

HINCHLEY WOOD SCHOOL CANDIDATE INFORMATION PACK



INSPIRING LEARNERS



DEAR COLLEAGUES,

Thank you for showing an interest in working with us at Hinchley Wood School. We are a high achieving, oversubscribed, comprehensive and inclusive school which offers a well-rounded education to ensure the very best experiences and outcomes for our students. We are part of the Hinchley Wood Learning Partnership which comprises of Hinchley Wood School and two of our local feeder primary schools.

As Headteachers of this really successful school, we work hard to develop a culture where students and staff are cared for, positively challenged and supported to develop and thrive. Our motto is to '**Inspire Learners**' and in order to do that we aim to recruit exceptional teachers and associate staff. You will be joining a team of professionals who are committed to delivering the very best teaching and learning and extra-curricular opportunities for all the young people we work with.

We have a vision for our school which is shared regularly with our staff, students, parents and carers:

- All students and staff to be happy and proud of being a part of the HWS community;
- A supportive, inclusive, safe, kind and caring school with our HWS values of enthusiasm, confidence, independence, determination and consideration central to all that we do;
- High expectations of all;
- Clear, predictable and fair systems for running the school;
- An exciting and broad curriculum which fosters enthusiastic learning and inspires learners;
- Successful outcomes which allow students to go on and do what they want to do.

This is not just a vision but a reality, as evidenced by our last school Ofsted Inspection in October 2023 which judged Hinchley Wood School an outstanding school. The report highlighted the exceptional collaboration and achievement of our students and staff, describing our community as harmonious and cohesive.

Please do read the summary of our Inspection report for further comments from the Ofsted team.

We hope that reading this information pack and looking at our website will encourage you to apply to work with us. Our supportive and inspiring team will help you to become the best professional you can be, working in a school with impressive facilities and with staff and students who learn from each other every day.

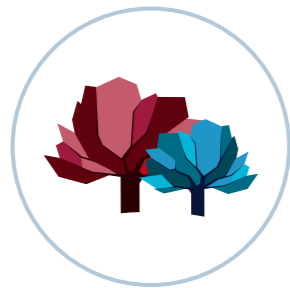
We look forward to hearing from you,

Maria Cachia and Lucy Macdonald
Headteachers

ABOUT HINCHLEY WOOD SCHOOL

Hinchley Wood School is located in North East Surrey on the border of the London Borough of Kingston. We are an oversubscribed school serving our local area. We are fortunate that our students are highly aspirational and have exceptionally positive attitudes to learning.

We are proud to be a truly comprehensive school with a passion for ensuring all pupils are recognised for their talents and achievements and are able to be successful at school and beyond. As a school, we strive constantly to improve on our previous best and this mind-set has enabled not just individual achievements but continuous whole school successes too. Year on year our students achieve outstanding outcomes and make significantly positive progress against national figures. We are regularly in the top 5% of comprehensive schools nationally for progress of our students. Exam results are published on our website so please do look at the latest year's outcomes. We are frequently visited by other schools and we are keen to recruit colleagues who are willing to work collaboratively and share good practice.



OUR SCHOOL ETHOS



During our students' time with us, we aim to develop their **determination, independence, enthusiasm, confidence** and **consideration**, and these values are actively promoted as they run through our work each day. They are important to us because they create the ethos of our school where we all work hard with a positive attitude and where others are treated with respect and kindness. We are looking to recruit staff who are committed to our core vision and values which set high expectations for all members of our school community.

To really see our vision and values in action, take a look at the Newsletters on our website and you will see what happens every day in our school – all made possible by staff who are professional, creative, and enthusiastic and by students who display positivity and a willingness to learn and try new things.





TEACHING AND LEARNING AT HINCHLEY WOOD SCHOOL

Our approach to teaching and learning is simple – we strive to ensure that all of our teachers, no matter which point they are at in their career journey, are equipped with the pedagogical knowledge and skills to teach consistently excellent lessons so that every child gets the best deal in every lesson, every day. Whilst we are always looking to make our teaching and learning even more effective, we do this in a measured and considered way. We do not believe in fads, and every attempt to improve pedagogy is rooted in a wide range of research and evidence that has been tried and tested.

Continuing professional development is at the heart of our teaching and learning offer at Hinchley Wood School. In our most recent Ofsted report, the inspectors commented that 'professional development is entirely focused on the individual needs of staff...time is spent thoughtfully developing teacher pedagogy.'

Visitors to our school always comment on the calm and purposeful atmosphere and this means that teachers have the environment where they can teach well with staff and students enjoying their lessons.

INCLUSIVITY

Whatever a child's strengths, starting points or interests, we aim to fulfil their potential, to enable them to enjoy school and to know that they are part of a caring community where they matter and where they are valued. We work with children across the ability range and with very differing needs - this is a really important part of our ethos. Our National Autistic Society Cullum Centre provides specialist provision for 20

students and allows them to have a personalised curriculum within the mainstream school.

