



## Altwood Church of England School



Information for prospective staff

**Altwood School - where 'I am known, I am valued, I will succeed.'**



“The school takes pride in quickly identifying what all pupils need to succeed. The systems in place ensure pupils feel welcomed and supported.”  
Ofsted 2023

# WELCOME

I am delighted that you are considering joining our inclusive and vibrant school community.

Altwood Church of England School is a popular and growing 11-18 mixed comprehensive academy. We are a founding member of Agape Trust with The Piggott School in Wargrave and have mixed articles meaning both church and non-church schools can join our growing Trust.

Our vision is to ensure that every student and adult who is part of our community is supported to ‘have life to the full’ John 10:10. At Altwood this means that everyone is **known, valued** and supported to **succeed**.

We celebrate the diversity and uniqueness of all our students and ensure that our comprehensive nature means that all students are supported to realise their potential. This is through both our varied curriculum offer as well as our extensive extra-curricular opportunities.

Our three houses – Faith, Hope and Joy are the cornerstone of our school. Students are placed in vertical tutor groups that enable them to feel part of the whole school community from day one.

They are supported by enthusiastic tutors that help

them to become active and confident members of our school and encourage them to get involved and take part.

The friendly competition between our houses culminates in a whole school rewards day in the summer term. However, celebrating success throughout the school year in regular rewards assemblies is integral to our happy and thriving community.

We believe strongly in our values of Truth and Forgiveness and expect our teaching staff to use positive behaviour management strategies to build strong relationships with our pupils. Students here are kind, respectful and keen to learn. The inclusive nature of our school means that staff love to support both the students and each other. We use peer coaching and regular CPD to build our skills and support other training opportunities.

It is a real privilege to lead our school community, and I look forward to welcoming you if you decide to put in an application to join our team.

Mrs Cath Harden - Headteacher



'The school has high expectations of all pupils. In response, pupils are considerate, polite and courteous' *Ofsted 2023*

# About Altwood

Situated in leafy Maidenhead, Altwood Church of England School is a wonderful place to work.

We serve a vibrant community where every student is treated and valued as an individual. We set high standards and expectations, and we encourage and support our students to achieve their very best. The school is situated in pleasant grounds with many of the curriculum and other spaces having undergone recent refurbishment. Altwood Church of England School converted to an Academy in 2012.

**Our Values:** As a church school we welcome all, value all and respect all. We celebrate the fact that everyone has God-given gifts and talents and embrace the responsibility we have for enabling students to realise their potential so that they can go on to achieve highly.

The school provides extensive opportunity for spiritual development and personal support. Our rich and diverse community is made up of young people and adults who are of the Christian faith, other world faiths or no particular faith; all have a significant part to play in our community and society as a whole.

*Students told Ofsted "Behaviour is good because we are known to staff."*



Leadership is a very important part of life at Altwood. The House system provides the basis for extensive leadership opportunities and every student is encouraged to play an active part in one way or another.

Altwood Parliament ensures that students have the opportunity to fully engage in decision making at our school and our PSHE curriculum engages all of our students, to develop their leadership, organisation, resilience, initiative and communication skills. These key life skills support our academic curriculum so that our students can play a positive role in the school and wider community.

# Teaching at Altwood

Teaching and learning is at the heart of our drive for continuous school improvement. Based around our non-negotiables and our teaching and learning cycle, staff and students are clear about expectations and set high standards to ensure progress is made in all lessons.

At Altwood, we take staff development seriously, as it is fundamental in providing the students with the best possible education and the most equitable classroom experience.



New staff are given a bespoke induction programme so that they quickly know the Altwood approach. All teachers participate in regular professional development through tailored INSET and staff learning programmes and our Personal Improvement Plan approach.

Students are expected to arrive at all lessons ready to learn, with the core equipment with them (Six for Success) which includes a reading book as well as the usual stationery. They speak highly of their experience of teaching and learning at Altwood, and their attitude to learning is positive. Students are encouraged to 'Think Hard' and challenge themselves in order to make the best possible progress.

Precise feedback is also crucial to ensure that teachers guide students to identify the gaps in their knowledge and boost their learning.



Work is routinely marked in green with a focus on praise: what went well and specific improvements: 'Close the gap by...!'. Students are regularly given clear time in the lessons to improve their work which we call DIRT (dedicated improvement and reflection time), with the guiding principle 'if it's not excellent, it's not finished'.

*"Pupils are very keen to learn and are eager to do well."*  
(Ofsted)

Please submit your application form and letter to [recruitment@altwoodschoo.co.uk](mailto:recruitment@altwoodschoo.co.uk)  
If you have any questions about teaching at Altwood please contact the Head's PA Mrs Nicola Walker  
[nwalker@altwoodschoo.co.uk](mailto:nwalker@altwoodschoo.co.uk) 01628 622 236



“Staff are proud to work at the school and are supportive of each other.  
They are committed to the school’s vision in helping all pupils to succeed”.  
(Ofsted 2023)