



THE  
GATWICK  
SCHOOL

# Recruitment Pack 2022-23



“An all-through school from Reception to Year 11 where every pupil is entitled to the highest quality educational experience, in order to maximise their individual outcomes and life chances.”

<https://www.thegatwickschool.org.uk/>

Dear Applicant,

Thank you for your interest in our school.

We are looking to appoint someone who has high expectations of themselves, colleagues and pupils with the energy and determination to make a difference. The successful candidate will be strategic, reflective, and positive; an excellent classroom practitioner; someone who motivates and inspires confidence; a clear communicator who is collaborative and builds strong relationships.

Our vision is for all pupils to have a love of learning, a positive and resilient approach with a strong sense of community. Each individual pupil will be encouraged to be aspirational, prepared for their future and inspired to make a difference. We strive for this through providing high-quality teaching which focuses on learning and furthering understanding. This is reflected in our values:

**Character** - Being our personal best, being kind and developing resilience

**Culture** - A diverse and cohesive community, with high expectations and celebration

**Currency** - Outcomes to open doors of opportunity, providing experiences and building a positive reputation



There is strong pastoral support and, alongside the individual care given to pupils, there is an increasing focus on character and a proactive approach to wellbeing.

Our culture is one which celebrates the diversity of the school's intake and through the assembly, House Guardian (tutor) time and our Personal Development programme, we build an understanding, kind and respectful ethos.

We have developed our extra-curricular activities to enable pupils to enhance their existing skills, discover new ones and broaden their horizons. TGS is fortunate to be part of Pansophic Learning's international family of schools. They are renowned as a provider of world class schools that foster a love of learning and inspire pupil success. This partnership allows the TGS staff and pupils visit schools around the world and benefit from being part of this global education community.



Our pupils are drawn from Crawley, Horsham, East Sussex and Surrey and there are over 900 pupils in the school. In the secondary phase, we are four form entry throughout Years 7 to 11, whilst our Primary phase is 2 form entry from Reception to Year 6.

Our senior leadership team includes a Senior Deputy Head Teacher, a Deputy Headteacher, six Assistant Headteachers and a School Business Manager. Most of our senior leadership team have a teaching commitment because we want to continue to be role models, enjoy teaching our subject, sharing our enthusiasm as well as our knowledge, being asked thought provoking questions by pupils and having time to discuss pedagogy with colleagues.

We are looking for colleagues who will share our positive, hardworking ethos; a collaborator who not only excels in their own area but is willing to help out staff and pupils whenever needed and continues to be committed to their own professional development. You do not need previous experience of an all through setting (either as a teacher or a pupil) as you could as easily bring experience from a Primary or Secondary setting. TGS is a supportive and happy environment in which leadership, teaching and support staff work together to provide pupils for a great educational experience.

We continue to reflect on ways we can improve and support pupils to make further progress. We are embedding a culture of development across the whole staff; we want TGS to become a professional learning community with a rich CPD offer that supports every part of our school. The well-being of our staff is an important part of our culture here at TGS. We believe that happy staff who feel well supported, deliver better outcomes for our pupils.

Thank you for taking the time to consider TGS, we look forward to receiving your application.

Kind regards,

A handwritten signature in black ink, appearing to read 'S Firth', written over a horizontal line.

Simon Firth  
Headteacher



# Aurora Academies Trust

Each Child, Every Day

Aurora Academies Trust was set up in 2012 to instil in our pupils a love of learning and to raise their aspirations so that they become responsible citizens who make a positive contribution to society. We aim to prepare them for success in later life, be that at college, university or in the world of work.

Our aim is to provide outstanding education for the children and families that our academies serve in their local communities. We focus on *each child every day*, in order to support and challenge their learning and enjoyment of education, irrespective of their prior academic attainment or background. Our schools promote equality and diversity and place great emphasis on teaching respect and tolerance of others' cultures and beliefs.

The trust operates 7 academies, serving over 3,000 children aged between 2 to 16, and we employ over 400 staff. Aurora exists to improve educational and other outcomes for every one of our children and they are at the very heart of all that we do. Each of our schools is different because we recognise that they serve their own unique communities. However, whilst acknowledging these differences, you would always know that you were in an Aurora school, because we share the same ethos, and we all subscribe to the vision and values expressed in this document. Aurora is very much... *Seven Schools, One Family*.

Aurora schools are unique and serve their own communities. Thus, our schools keep their own name, choose their own uniform and logo and ensure that they serve the needs of the pupils and families who attend them. However, because of the very collaborative manner in which our schools work together, best practice has emerged and so there are things that all of our schools do collectively. This is particularly true for our reading curriculum and the work we have completed on the curriculum for foundation subjects.

Aurora's vision and values are best summed up in the Aurora Pillars that govern how our schools operate.



Aurora is a multi-academy trust that is determined to provide the best possible standard of education to pupils in our nursery, primary and secondary academies across the south east of England. We are determined that every child in our academies benefits from a challenging and knowledge rich curriculum that is expertly taught so that regardless of starting points, pupils are well equipped to be successful at the next stage of their education or transition to employment.

One of Aurora's unique aspects is our relationship with our sponsor, Pansophic Learning. Pansophic operates schools internationally, mainly in the US where they operate over 50 Charter Schools but they also have schools in Dubai, Switzerland and Africa. Three Pansophic executive officers are also trustees of Aurora and they help to provide strategic expertise to the Aurora Trust Board. There are also many other benefits of this partnership including some pupil-to-pupil communications as well as teacher exchanges that provide fantastic professional and cultural development for our staff.

We are all here to achieve the same thing, namely to provide a world class education for the young people in our care; each child... every day.

<https://www.auroraacademies.org/>