Students are well supported by our team of expert LSAs allowing teachers to develop their teaching practice and become inclusive practitioners. Our dedicated Inclusion Team offers personalised guidance and resources to help staff effectively cater to the diverse needs of our students.





BEYOND THE CLASSROOM

Central to the school is a strong pastoral system to support our students. We put positive relationships with students and families at the heart of our work and we aim to provide a certainty and clarity of approach so that expectations, rewards and consequences are clear to all. We place great emphasis on their personal and social development and we endeavour to ensure that there is a wealth of support for all students who need this from our knowledgeable Safeguarding Team, Mental Health and Wellbeing Team and other practitioners such as our 'Body Coach' or counsellor.

Student Leadership is another real beacon of our school and along with the Student Council, Leaders in Diversity Group and a number of Student Ambassadors we listen to student voice and develop invaluable leadership skills for the citizens of the future.

All teachers and students are allocated to one of our four houses: **Frank, Nightingale, Hawking** and **Luther King**. Good competition is fostered throughout the year with many events.

One of the standout strengths of the school is the thriving extra curricular programme which is well established and allows students to take part in a wide variety of activities from sport to art and maths challenges to drama productions. Uniquely this is also mirrored for staff with an exciting enrichment offer for all staff who choose to take part, be it yoga or gym work to learning to knit or photoshop!

The following pages will summarise why we think Hinchley Wood School is a great place to start or continue your career. You are welcome to come and visit us to see the school in action. To book an appointment please call our HR Team on: 020 8398 7161.



WHY WORK HERE?

Here are our top ten reasons to start or continue your career at HWS, a school with an excellent reputation where you will craft your practice and learn from your colleagues.

1

We are an oversubscribed and financially stable school rated Outstanding by Ofsted in 2023.

2 We are committed to personalised career development opportunities such as external courses (e.g. NPQs) or time provided to be an examiner in your subject. We have a record of talented staff gaining opportunities and promotions internally.

3 You will receive supportive leadership and professional guidance through our co-ordinated line management system.

4 We have exceptionally strong and experienced Pastoral, Safeguarding, Emotional, Wellbeing and Mental Health and SEND teams.

5 We have built an outstanding programme of staff mentoring and coaching - you will be supported by an experienced, and stable, staff body.

6 We have a culture of celebrating and sharing good practice. We take a measured approach to appraisal, observations and drop ins, focused on development.

7 We offer outreach within our Trust and beyond - a wealth of opportunities to work with colleagues in other Key Stages.

8 We offer opportunities to support and lead a wide range of educational visits at home and abroad.

9 Our school has excellent outcomes - our results put us in the Sunday Times Top 20 state secondary schools.

10 High expectations and excellent behaviour mean that you can teach lessons in a calm, purposeful environment.



WORKLOAD AND WELLBEING

We truly believe that our staff are our greatest asset in delivering an excellent education to our students and we ensure that we have a real focus on putting things in place to support staff and to hear from them. We want our staff arriving to school energised, motivated and positive and that will only happen if workload is manageable so this something we really focus on. There are many ways we aim to achieve this such as:

- creating a friendly, supportive, nurturing community in a well-resourced school
- an 'Every Colleague Matters' forum for staff to give feedback and suggestions which are acted upon
- a two-week October half term
- a thriving staff enrichment programme and social events
- an early finish on a Friday for students (1.30pm)
- a centralised detention system
- ensuring that we implement all of the research around feedback and marking to make it useful and less onerous on the teacher
- a hybrid Parents' Evening system – both face-to-face and online
- an approach to data and reporting that is measured, manageable and focused on impact
- a Personal Business day to allow staff to attend events which are important to them

We want our staff to feel connected to our school and colleagues, to feel part of the HWS team and to feel proud about working here – our staff feedback suggests that this has been achieved and we welcome you to come and join the team.

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 emailed to us, at the address below or 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).

PERKS INCLUDE



On-site free parking



Catering provided for all evening events



A free gym on-site



Free tea and coffee in our staffroom as well as departmental bases



Discounts for staff



Cycle to work schemes



An admissions criteria for children of staff



THE HINCHLEY 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





GETTING HERE



Get Directions

Hinchley Wood School
Claygate Lane, Hinchley Wood
Esher, Surrey, KT10 0AQ

BUSES

K3 from Surbiton and Kingston every 15 min.

TRAINS

Hinchley Wood station - trains from Surbiton, Wimbledon, Clapham Junction, London Waterloo - every 30 min.

ROAD

5 min. from A3 (North) if coming from Wimbledon, Wandsworth and Clapham Junction

15 min. from A3 (South) if coming from M25 and Guildford

