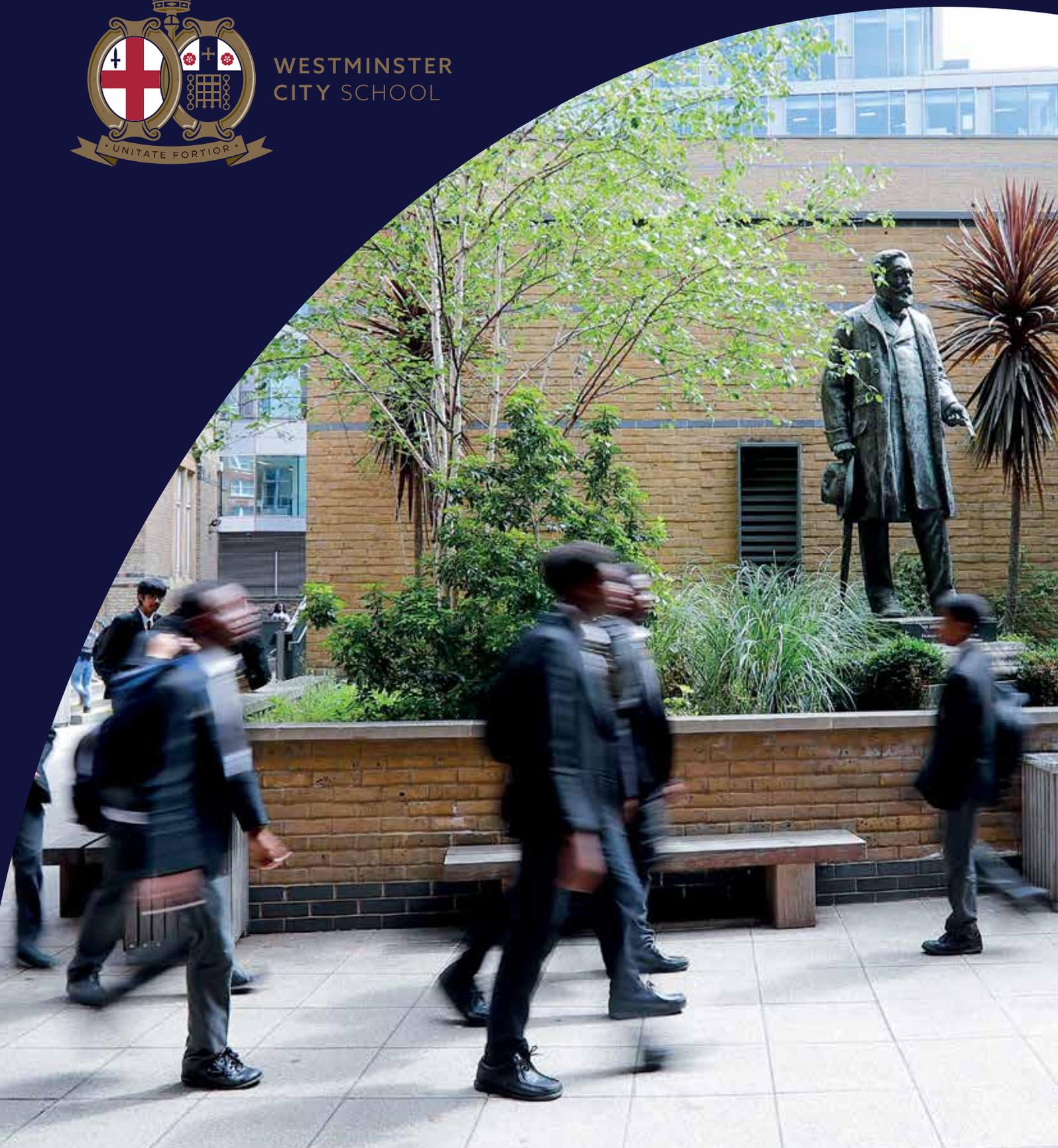




WESTMINSTER
CITY SCHOOL



Working at
Westminster City School



Welcome from our Headteacher

Thank you for your interest in Westminster City School.

I am aware that making the right choice of school will be of paramount importance to you at any stage in your career. So I hope this publication gives you a further insight into our School, offering more than statistics and reports can always reveal.

Our students come from across London, from many different faiths, and from varied backgrounds, meaning our students have links to over 100 different countries. The caring transformation of all our young people into the responsible global citizens of tomorrow is at the heart of the standards that we set and this belief informs our decision-making at every stage.

