



THAMES DITTON JUNIOR SCHOOL CANDIDATE INFORMATION PACK



A PLACE TO LEARN, A PLACE TO GROW



DEAR COLLEAGUES,

Thank you for considering Thames Ditton Junior School as a potential destination for the next step in your career. We understand the importance of this decision and appreciate the time you've taken to explore opportunities with us.

At Thames Ditton Junior School, we offer more than just a job; we offer a chance to thrive and contribute to the development of our school community. Here, you'll be part of a dynamic team committed to implementing modern and effective strategies, grounded in research in order to provide our students with the best possible primary education.

In an industry known for its pressures, we strive to create a supportive environment where hard work is balanced with compassion and understanding. We value our staff as individuals, offering trust, support, and encouragement when needed.

As a proud member of the **Hinchley Wood Learning Partnership Trust**, we are dedicated to providing rewarding careers and fostering personal and

professional growth within our organisation. Together, we aim to create a culture of continuous learning and development.

At Thames Ditton Junior School, we are cultivating a safe and nurturing environment where our entire community— pupils, staff, parents, and carers—can thrive. We invite you to join us on this journey and help us create something truly special. We eagerly anticipate the opportunity to learn more about you and how your unique talents and experiences can contribute to our school's mission. Please don't hesitate to reach out with any questions or to begin the application process. Thank you again for considering Thames Ditton Junior School. We look forward to hearing from you soon.

Matt Lewis
Headteacher

ABOUT THAMES DITTON JUNIOR SCHOOL

Nestled in the heart of the Thames Ditton community, our school is a vibrant three-form entry junior school with an expansive campus featuring a vast field, three tennis courts and an AstroTurf football pitch. Our dedication to academic excellence is evident in our progress results, with KS2 Progress scores of 1.3 for reading, 1.7 for writing, and 1.9 for mathematics, significantly surpassing national averages. Furthermore, 81% of our students consistently achieve the expected standard in reading, writing, and maths, with many exceeding national standards in the higher standard category in each core subject. Our last Ofsted visit provided the school with a 'Good' rating and we are fuelled by ambitious aspirations for continued growth and enhancement. Alongside academic achievement, our pupils shine in sports and embodying our ethos of celebrating success as a unified school community.



VISION

At Thames Ditton Junior School, our core mission is to unlock the full potential of every student. We are shaping our school into a beacon of purposeful and effective education. As proud members of the Hinchley Wood Learning Partnership (HWLP), we aspire to be recognised for our innovative teaching and learning practices, as well as our commitment to embracing progressive educational ideas.

We place a strong emphasis on implementing proven educational practices, recognising that these both enhance outcomes for our pupils as well as streamlining the workload for our educators. Our strategies are grounded in these effective practices, enabling us to dedicate more attention and resources to addressing the unique needs of each pupil.

In our weekly assemblies, we focus on fostering values like respect, cooperation, and kindness. These principles are actively reflected in the daily life of our school, influencing how our students interact with each other in classrooms and around the school. This approach ensures our pupils grow academically while also developing strong interpersonal skills essential for their lives beyond school.



WHY CHOOSE THAMES DITTON JUNIOR SCHOOL?



1

Empowering Leadership:

Our Senior Leadership Team (SLT) actively supports each staff member, offering professional guidance and mentoring through a structured line management system that fosters growth and development.

2

Commitment to Professional Growth:

We deeply value Continuing Professional Development (CPD) and are dedicated to nurturing our staff's skills through the unique 'TDJS Way'. Our approach ensures that everyone has the opportunity to evolve professionally within our supportive environment.

3

Expert Support Teams:

Our school boasts exceptionally strong Safeguarding and Special Educational Needs and Disabilities (SEND) teams. These experienced professionals are readily available to provide guidance, support, and resources, ensuring that all staff feel confident and equipped to meet the diverse needs of our pupils.

4

Optimal Teaching Environment:

With predictable routines, high expectations, and outstanding behaviour management, our school environment allows you to focus on what you do best: teaching. We invest in research and apply evidence-based strategies to enhance teaching and learning, steering clear of transient educational trends.

5

Focused on Your Development:

Our learning walks and monitoring processes are designed with a developmental mindset, aimed at enhancing the skills and competencies of each team member in a supportive and constructive manner.

6

Reducing Workload:

Recognising the importance of work-life balance, we strive to minimize unnecessary workload allowing our staff to concentrate on their passion for teaching and making a difference in our pupils' lives.

7

A Culture of Openness:

We value innovation and are always open to new ideas. Our leadership listens and encourages dialogue, ensuring that every voice is heard and considered in our journey forward.

8

Join Our Journey:

Thames Ditton Junior School is on an exhilarating path to unlocking untapped potential. By joining us, you become an integral part of shaping our future and contributing to a legacy of excellence.

9

Collaboration and Outreach Opportunities:

As part of our trust and through connections beyond, we offer extensive outreach opportunities. This includes collaboration with colleagues across different key stages and schools, enriching your experience and perspective on education.

10

Proven Excellence:

Our school consistently achieves outcomes significantly above national averages, a testament to our effective educational practices and the dedication of our staff. By joining us, you will contribute to a tradition of excellence and a future of continued success.



TEACHING AND LEARNING

At TDJS, we are embracing the journey of building and refining our approach to education. The TDJS Way, our guiding philosophy, merges practical classroom wisdom with insights from the broader educational community. It's a flexible framework designed to inspire our teachers and ignite a passion for learning in our pupils. Our journey is marked by regular gatherings for CPD sessions, where we share, debate, and digest new ideas to enrich our teaching fabric.

