all abilities and celebrate the diversity of cultures, backgrounds and talents which students, parents and staff bring to the school.

Waldegrave has much to offer young adults of the future. We set high standards of behaviour and have high expectations of all of our students. We are proud of the partnership we have with parents to ensure all students reach their full potential and enjoy school. Ofsted reported in 2018 that this is an outstanding school. Our examination results are excellent and reflect the work of committed staff and students. This success has led to us being awarded the World Class School accreditation in 2019 and 2022.

Waldegrave School, however, has much more to offer than examination results. We firmly believe that the most successful students are those who really throw themselves into the life of the school. The opportunities here are many and varied and all students are encouraged to take responsibility for their own learning and make the most of leadership opportunities they are given both in and out of lessons.

We know that the success of our school relies on our exceptional staff. I hope that having read the information in this brochure you would like to join our school community. We are happy to receive applications from overseas candidates and have the ability to provide sponsorship.

I would like to thank you for your interest in this post and look forward to receiving your application. The information pack containing the job description and person specification is attached at the end of this brochure. If you have any questions regarding the role, or the school, please give us a call on 0020 88940 3244.

Ms Elizabeth Tongue



A WARM WELCOME TO WALDEGRAVE SCHOOL

Waldegrave is a successful, over-subscribed comprehensive school for approximately 1070 girls aged 11 to 16, and has a mixed sixth form consisting of nearly 400 students. We are a school whose aim is that everyone enjoys learning, feels valued and experiences success.

We have approximately 137 staff made up of 82 teachers, 37 technicians and academic support staff along with 15 administrative staff and 3 premises staff.

Our examination results are excellent and reflect the work of committed staff and students, click here for further information on our exam results. Waldegrave was given an Outstanding by Ofsted in 2018 and been awarded the World Class School accreditation in 2019 and 2022, and continue to strive to provide the best for our students.

There is a strong commitment to training and professional development, as well as the work life balance of all staff.

Based in Twickenham, in the leafy London Borough of Richmond upon Thames, we are fortunate to be set in spacious and attractive grounds over a 14.5 acre site.

The school has invested significantly over the years to improve our facilities. This has included a sixth form block, dining room and sports hall along with our refurbished Performing Arts block. We are continually investing in improvements throughout the school, for example our newly refurbishd staff room.

We value the diversity of our school community and our curriculum. Staff and students enjoy positive relationships. Students are enthusiastic about learning and have ambition to succeed, as a result behaviour is excellent. This atmosphere allows teachers to have autonomy and be innovative and is one of the main reasons so many staff choose to stay at the school.

Support staff are valued and respected, and work collaboratively with teaching staff. They are integral to our ability to provide a safe, and happy environment in which students can thrive.

"I joined Waldegrave school because of its outstanding local, and national, reputation. I wanted to work in a school which had high expectations of all pupils and an ethos which promoted inclusivity. It was also important to me, as an experienced teacher, that I could work collaboratively in a strong department whilst also maintaining independence to tweak lessons to suit my own teaching style."



O U R V I S I O N

To empower us all through:

- Great teaching and learning
- Positive relationships
- Being the best we can be
- Embracing the new
- Great leadership
- Being open-minded and respectful
- Sharing common values and practices
- Developing strong partnerships and by throwing ourselves into the life of the school

This is summarised using three words;

ENJOY

ACHIEVE

EMPOWER

Our school rule

Learning comes first: we show mutual respect and understanding for everyone, through courteous and considerate behaviour at all times.

SCHOOL FACILITIES

Waldegrave School has some outstanding facilities and is constantly looking at ways to further improve our working environment. Specialist facilities include 12 modern science laboratories, a large up-to-date sports hall, 2 computer suites, a modern conference room and a newly refurbished staff room with free tea and coffee and use of microwaves, fridges.

The sixth form are mainly housed in their own, building that overlooks our extensive playing fields and tennis netball courts.

We have large staff workspaces plus a staff well-being garden which provides an excellent outdoor break area.

The site has a large, gated car park for staff and school visitors. Many staff cycle to work and to support this Waldegrave operates a cycle to work scheme and has sheltered bike racks.



