



March 2022

Dear Applicant,

You will find much more information available online about our school, but a very brief overview is included here.

St Saviour's and St Olave's is a popular and oversubscribed Church of England comprehensive girls' school in the London borough of Southwark. The school has interesting roots going back to 1562 under the Charter of Elizabeth I. Every member of the community is valued and there are high expectations of all and from all. The ethos of the school is built on Christian principles; care and support; challenge with academic rigour and excellent relationships throughout the whole school community. Students have said that they feel safe and appreciate having a voice in the school.

The school is an oasis for staff and students in the middle of inner London. We are an inclusive multi-cultural school welcoming students of all faiths and none. We describe our ethos in five words; compassionate, reflective, inclusive, supportive and transformative.

In 'normal' times, the school has taken full advantage of a host of world class educational and cultural opportunities. We have been recognised as providing outstanding enrichment involving a wide range of activities and including every member of staff and all students. Activities would include field study courses, school journeys at home and abroad, theatre and gallery visits. Music flourishes and there have been opportunities for participation in, for example, Japanese, drama, basketball, rowing, dance and in the work of the chaplaincy as well as homework clubs in every subject area. A contribution to the extra-curricular life of the school is expected from all staff.

There are 751 students including 132 in our sixth form. Student data shows that 35% of year 7 – 11 students qualify for pupil premium. Over 50 different home languages are spoken and 13% are on the SEN register. Most teaching is done in mixed ability groups, although there is some setting in English, Maths, Science and MFL. In years 10 and 11 all students follow a broad common core with additional "option" subjects. A broad range of subjects are offered in the sixth form to enable students to follow their own personalised timetable.

If you decide you would like to join us, I look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'C May'.

Catherine May  
Headteacher



## The Aims of St Saviour's & St Olave's School

The school motto encapsulates the aims of the school as our mission statement:

**HEIRS OF THE PAST  
CHILDREN OF THE PRESENT  
MAKERS OF THE FUTURE**

Within these three elements, our ethos as an Anglican school is evident.

### Heirs of the Past

We are a school that is underpinned by faith in God and grounded in our Christian values. We are **reflective** about our history, as a school and as part of the local and Anglican communities. We aim to ensure that every student builds positively upon the strong foundations established by those who founded the school and have led it since. Our school has always been an **inclusive** school, where everyone has the right to equality of opportunity whatever their ethnic, cultural, religious or socio-economic background. The heritage and rich tradition of the school gives a shared cultural and historical identity to all and a context in the community. It has always sought to give roots and stability to the girls who learn here – we work and learn together.

### Children of the Present

We are secure in the belief that all are all made in the image of God, so that all are valued and important. Our school is **supportive** to the members of the community, working and learning in a spirit of collaboration and trust. We recognise the importance of support for the whole child: educationally, pastorally, and spiritually, and provide time and resources to prioritise this. The emphasis on **compassion**, love and forgiveness is evident within the school community, as well as the outreach to those locally, nationally and beyond.

### Makers of the Future

We aim to engender a continuous desire to know and understand through the enjoyment of learning. We continue to foster an attitude of reflection on educational, spiritual and moral values that students can take forward in their lives. These characteristics help ensure the school is **transformative** for those who study here. As students reflect on the past, process the present and continue into the future, our desire is for them to be equipped with the character and skills needed for them to contribute positively and responsibly to society, realising their God given potential.



## St. Saviour's & St. Olave's Employee Benefits

At St Saviour's and St Olave's we recognise that whilst working in a school is hugely rewarding, it can also be quite challenging. We therefore prioritise staff wellbeing, ensure all staff are given the opportunity to develop and value our staff by providing them with appropriate recognition and reward for their contribution to the life of the school. We believe this has advantages for our students because it also promotes their welfare and enables them to benefit from a high quality of education delivered by staff that feel valued and supported.

There are a number of benefits made in addition to salary payments to support staff wellbeing and staff development. These include:

**A strong commitment to providing high quality continued professional development.** We take a positive view towards staff who want to develop professionally. The support we provide includes contributions towards fees for approved qualifications such as Masters Degrees – up to £1,000 or 50% of the cost of the course (whichever is the lower) per year for a maximum of 2 years, provided the course undertaken is relevant to the staff member's work at the School or will enable the staff member to make further valuable contributions towards his/her work at the School. We also offer excellent internal training delivered by our leading practitioners, we offer a one year SLT secondment programme aimed at middle leaders and our SSAT accreditation enables us to deliver the SSAT National Award for Middle Leaders (NAML) programme in house. Wherever possible we will support applications for external courses relevant to the role.

**Employee Assistance Programme** gives access to the EAP which provides specialist support on a wide range of work-life issues, legal and financial guidance and debt counselling. The programme also provides access to a specialist team of counsellors and advisors offering emotional support and counselling.

**Travel loans** – an interest-free loan of up to £5,000 to purchase an Annual Season Ticket.

**Childcare Vouchers and Bike-to-work Salary Sacrifice** schemes.

**Introduction Fee** – permanent staff who introduce an individual to the School may be eligible for an introduction fee of £500 if the individual secures a permanent employment contract, remains employed by the School for a minimum of 4 terms and has a successful Performance Management cycle.

**Provision of laptops** to enable staff to work from home efficiently.

**Provision of annual flu vaccination** free for all staff.

### Catering and refreshments

This includes:

- Catering before evening events e.g. Parents' evenings.
- Free refreshments and lunches on inset days and End of Term buffets.
- Subsidised lunches during the term time.
- Free tea, coffee and milk provided in the staff room.

We constantly seek to enhance our provision of benefits and welcome any additional suggestions from staff.