Our leadership is deeply invested in nurturing an environment where teaching and learning can evolve. We see our teaching model not just as guidelines or a checklist but as a conversation starter for continuous improvement. It's an invitation for every team member to share their insights and help shape our collective path forward. This inclusive, supportive approach ensures that we all grow together — whether we're just starting out or bringing years of experience to the table.

Creating a culture where experimentation and feedback are valued is at the heart of what we do. We understand the importance of support as our team explores new teaching strategies, making sure that everyone feels confident and backed by their peers. Our approach to professional development is built on mutual respect and the belief that we all have something to learn from each other.

Stepping into TDJS means joining a community that's on an exciting educational adventure. Here, your growth is our priority, supported by a leadership team that believes in the power of collective progress. We are all learners here, facing the joys and challenges of education together, always looking for ways to enhance our impact on the students we serve.

We are committed to using our teaching and learning model not as a checklist of 'must-haves' but rather a shared understanding and reference point for reflective practice.

INCLUSIVITY

Thames Ditton Junior School prides itself on creating a nurturing and inclusive environment, where diversity is celebrated and every individual is valued. Our commitment to inclusivity is at the heart of our teaching philosophy, and we are keen to welcome candidates who share our vision and values. By joining us, you embark on a journey of professional and personal growth, where your skills as an inclusive practitioner are not just recognized but actively celebrated.

We believe in the power of collaboration and continuous learning, which is why we offer a wealth of training opportunities through our partnership with the Hinchley Wood Learning Partnership. This collaborative network is a treasure trove of resources, mentoring, and support,

designed to bolster your capabilities and confidence in creating a learning environment that meets the needs of all students.

Our commitment to supporting every pupil's learning journey is exemplified by our dedicated Special Educational Needs and Disabilities (SEND) team. This team is the backbone of our inclusive approach, providing comprehensive training, resources, and guidance to ensure that our teaching staff are well-equipped to adapt their teaching strategies to support diverse learning needs. Whether you're looking to deepen your understanding of inclusive teaching practices or seeking innovative ways to engage all learners, our SEND team is here to support your development.





OUR PASTORAL CARE

At Thames Ditton Junior School, our approach to pastoral care is multifaceted and deeply integrated, designed to support every aspect of our pupils' well-being and development. Central to our strategy is the belief in the power of understanding each pupil's unique needs and circumstances. We have staff trained in Emotional Literacy Support Assistance (ELSA) providing tailored one-on-one support, complemented by the expertise of our Special Educational Needs and Disabilities (SEND) Trust team, who bring a deep understanding of our pupils' profiles.

Our teachers and Year Group Leaders play a crucial role in nurturing positive relationships within our school community, laying the foundation for a supportive environment. This emphasis on relationships is part of our knowledge-based

pastoral system; we are committed to knowing our pupils well, believing that deeper understanding leads to more effective support.

Collaboration with external professionals allows us to extend our support network to include families, ensuring that our care extends beyond the school gates. The Senior Leadership Team, which includes roles focused on Pupil Premium and Safeguarding, is dedicated to implementing meaningful strategies that identify and prioritise needs effectively.

Our holistic approach ensures that our pastoral care system is not just a series of independent actions but a cohesive framework that supports every pupil's journey at TDJS.

APPLICATION PROCESS

Applications may be completed online via the link on the relevant vacancy page. If you have chosen to download and complete an application this can be sent to our HR Department at



**HR Department
Hinchley Wood School
Claygate Lane
Esher
KT10 0AQ**

For further information please contact our HR department on **020 8398 7161** or via email **hr@hinchleywoodschool.co.uk**

We are committed to meeting our data protection obligations and for information on how we collect, use, share and store your data within the recruitment process please click [here](#).

Hinchley Wood Learning Partnership is committed to equal opportunities and to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced check by the Disclosure and Barring Service (DBS).



THE HINCHEY WOOD LEARNING PARTNERSHIP



Hinchley Wood School is proud to be a founder member of the Hinchley Wood Learning Partnership (HWLP) – a multi academy trust including Hinchley Wood Primary School (a three form entry primary school on the same site) and Thames Ditton Junior School (a three form entry junior school a short walk from HWS).



We treat each member of the HWLP Trust community as of equal value, nurturing and valuing our staff and treating each other with kindness, dignity and respect. We are an ambitious cross-Phase Multi Academy Trust offering high quality centralised services which enable our staff to work collaboratively, network across the Trust and benefit from expert financial management and first-class facilities.

The HWLP Trust vision is to inspire learners and secure the very best outcomes for all the children in our schools. Our focus on values encourages our pupils to become confident, considerate, determined, enthusiastic and independent learners. As a Trust we take collective responsibility and are accountable for the development of every pupil. Agreeing common approaches where it is effective to do so. Whilst recognising the unique qualities of each of our partner schools and the local communities they serve.

As a Trust we deliver a creative and engaging curriculum for learners from 4 to 19, engaging parents/carers in genuine partnership to support each child's development at the earliest opportunity and recognising their individual talents whether that be in sports, music or the arts. Our mission is to continually improve the educational outcomes and life chances of our learners – our moral purpose for all pupils in the HWLP community.

Thank you for showing an interest in working within our Trust.

Ben Bartlett
CEO Hinchley Wood Learning Partnership





Thames Ditton JUNIOR SCHOOL

GETTING HERE

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Get Directions