I am looking for members of staff who are excellent in everything they do. They must be hardworking, with a strong sense of moral purpose, and ready to embrace employment within an inner city comprehensive. We aim to provide an ambitious education for our students, so we employ passionate and energetic teachers who inspire our young people with a love for their subject. Our support staff occupy a range of valued positions, ensuring our School continues to function and perform outstandingly well.

At Westminster City School, our first rate support for staff, and our programme of professional development, aims to deliver on our mission statement that we provide transformative education in the heart of London.

I believe Westminster City School is a fabulous place to work. Come and see for yourself or feel free to contact me to discuss the opportunity further.



Mr Peter Broughton
Headteacher

About Westminster City School

A state-funded comprehensive school for boys, with a mixed sixth form, Westminster City School has a long and rich history.

Our present building in central London opened in 1877. We now combine characterful Victorian buildings, which have been restored and modernised, with superb new facilities that include a £6 million state-of-the-art building containing space for music, art and drama. Our Library holds over 10,000 books and almost 200 books are borrowed each week, illustrating our strong culture of reading. For sport, as well as on-site facilities like our sports hall, we use local sports centres and the nearby London parks.

Our inspirational alumni continue to make a difference across the globe. Recent notable alumni include the actor John Boyega, known for his leading role in the latest Star Wars films, and Wes Streeting, a Cambridge graduate and Labour MP for Ilford North and Secretary of State for Health and Social Care.

Our foundation and ethos

Westminster City School is a member of the United Westminster and Grey Coat Hospital Foundation, which also includes state and independent schools – Emanuel School, Sutton Valence School, The Grey Coat Hospital, and Queen Anne's School. There is increased momentum to share learning and development across the five foundation schools.

Our Christian ethos underpins a common moral purpose and all members of our School community – be they of Christian faith, other faiths or no faith – are bonded by our four values that underpin this purpose: Wisdom, Integrity, Compassion, and Excellence.

"A comprehensive programme of assemblies is also used to promote students' spiritual, moral, social and cultural development. Students are encouraged to develop an understanding of different identities and the importance of respect and tolerance."

Ofsted

Within the classroom

Our broad and varied curriculum allows every opportunity for success, with students taught by subject specialists. All study a core curriculum of English, Mathematics, Science, Religious Studies, Games, PSHE, Citizenship, Work-Related Learning.

We have developed the WCS Way which sets out our curriculum principles and the way we approach teaching and staff development. It helps us to ensure consistency of approach across the school and provides a secure set of routines which enable every learner to reach their potential. Our approach to leadership is also supported by a WCS Competency Framework which helps develop the types of leaders who can help drive the school to new heights.

Within our mixed and rapidly expanding Sixth Form, students follow at least three A Levels from a challenging and exciting list. Many take an Extended Project Qualification. We also offer innovative pathways – Law, Education, Finance, Medicine and Engineering – that allow our sixth formers to see if they would enjoy future study and a career in that area, providing work experience, mentoring, lectures, interview practice, and support with university applications.

As a relatively small London secondary school, with a proudly comprehensive intake, we maintain a supportive family atmosphere, with a strong sense of community and inclusion. This includes excellent pastoral support, with every member of staff accepting responsibility for the academic and personal development of our young people.

We use rewards – for attendance, for work and for service to the local community – to create a positive ethos, with achievements celebrated through assemblies, in our weekly bulletin to staff and parents/carers, and at our annual Celebration of Achievement Evening at Westminster Abbey. Our exceptionally high attendance rates demonstrate how our young people enjoy and value coming to school.



"Westminster City School is a fantastic place to work and the Leadership Group have been exceptionally supportive of my teaching career thus far."

"Over the last six years I have progressed from being a Teacher of English, to Subject Leader of English and I am now in my current role as Assistant Headteacher with responsibility for KS4, extra-curricular provision and student leadership."

"Being offered the opportunity to be seconded to the Leadership Group was an integral part of my experience, this fostered my leadership potential and subsequent career progression. I have been incredibly lucky to be part of such a nurturing community."

Ms Armatage, Assistant Headteacher



"Being the first point of contact for students, parents, staff, and visitors has helped me grow in confidence, as well as develop an understanding of the importance of professionalism, patience, and discretion."

