

Candidate Information Pack



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Welcome

Thank you for choosing to explore more about working at Sandringham School.

We are very proud of our learning environment and the high standards of achievement reached by all students at the school. We are also very proud of our highly talented staff who make a significant difference to the outcomes for Sandringham students.

Sandringham is a positive and happy place to be. Students are incredibly well-mannered, look after one another and enjoy being here. They love the experience both in and out of the classroom and as a result, leave as well-rounded individuals with the skills and abilities to take on the World.



Our aim for the school is simple – to be a World Class School where our students receive the best education possible. We achieve this by:

- Assuming there is always more we can do to improve.
- Working in partnership with others, particularly our partner schools in the Ambition Education Trust and in the BeauSandVer post-16 consortium.
- Ensuring that nothing is left to chance.

Our blend of traditional values combined with creativity and innovation offers a rich environment for learning. Teaching and support staff love working in teams, helping each other to perform highly. Our outcomes at GCSE and A level demonstrate the power of this team work and allow everyone to flourish and contribute to the life of the school.

If having read this information you would like to learn more about the vacancies available we would love to hear from you and show you around. Please contact us at appointments@sandringham.aetrust.uk to make arrangements.

Alan Gray

Executive Headteacher

School Snapshot



Size:

We are an 11-18 mixed comprehensive school with over 1,700 pupils, 600 of which are in our Sixth Form.

Team:

Our leadership structure includes an Executive Headteacher, a Head of School, two Deputy Headteachers, seven Assistant and Associate Assistant Headteachers, and a school Operations Manager. In total we have over 120 teaching and over 90 school support roles.

Site:

Our fantastic school grounds and facilities are very impressive and include a vibrant and busy Learning Resource Centre, state of the art Maths, English, Science and Computer Science facilities, Professional Theatre, sports centre, all-weather astroturf, pool, gym, tennis and netball courts, football and 2 rugby pitches, a fitness suite and 2 dance studios.

Our staff say:

"I love teaching here. The students have a real hunger to learn and I have the opportunity to teach my subject in real depth every day. The school is fantastic at supporting us in evidence based pedagogy and I work with colleagues closely to develop practice regularly. I have also had lots of opportunities to develop my practice through excellent internal CPD and through the Alban TSH based here, including my current participation in an NPQ qualification. The opportunities here are unlimited."

Ofsted say:

Outstanding 2024

"The school has a superbly designed curriculum. Each stage of learning is precisely planned. This ensures that pupils build a rich understanding of their subjects and remember what they study."

"Pupils flourish at school. In collaboration with their peers, pupils live up to the very high expectations set by the school. Pupils are well prepared to build enriching and successful futures for themselves. They are also enabled with the drive and abilities needed to make impressive positive contributions to society."

"Leaders, including governors and trustees, have the confidence of parents, staff and pupils. Stakeholders are proud of and appreciate the exceptional quality of provision at the school."

"Pupils flourish at school. In collaboration with their peers, pupils live up to the very high expectations set by the school. Pupils are well prepared to build enriching and successful futures for themselves. They are also enabled with the drive and abilities needed to make impressive positive contributions to society."

"Pupils enjoy learning alongside their peers. They work hard and thrive in the positive learning environment, demonstrating the school's values of kindness and humility. Equipped with well-developed social and academic skills, pupils willingly and capably help each other when faced with tricky aspects of their studies."



Working at Sandringham School

At Sandringham our belief is that 'Everybody can be Somebody' and we recognise and value everyone as an individual.

Our school values of RELATIONSHIPS, RESPECT and RESPONSIBILITY encourage positive attitudes and behaviours and it is important to us that all staff share and promote these in all that they do.

The school has amazing leaders at all levels, who work both individually and collectively for the benefit of our staff, students and their families. As a whole team we enjoy working together and have active social and wellbeing committees that organise regular events and initiatives.

We are proud to lead several national programmes including the Alban Teaching School Hub, and the Alban Federation, training teachers of the future. We also place a special emphasis on international work and hold the prestigious 'British Council' 'International School Award' and Gold International School status.

