



ESHER CHURCH OF ENGLAND HIGH SCHOOL

RECRUITMENT  
INFORMATION PACK  
2024









Dear Candidate,

Thank you for expressing an interest in joining the staff team at Esher Church of England High School. This is an exciting time to be joining the School and the Trust. This post offers an outstanding opportunity to be part of a highly cohesive and forward-thinking community. We value our staff and the important role they play in making our school great; day in and day out. In this pack you will find more information of what it is like to work at our school.

Our core values of Wisdom, Hope, Community and Dignity are brought to life at Esher High School in a unique way. This is achieved by our school motto 'Belong, Be More, Be Esher' which gives both our students and staff the guidance as to how to live our values. We work purposefully to educate our students to be open minded and inclusive of all, this is worked through 'Belong'. We value the extra efforts of all students and staff, we celebrate this with 'Be More'. This applies in the formal curriculum, the wider curriculum and in personal development. We have 'Be More Days' each year to give students an opportunity to explore this further. 'Be Esher' is the fruit of all this work. It is about creating excellent young people who not only make the school a better place to be, but also the community beyond our school gates.

If you share the School and Trust's vision based on the unshakeable belief that children learn through all aspects of their daily lives and that their values and knowledge, experiences and habits are as important as their academic qualifications, we would be delighted to hear from you.

Yours faithfully,



Andy King  
Headteacher



## SCHOOL ETHOS

The school is committed to providing a happy and secure learning environment, in which all students have the right to learn and achieve, uninterrupted by others.

We place emphasis on all members of our community co-operating with others politely, considerately and honestly, promoting an understanding that right and responsibility go hand in hand.

Andy King

Headteacher



# TEACHING & LEARNING STRATEGY

All our energies with regard to Teaching and Learning at Esher Church of England High School are encapsulated around the principles of 1% and 100%.

1% - Teaching Strategy

As educators we are constantly trying to improve specific areas of our practice by 1% marginal gains.

100% - Learning Strategy

As a team we focus on working towards ensuring that 100% of our pupils are working hard and thinking hard for every minute of every lesson.

The four areas of 100% that we work on are:

- 100% Time
- 100% Attention
- 100% Participation
- 100% Understanding

Our CPD sessions, which take place twice per half term, work to establish and embed consistent classroom routines and learning habits across the school, as we know that consistency is crucial to ensuring that all learners are clear on our shared expectations and school norms.

All staff benefit from regular, low stakes lesson Drop-Ins from which staff are given 1% improvements to improve their practice. There is no formal lesson observation cycle.

All new staff benefit from 1:1 coaching from a senior leader in their first term to help adjust to life in a new school.



# WHY WORK FOR ESHER HIGH SCHOOL?

In addition to a competitive salary, we can offer the successful candidate continual professional development and the opportunity to further develop your skills and talents with us. You will have the opportunity to be part of a growing and dynamic trust led by a strong and dedicated senior team that provides support, effective challenge and strategic direction.

If appointed, you will be working with talented teachers and support staff, who are fully committed to delivering the best outcomes for students. We have low staff turnover and many of our leaders have grown up through our own staff team thanks to our excellent CPD activities, coaching and support.

Our vision, values and ethos provide an environment that enables everyone to work together in order that students flourish in every aspect of their learning. We also have strong links with parents and the wider local community and a highly supportive and dedicated governing body.

Staff benefits include:

- Bespoke professional development opportunities
- Full training programme for ECTs
- 2-week October half term holiday and 6-week summer break
- Staff Laptop and full Office 365 licence for home use
- Centrally planned teaching resources shared in all departments
- 1 additional hours of non-contact time on top of PPA per fortnight
- Teachers have their own classroom
- **Teachers' pension scheme**
- Staff wellbeing group
- Overseas wider curriculum opportunities
- Staff association dedicated to social activities, gifts, staff morale
- Free gym use before and after school
- On-site parking
- Clear system for managing behaviour
- Supportive leave of absence policy which recognises personal commitment







# HOW TO APPLY/ THE APPLICATION PROCESS

More information about this vacancy can be found on the vacancies page of our website: [Esher Church of England High School/Vacancies](#)

If you are applying for this role via our school website, please submit your completed application form electronically to: [recruitment@enlightenlt.education](mailto:recruitment@enlightenlt.education). Alternatively, if you are applying via TES or Eteach please complete the online application form and submit your application via this platform.

Interviews for shortlisted candidates will take place within two weeks of the closing date.

We welcome early applications and will consider holding interviews and appointing before the closing date for strong candidates. We hold sponsorship capabilities and will be able to s

Shortlisted applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. It is an offence to apply for a role if applicants are barred from engaging in regulated activity relevant to children.

This school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Please refer to the following link for further information regarding our [Child Protection & Safeguarding Policy](#).

Any successful applicants will be required to undertake an enhanced disclosure check by the Disclosure and Barring Service [DBS].



## HOW TO FIND US

Esher Church of England High School  
More Lane, Esher, Surrey, KT10 8AP

Tel: 01372 468068

Email: [recruitment@enlightenIt.education](mailto:recruitment@enlightenIt.education)  
Web: [www.esherhigh.surrey.sch.uk](http://www.esherhigh.surrey.sch.uk)

Headteacher: Mr A King  
Chief Executive Officer: Mr M Boddington





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