TRANSPORT LINKS



Address: Fifth Cross Road, Twickenham, Middlesex, TW2 5LH
Rail Links: Fulwell and Strawberry Hill train stations are nearby
Bus Links: Many bus routes serve the Waldegrave School area

STAFF DEVELOPMENT

Waldegrave School can offer you a collaborative community environment in which to develop your career. You will be surrounded by committed and supportive colleagues to help you progress professionally. We understand that staff are our most important resource and invest in excellent CPD at every stage of your career to enable you to develop and share your skills.

Having previously been a National Teaching School, Waldegrave is an active member of the the Wandle Teaching Hub. We have strong links with Higher Education Institutions providing opportunities for staff to develop as mentors and to contribute to the training and development of new entrants into the profession. Staff looking to further their own careers are encouraged and supported to participate in NPQQ programmes. We also provide varied in-house CPD opportunities including opportunities that allows all staff to share best practice, along with excellent continued performance review using BlueSky.

We believe that taking every opportunity to share good practice, new ideas and innovations, between all members of staff, is pivotal at every stage of your career and contributes to the success of the whole school. We use Lesson Study principles to ensure all staff are engaged in conversation about pedagogy.

“I was apprehensive when I started at Waldegrave as I knew that I had a very steep learning curve ahead of me but I needn't have worried. From my first day, the staff made me welcome and were patient and supportive whilst I got to grips with my role. I received excellent on the job training and every day there was a new learning experience. I am so pleased I was invited to work at Waldegrave. I have learnt such a lot since I have been here, no two days are the same, the students are amazing and the kindness and support I have received from staff has made me feel part of the Waldegrave “family”.



STAFF WELLBEING AND BENEFIT

Staff well-being is a priority and is at the heart of all our decisions. We want to ensure all our staff members are supported, listened to, and feel included and comfortable in the workplace. The school timetable and calendar is planned to support staff and manage their work load and wellbeing. We have early finishes on Friday afternoons, an extended October half term and, with scheduled Twilight INSETs, an extended summer holiday.

Our leadership team and your line manager will be available to work with you to support you throughout the academic year and answer any questions you have. You will also have a mentor when you first start who is integral to ensuring you settling into life at Waldegrave.

We are a Google school and training will be provided to ensure you can fully access and use the suite of software available. The embedded use of IT enables us to have more flexible, collaborative meetings, work remotely and reduce workload. We offer flexible working arrangements if suitable to the role.

Our canteen facilities are excellent and a real perk. The catering team cater for all dietary requirements and offer main meals, noodle pasta pots, salads as well as grab and go items. Along with free tea and coffee in the staff room, it is not unusual to find treats on a regular basis, but to balance these we have a fitness suite available for your use and after school fitness classes, e.g. yoga. As part of the Waldegrave team, you will also have access to the following services:

THE STAFF ASSOCIATION

Waldegrave School has a wonderful staff association who offer support to all of our school staff. The association cares greatly about staff well-being and they organise regular social events which help to create a strong and supportive community environment amongst the staff.



EMPLOYEE ASSISTANCE PROGRAMME

Staff can access the Employee Assistance Programme (EAP), which offers free and independent help and support on a wide range of work, family and personal issues 24 hours a day, 365 days a year.



CYCLE SCHEME

We champion a cycle scheme here at Waldegrave School and we are always looking at ways to reduce our carbon footprint. The scheme is beneficial for staff who live locally and we encourage them to cycle with reduced rates on bikes and equipment.



TESTIMONIALS



"I joined Waldegrave this year and what I noticed really quickly is how much you are trusted as a professional and how much your opinion matters. What's also great about this school is how friendly everyone is and how lovely the students are. I've also noticed within my first weeks at the school how supportive the parents are. The leadership team is also very supportive; they've helped me as much as they could have done."



"I joined Waldegrave in September 2020 as a Lead Teacher having spent time studying and working in other cities across the UK, I felt it was time for the move to the 'Big Smoke'. What could make the prospect of moving to London for a new job even more daunting? A global pandemic. I need not have worried. The staff at Waldegrave, both teaching and support, made me feel welcome immediately. The school strives to maintain a very reputable name for itself as one of the best in the community. This has helped me continually push myself to provide the very best education for the students. I feel proud knowing I work at a very inclusive and forward thinking school."



"I am grateful to be part of the school and am confident it will help me succeed. My teachers are willing to help me outside of lessons/school day hours. I feel comfortable talking to my form tutor as she's very friendly and kind and I am very happy in school" Student at Waldegrave School



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School

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www.waldegrave.richmond.sch.uk