



Westborough High School

Westborough is a popular and oversubscribed 11-16 secondary school serving the community of Dewsbury within the local authority of Kirklees and it is the school of choice locally.

There are approximately 930 pupils, 70 teaching staff and 40 support staff. According to Department for Education benchmarking data, Westborough has significantly below national average class sizes and the ratio of pupils to teachers is below average.

This strategic decision, made jointly by school leaders and governors, to have smaller than average class sizes actively supports the work/life balance and wellbeing of staff, as well as improving academic standards of pupils. It affords more opportunity to build relationships with pupils and understand their learning needs in greater depth. Quite simply, you have fewer pupils to plan for, assess, input data and see at parents'/carers' evenings.

Approximately 45% of the young people at Westborough are regarded by the Department for Education as disadvantaged. This demographic means staff have a significant role to play in transforming the lives of pupils. Everybody works in partnership to create an ambitious environment where pupils enjoy success within a safe, orderly and inclusive setting.

Examination results for Year 11 pupils in 2026 reflected the increasingly high quality of curriculum content and delivery. Overall, there has been an upward trend in outcomes over recent years.

'Smaller than average class sizes actively supports the work/life balance and well-being of staff!'



Vision and Values

Westborough High School is a happy, vibrant and warm place to work and learn. A kind, positive, respectful and tolerant culture and ethos are at the heart of the school; staff are valued both as professionals and human beings.

Visitors comment on the sense of community; all staff and pupils are valued and equally important. The same vision is shared by all, which is to provide the best education for young people in our community. The school's ethos and inclusive culture are recognised externally. Ofsted noted that "there is a shared commitment to providing the best possible education for all pupils" and that "leaders ensure that decisions are made in pupils' best interests."

Westborough is truly a great place to work, where staff wellbeing and professional development are at the heart of the organisation. Relationships are rooted in mutual respect.

There is an absolute focus on sustaining high-quality, expert teaching across all subjects, built on evidence-informed understanding of how pupils learn. There is established and

effective curricular leadership and staff are developed to high levels of relevant expertise with access to excellent in-house professional development, professional networks and communities.

All staff are treated as professionals who are best placed to work together with the common goal of raising and maintaining standards and ensuring young people are ready to take their place as well-rounded members of society.

There is a culture of high expectations for all at Westborough. There are long-established systems of behaviour for pupils, built upon relationships, routines and rules, which are clearly understood by all staff and pupils.

The pastoral team is very experienced and supportive; the teamwork between all staff, whether teaching or non-teaching, ensures there is a consistent, fair and respectful approach to managing behaviour. As a result, Westborough is a well-ordered, calm and caring place where pupils and staff thrive.

Employee Healthcare

Employee Healthcare is the in-house occupational health and wellbeing team, providing a range of services to Kirklees employees.

As part of Westborough's wellbeing commitment to staff, there is a great deal of support to help you stay healthy, prevent illness and cope with difficult and challenging times. This includes free and confidential counselling services and physiotherapy.

*"staff are proud to work at the school
(Ofsted June 2026)"*

*"Inclusion sits at the heart of leaders' work."
(Ofsted June 2026)"*

Well-Being at Westborough

Within the school there is a genuine understanding that working in education is both hugely rewarding yet demanding. Staff have other claims on their time outside of school, which can change over time, and support is always available whatever the need. Our commitment to staff wellbeing is reflected in Ofsted's findings that "staff are proud to work at the school" and "feel supported by leaders who take workload and wellbeing into consideration."

Work/life balance is certainly not a platitude at Westborough. Rather, decisions are carefully thought through in terms of the impact on the staff body.

Staff can request up to three wellbeing days throughout the academic year. These can be used for attending weddings,

birthday events, helping young children settle at school, or simply needing a bit of time to yourself.

The system has been in place for several years and is greatly appreciated by staff.

Food is provided for staff before evening events such as parents' evenings. This is a good time to come to the staff room and relax with colleagues. Staff report that having a meal together and social time beforehand really makes a difference.

Choosing not to link pay to performance helps create a culture of care and wellbeing. It removes unnecessary pressure, allowing teachers to feel secure and supported. This stability means they can focus on what truly matters: delivering excellent teaching and building positive, meaningful relationships.

*"leaders and staff have high expectations of pupils and disruption in lessons is minimal."
(Ofsted June 2026)"*

Continuous Professional Development

CPD is securely embedded at Westborough. Professional development is aligned to balance the priorities of whole-school improvement, team and individual needs.

The development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional networks and programmes.

The CPD calendar is published half-termly, with plenty of opportunities to work whole-school and within departments. Time to develop and embed strategies is built into the calendar.

For teaching staff, professional development sessions take place weekly on a Monday after school, meaning there are no surprise twilight sessions on random evenings.

External inspection recognised the quality of professional learning opportunities available to staff. Ofsted found that "leaders provide professional learning for staff" which is "tailored to the school's context and its areas for improvement." Furthermore, "staff value this support and recognise how this shapes their practice."



Career Development

Career opportunities and succession planning are inextricably linked at Westborough. This has resulted in successful outcomes for pupils and a strong, stable staffing platform.

The school is firmly committed to supporting career progression based on interests and areas of expertise.

There are opportunities at every career stage. Early career teachers are given time to hone their craft and develop within their subject specialism.

When staff are ready for additional responsibility, opportunities exist within departments so they can continue their professional journey without spreading themselves too thinly.

Leadership development often begins by becoming a lead teacher in a curriculum area, supported by experienced colleagues. There are also opportunities in departmental leadership, pastoral leadership and whole-school leadership, including literacy, teaching and learning, attainment and progress.

'The headteacher and senior leaders have a remarkable ability to identify the potential of individual members of staff; the support provided in developing leadership skills is second to none.'
(External school improvement adviser)

Hear from the staff

I passionately feel that CPD at Westborough is imperative to my development as a classroom practitioner as it consistently ensures that I am upskilled, have the most up-to-date knowledge and expertise in my field. First and foremost, it instils me with the confidence and belief to ignite a flame of passion within my pupils to love English.

Senior Middle Leader

I moved to Westborough following seven years teaching at my previous school and have felt nothing but warmth and unconditional support from fellow teachers, support staff and senior leaders. Staff wellbeing is a key priority. You are surrounded by colleagues who have a genuine care and have compassion for both staff and pupils and this makes it a wonderful place to work. There is an effective CPD programme... with the support of the school, I have been able to progress to middle leadership.

Team Leader of Creative Arts

I am proud to be a member of the teaching staff at Westborough. From the moment I started I was welcomed into a supportive community where the commitment to an excellence in education was apparent. The professional development here is a particular area of strength and staff are empowered as educators to excel in their roles and make a positive impact on pupil outcomes. Staff are trusted to use their judgement to plan and deliver lessons to ensure all pupils can achieve. The supportive and inclusive environment encourages pupils to embrace their talents and strengths in order to progress academically and personally.

Advanced Practitioner

As I reflect upon my journey as a trainee teacher at Westborough High School, I am filled with an overwhelming sense of gratitude and pride. Since September, I have experienced exponential growth, both personally and professionally, thanks to the unwavering support and guidance of the staff and the inspiring energy of the students. What I enjoy most about working at Westborough is the palpable sense of community and belonging. It's not just a workplace; it's a second home where every day brings new opportunities to make a difference in the lives of our students. Moreover, the support and mentorship I've received here have been invaluable for my career development. From seasoned educators to fellow trainees, there's a culture of collaboration and continuous learning that propels us all forward. As I look towards the future, I am filled with excitement and optimism for the journey ahead at Westborough.

Early Career Teacher