Teaching and teaching support roles

We believe that every child can prosper in life if challenged and inspired appropriately. A strong academic curriculum supported by outstanding personal development and extra-curricular provision, helps Sandringham students develop as individuals with the necessary skills to be successful in adult life.

We always seek to innovate in the classroom, ensuring students benefit from a wide variety of teaching styles and learning experiences. Our teachers are a professional and highly dedicated learning community who are committed to engaging, supporting, stretching and challenging students to achieve in all aspects of life. We take a blended learning approach that takes traditional methods and skilfully combines them with modern evidence-informed approaches including the highly sophisticated use of technology.

The quality of teaching and breadth of curriculum ensures students consistently achieve highly in their public examinations. We make sure that all aspects of the curriculum are delivered to the highest standards possible and encourage students to develop their own interests and skills throughout their time at the school. We place a particular emphasis on STEM subjects (Science, Technology, Engineering, and Maths) and the Arts.

We also believe it is essential to provide opportunities for young people to take responsibility for leading their learning thus strengthening their independence and maturity. We have brought together all our experience and the best research to create our Great Learning framework for students and families.

When considering the wellbeing of our young people, at Sandringham we feel it is important to promote positive wellbeing at any given opportunity it is central to our ethos and culture. We do this in a number of ways, such as assemblies, our Personal Development curriculum, mentoring, events and Extended Learning Days. Form tutors are the key members of staff when it comes to promoting positive wellbeing and will always be on hand to support students to develop in to happy and healthy young adults.

Students behave in an exemplary fashion established through clear expectations and a comprehensive rewards system that encourages students to do well and ensures they feel safe, valued, and able to meet the challenges we set.

We provide a termly report to parents on their child's progress and annual Parent Teacher Consultation evenings and a Learning Review Day allow teachers, students and parents to meet to reflect upon successes and set targets for the future.

Support roles

In addition to our outward facing support roles working directly with students, we have a wide variety of support roles that work outside of the classroom and play an integral role in shaping the work of the school. Our support teams are involved in ensuring the systems and processes such as administration, finance and HR work efficiently for the benefit of everyone.



Ambition Education Trust

At Sandringham we are pleased to be one of ten schools that form the **Ambition Education Trust, a close community of five primary and five secondary schools within Hertfordshire.**

Therefore when you join our school you are also becoming part of our wider organisation.

The Trust's mission is to create a learning community which provides **educational excellence for all.**

We bring that to life by working collaboratively as a group of schools to develop best practice and continuously improve what we do.

In being part of the Trust, our colleague and support networks reach beyond our school, enabling professionals from all areas to share ideas and work together to raise standards.

With Trust schools located in close proximity, we benefit from being able to work together in person and can shape great opportunities for development and progression both within our school and across the wider Trust, providing truly rewarding internal careers.

Our vision at Ambition is to:

Ensure that every young person has the best possible start in life; aspiring to become successful, confident and responsible individuals

Provide safe, stimulating and aspirational environments to enable all young people to flourish and realise their full potential

Ensure that all families are confident that every young person is receiving a high-quality fully inclusive education

Grow a supportive and sustainable Trust which serves the diversity of our local communities

Be an employer of choice; where all are valued and thrive in the richness of opportunities available and are proud to be a member of our Trust

Careers & Professional Development

We are passionate about providing rewarding careers and opportunities for personal development.

Development for our teaching and school support staff is linked to our school improvement priorities and individuals' personal needs and aspirations.

Development initiatives are wide ranging and include professional networking, coaching and mentoring, stand in and secondment opportunities, training courses and formal qualifications.

Some of our regular cross school activities include teaching and learning leads forums, middle leader events and our Great Practice Forum's for those who want to refine their teaching practice, share successful tried and tested ideas, or new initiatives that are being trialled and developed.

Each year we hold an annual Trust conference which brings together all colleagues from our ten schools in a day of professional development. As well as the opportunity to partake in a wide selection of workshops and listen to engaging keynote speakers, it provides a fantastic opportunity to share good practice, build networks and relationships, and learn from each other.