"What attracted me to Westminster City School was its Christian ethos, which creates a caring and respectful environment where everyone is encouraged to act with integrity, compassion, and responsibility. I look forward to continuing my development here and contributing to the future of Westminster City School."

Ms David, Receptionist and Administration Assistant

Beyond the classroom

Westminster City School received some exceptional individual outcomes for students in August 2025, and a significant increase of 8% in the number of outcomes at Grades 9 to 7. Almost a 1/3 of grades were 7 or higher which is well above the national rate (22%).

In the 2024-25 academic year, 88% of our Year 13 students applied to start university in autumn 2025, receiving offers from a range of institutions. 67% of these offers were for top Russell Group universities which are amongst the top 20 in the UK, including UCL, University of Cambridge and University of Oxford. At Westminster City School, our young people are supported in their higher education aspirations. Our staff provide extensive advice and guidance including mock interviews, talks from university representatives, attendance at UCAS higher education fairs, and mentoring.

Recent highlights of life at Westminster City School

Amazing activities, excellent events and terrific trips take place each week at Westminster City School, alongside our academic lessons. Due to our fantastic location, we have been incredibly privileged to welcome an array of high-profile speakers. During our 2024-25 academic year, Ian Hislop, a writer, broadcaster, a British journalist and satirist made an insightful visit to Westminster City School where he spoke with aspiring journalists and politically minded students about the intersection of media, politics, and the power of critical thinking.

Music remains a strength, with numerous music clubs and our orchestra attracting large numbers before and after school, and at lunch.

During the Summer term, Sinfonia Smith Square announced their partnership with Westminster City School, as part of the orchestra's education and outreach programme, and in support of Sinfonia Smith Square's core mission to enrich and transform the lives of young people through music. The school has a vibrant music programme, and both organisations share a commitment to providing young people with regular access to classical music throughout their school career to

help foster a lifelong passion for and engagement with the arts.'

The collaboration sees Sinfonia Smith Square's Fellowship orchestra hold regular rehearsals on-site at the school during term time, immersing the orchestra's activity into the daily life of the school, whilst also providing financial support to WCS. Working closely with school staff, the orchestra is developing meaningful ways to engage with the students, with projects aligned to the orchestra's artistic programme.

We retain strong links to nearby Westminster Abbey, with St Margaret's Church providing the perfect setting for our religious services during the year.

Sport continues to be a key part of our day, with popular basketball, football and rugby clubs, plus athletics and cricket in the summer. We have students working with different football academies and have seen success in cross country, with students taking part in the English Schools Cross Country Championships.

Our founders adopted the motto 'Unitate Fortior – Strength in Unity', which is a sentiment that is as important to our School today as it was when it first opened in 1877. As a result, community and charity are central to life at Westminster City School. Students and staff come together through events such as our annual Iftar and Black History Month Speaker Series, creating spaces for reflection, celebration and connection. Our school community also regularly raise funds for causes including The Passage charity and continues to support the Nktumkumso School in rural Ghana to help improve access to education. All members of our School community including students, parents/carers, staff and governors, be they of the Christian faith, of other faiths or of no faith, are bonded by the four values that underpin our purpose.

Working at Westminster City School

Staff benefits

We provide full induction and support for our new staff, to ensure a smooth transition for all. Benefits for our staff include:

- Induction, support and personal development
- Pension contribution
- Family-friendly policies
- Interest-free season ticket loan
- Cycle to Work scheme
- Access to borrow books from our library

Employee Assistance Program

Our Employee Assistance Program gives all employees access to a 24-hour helpline, for any personal and work difficulties that might arise.

Staff development

We are deeply committed to the development of our staff and employ senior teachers within and beyond the leadership team to oversee our CPD programme. The school finishes earlier on a Tuesday to allow for an afternoon of training each week and all staff meetings also happen during this time leaving staff to be free most evenings a week.

In addition, we have additional INSET days to allow for deeper reflections or when new initiatives are launched. Those staff who wish to, are encouraged to take National Professional Qualifications, and we invest in membership of subject associations.

Westminster City School is also a member of the Southwark Schools' Learning Partnership (SSLP), which brings together partner schools (from Southwark) and associate schools (from neighbouring boroughs). The SSLP provides academic and vocational opportunities, for both students and teachers. Through the SSLP, we participate in continuing professional development opportunities and host learning groups.

Location

Our central location, just minutes from Victoria train and tube station, and from St James's Park tube station, makes travel to Westminster City School simple. The ease of commute means we have teachers and students travelling from great distances, including Essex, Kent and Wales!