"We know that every setting has valuable skills and knowledge that could improve the experience of all children and young people in our Trust schools"

Alban Teaching School Hub and Alban Federation

We are proud that within the Trust, we are home to the Alban Teaching School Hub, one of 87 designated school-led centres of excellence for teacher development, and the Alban Federation, an accredited Initial Teacher Training provider.

The work of the Teaching School Hub is focused on the golden thread of teacher development from Initial Teacher Training to school leadership.

The Hub offers established Continuous Professional Development delivery underpinned by evidence-based research and National Professional Qualifications in school leadership and specialist areas of teaching practice.



Here's what some of our colleague's across the Trust have to say



The support, encouragement and opportunities offered have led to my progression from NQT to Key stage 3 Coordinator of English in my RQT year, followed by the roles of Second in English, Head of English and then on to my current role of Assistant Headteacher. Part of the reason I have stayed at the school for as long as I have is the opportunities offered. In addition to career progression, I have also been offered a range of CPD opportunities to develop in areas beyond my specific role."



"Working in a Trust has given me the opportunity to take on a dual role in school business management across Secondary and Primary, expanding my skillset and giving me additional experience to grow and develop. This career path would not have been open to me in a standalone school and will provide greater career progression in future."

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“Through the trust’s unwavering support, I started my journey as an Early Careers Teacher, armed with tools and time to reflect on my pedagogy and practice. In this nurturing environment, I have thrived, gaining confidence to pursue my aspirations. Supportive conversations fuelled my professional growth, and opportunities to explore my interests emerged.”

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“Working within the Trust has been a fantastic experience for me that has led to many CPD opportunities and career progression and diversification. I began working at my current school as a humanities coordinator and progressed to curriculum coordinator. More recently, I undertook the role of Acting Assistant Headteacher. I have also enjoyed an exciting and rewarding secondment position with the Alban Federation School Based Initial Teacher Training, leading the Primary Teacher Training.”

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“What I enjoy most about my role working in school support is the shared desire of our teams to continuously improve what we do. We don’t stand still and are always working to make improvements to our processes and practices which enables me to continuously develop professionally.”

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“I have always found the leadership team hugely supportive of my career progression. I joined as a Teaching Assistant and later became PA to the Leadership team. I now hold a counselling role within the school after qualifying as a student counsellor. My managers were supportive of time off for study and allowed me to volunteer whilst I completed my client hours, actively following and encouraging my progress. I believe the Trust really values their staff- encouraging them to increase their skill sets and helping staff to identify further career opportunities.”

Your Benefits

We offer some great employee benefits throughout the Trust to support you in a variety of ways:



Salary

Salaries are aligned to national pay rates through the school teachers pay scales or National Joint Council for support staff



Employee Assistance Programme

Our programme gives access to proactive wellbeing tools to boost wellness, improve wellbeing and challenge you to achieve your wellness goals



Pension schemes

We offer generous pension schemes through TPS and LGPS which include Death in Service benefits



Employee helpline

A confidential employee helpline provides you with 24/7, 365 days a year access to advisors and counsellors on a wide range of issues, including structured counselling services



Holiday entitlement

Support staff holiday entitlements increase with length of service



Eyecare vouchers

If you use visual display unit equipment we provide a voucher for a free eye examination and discount on selected glasses



Retail offers and discounts

Helping employees reduce everyday spending and supporting financial wellbeing is important to us. You can save with retailers, restaurants and supermarkets



Free onsite parking

Staff parking is available on site



Employee referral bonus

We are always looking for great people to join our teams, and we would love for you to help us find them

At Sandringham we also offer :

- **Children of staff admission rule** – our admissions policy provides for a children of staff rule
- **Tea and coffee** – free tea, coffee and refreshments are available in the staff room all day
- **Packages** –you can have small packages delivered to the school who will sign for your parcel
- **Books for busy staff** - borrow books for you or your family from the library free of charge
- **Wellbeing committee**– we are passionate about the wellbeing of our team and regularly meet to discuss what we do
- **Social events** – a range of different events run throughout the year
- **Cycle to work scheme** - Our cycle to work scheme enables employees to save on the cost of a new bike and accessories
- **Gym** – you can access the school gym free of charge



Sandringham School

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