Most London attractions are only a short walk away, making visits and trips easy to arrange, and there is always a huge variety of events and activities to see and do in the capital.

"I joined Westminster City School in 2024 and now serve as Faculty Leader of Enterprise and Social Science. Teaching in a central London, all-boys school has been an incredibly rewarding experience, particularly because of the unique opportunities it creates to raise aspirations and shape students' character.

"The recent move to a two-week timetable, incorporating a whole-school CPD programme, reflects the school's ambition to inspire excellence across the staff team. I've felt well supported in developing as a practitioner, with regular opportunities to reflect on my teaching, refine my practice, and take on greater responsibility."

Mr Chaffey, Faculty Leader of Enterprise and Social Science

"I started at Westminster City School through the UCL Institute of Education (IOE) teacher training programme, where my placement offered a wide range of professional development opportunities. From early on, I knew this was a place I wanted to work, and with the support of the Headteacher and my ECT tutor, who were highly committed to my professional development and wellbeing, I was able to grow quickly and progress to becoming Head of Department. Everything I have achieved here and continue to work towards feels purposeful and well supported."

"Within the Music Department, we have been able to access extraordinary opportunities through our various partnerships and our location in London. Students have performed at venues such as Westminster Abbey and the Royal Festival Hall, experiences that are genuinely transformative and reflect the ambition of the school."

Ms Chan, Head of Music



"I joined Westminster City School as Subject Leader of Geography after completing my Teach First training at another London school. I've really enjoyed my time at Westminster City School so far and I like the fact that there is a strong culture of support for staff development, particularly for those who aspire to leadership."

"The leadership team supported me carefully as I settled into my role, and my development as a leader has been genuinely prioritised. Through tailored line management, alongside regular, high-quality CPD sessions focused on effective leadership, I've been given the space and guidance to grow with confidence."

Ms O'Dowd, Geography Subject Leader



Applying to Westminster City School

Invitations to interview

Applicants will be short-listed according to the quality, relevance and applicability of their professional and personal qualities to the role. Short-listed applicants will be invited to attend a formal interview. (Candidates with a disability, who are invited to interview, are asked to please inform us of any reasonable adjustments to assist in attending said interview).

All candidates invited to interview must bring proof of identity (eg passport or driving licence) with them to their interview. Once an offer has been made, further paperwork will be required. This will include documents needed for an enhanced DBS, plus original or certified copies of any educational and professional qualifications that are necessary or relevant for the post.

References

We will seek references for shortlisted candidates and may do so before interview. If you do not wish us to take up references before interview, please notify us when submitting your application.

Equal opportunities

We are committed to promoting equality of opportunity and diversity, so we support and encourage applications from under-represented groups.

All members of our community have the right to respect and tolerance from others and, equally, are expected to treat others with the same respect and tolerance. We encourage and enable employees and students to achieve their full potential in an environment which is free from all forms of unfair treatment, discrimination and harassment.

Safeguarding and welfare

We are committed to safeguarding and promoting the welfare of young people. All successful applicants must satisfy an enhanced disclosure check with the Disclosure and Barring Service.

"As Head of Sixth Form at Westminster City School, I have seen the real impact of the school's strong links with the world beyond education. Our links with local and national businesses are not tokenistic. They are active, sustained, and genuinely impactful for both students and staff. A standout example is our partnership with Polar Capital, whose support has been both generous and transformative.

"Through this partnership, Polar Capital provides funding for laptops for all Year 12 students, which they are able to keep, ensuring equitable access to learning both in school and at home. In addition, students benefit from the Polar Capital Aspire Scheme (PCAS), which offers the opportunity for students to leave university completely debt free.

"These relationships enrich the Sixth Form experience enormously and allow staff to deliver careers education that is credible, current, and aspirational. Working at Westminster City School means being part of a school that understands the value of external partnerships and uses them intelligently to raise ambition and outcomes for young people."

Mr Taufik, Assistant Headteacher – Head of Sixth Form



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Location

Based in the heart of London, our school is just minutes from major landmarks like Buckingham Palace, the Houses of Parliament and Westminster Abbey.

Transport links to our School are excellent, enabling a safe and smooth commute for both students and staff. We are only a short walk from Victoria train and tube station (Circle, District and Victoria lines), and from St James's Park tube station (Circle and District lines). We are also served by around 20 different bus routes.

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Inspiring excellence in the heart of London

