

Thamesmead School



Staff Recruitment Brochure



Thamesmead School, Manygate Lane,
Shepperton, Middlesex, TW17 9EE

www.Thamesmead.surrey.sch.uk



Welcome to Thamesmead School

Dear Colleague,

Thank you for your interest in working at Thamesmead School. Thamesmead is a successful, thriving and oversubscribed 11-16 school judged by Ofsted to continue to be good in November 2022. We have a happy community of staff and students and I hope you will see that if you come and visit us as part of your application.

I joined the school as Headteacher in September 2017. I was impressed by the hardworking students, the calm atmosphere, and the friendly welcome that I received on my first visit and I can vouch for that remaining typical of the school.

Our staff like the strong and supportive team ethos that exists amongst those who work here. They like that we have high expectations of behaviour and standards from our students, and that we support our staff to uphold these. Staff like the work we have done to try and ensure workload remains manageable such as our condensed day, collaborative planning practices, personalised CPD options and the high-quality assistance that is provided for teaching by our committed team of support staff. Staff voice shows that staff at Thamesmead feel rewarded and valued for their work.

I hope that after reading all about us that you will want to apply to join our team and become a part of our community.

Yours Sincerely,

Phil Reeves
Headteacher

Our Vision and Values

Thamesmead School is a stand-alone secondary academy school for students aged 11-16 and is located in Shepperton, Surrey. As a heavily over-subscribed school most of our students come from our local community and we value our place within it. Our school vision is centred on four cornerstones that we strive to achieve. They are;

- Committed to excellence
- Nurturing individuals
- Respecting our community
- Fulfilling potential

These encapsulate our desire to be a school that achieves academic success alongside personal growth and development.

Our students arrive with above average prior attainment and go on to leave us having made further progress on top.

We have high expectations for every student and we embed our seven Thamesmead values across our school, we encourage our students to have;

- *Respect*
- *Aspiration*
- *Independence*
- *Confidence*
- *Commitment*
- *Resilience*
- *Community*



and reward when they demonstrate these essential qualities.

Benefits of working at Thamesmead School

- Two-week October half term holiday
- Priority admission for children of staff*
- Enrolment onto an excellent pension schemes – either Teacher Pension or LGPS
- Paid lunch duties
- Electric car scheme
- Cycle to work scheme
- Flexible working opportunities
- Free flu vaccination
- Free car parking onsite
- Onsite gym with subsidised membership
- Free meals provided on Inset Days, parents evenings and open evening.
- A comprehensive mentoring system for Early Career Teachers (ECT's) which includes training and development
- Personalised career path development (CPD) options
- Full support from a dedicated and visible team of senior leaders and pastoral managers
- Professional coaching available for all staff
- A school day ending at 2.55pm
- Onsite electric vehicle charging point available

*This applies to staff who have been employed by Thamesmead School for at least two years prior to application and admission.



How we manage workload & wellbeing

At Thamesmead School we recognise that one of the biggest impacts on wellbeing is workload and having a good work/life balance. We continually listen to our staff and implement changes that create an effective but streamlined approach to workload.

- Additional time for management responsibilities
- 24/7 free access to our Employee Assistance Programme
- Two-week October half term holiday
- Occupational health resources for a variety of issues
- Flexible working and part-time working supported
- Staff allowed and encouraged to be creative and inventive with their teaching
- Two weeks paternity leave instead of one
- A considerate and compassionate approach to requests for time off
- Paid leave for unavoidable medical appointments and special occasions such as graduations
- Unlimited hot drinks provided free of charge to staff
- Membership of professional associations
- A coaching model for professional development and growth
- Early closure for progress reviews with parents
- Our Senior Leadership Team (SLT) all operate an open-door policy
- Effective on call system in operation
- Shared planning is strongly encouraged and promoted
- Support for NPQs, Masters and other professional qualifications
- Centralised detention system
- Dedicated Pastoral Manager for each year group
- Data generation completed centrally for Middle Leaders
- A consistent marking policy
- Cover Supervisors employed to reduce using teachers for cover
- A well thought out and supportive observation schedule which is focused on development and learning, with no grading
- A recent staff survey (October 25) revealed that staff who work at Thamesmead School are 25% more content about life at school compared to those working at similar schools.
- Dedicated hour for tutor – home contact timetabled

What our staff say...

Staff Wellbeing and Satisfaction

- **92% of staff** said they are *content at work* — a remarkable **36% higher** than the national benchmark for similar schools.
- **88% of staff** feel *satisfied about work overall*, which is **29% above** comparable schools.
- Among support staff, **over 90% reported feeling content**, more than double the average in comparable schools (43% vs. 24%).

Positive Culture and Appreciation

- **97% of staff** feel *appreciated by school personnel* — a strong vote of confidence in Thamesmead's supportive culture.
- **92% of teachers** and **95% of support staff** feel appreciated by their colleagues.
- **81% of teachers** feel valued by school leadership, compared with **54% in similar schools** — a **27% increase above the national benchmark**.

Classroom and Learning Environment

- **84% of teachers** greet students at the door — fostering a warm and structured start to lessons, far higher than the 49% benchmark.
- Staff line students up before lessons, promoting order and calm **three times higher** than the national average of 16%.
- **67% of teachers** actively supervise transitions between lessons, ensuring safety and structure throughout the school day.

Calm and Orderly Corridors

- Staff describe school corridors as **calm, safe, and orderly**, a notable 11% above the national comparison **rating corridor behaviour as good**.
- The *Calm Corridors* initiative was highlighted as one of the **best things happening in school**, consistently praised for its impact on student behaviour and atmosphere.

School Atmosphere and Teamwork

- Staff consistently praise Thamesmead's *positive, supportive environment*, citing:
 - "A calm, focused, and positive atmosphere."
 - "Strong teamwork and communication between departments."
 - "Leadership that listens and supports."
- Teachers noted a "*lovely feel around the school*" and "*a culture shift toward calmness and positivity*."

Continuous Improvement and Pride

- Staff emphasised optimism and pride in the school's direction, with comments highlighting:
 - Improved student behaviour and consistency.
 - Effective routines and clear expectations.

Beyond the classroom

There are a wide range of opportunities, challenges and experiences beyond the classroom for our students and we work hard to enable and support all of them to access these. For example, we encourage all our year 7's to attend our Thames Young Mariners activity day where they build positive relationships and confidence as well as challenge themselves.

We also have subject focused opportunities, including theatre trips, botanical gardens, field studies, sporting events and other key places of interest.

Staff also contribute to a wide range of extra-curricular clubs including; art club, film-making, cookery, music, debate, maths, self-defence, code breaking and nature club to name but a few.

Many of our students take part in the Duke of Edinburgh Awards scheme supported by our staff. We also provide opportunities for international trips which provide curriculum enrichment and that our staff can lead or volunteer to take part in. These have recently included trips to France, Spain and ski trips to Italy and we are keen to see even more of these in the future.



We are based in the vibrant community of Shepperton Village, which has excellent transport links for bus, train and Overground services with easy access to Central London and also the M3 and M25. Staff who work here travel easily to work from South West and West London, Surrey, North Hampshire and Berkshire.

Our staff, students and PTA can be found enjoying themselves and performing at the Summer Fair and the not to be missed 'Big Tree Night'; to name but two of the events that combine to make the village much more than the location of a famous film studio!

Teaching and Learning

At Thamesmead School teaching and learning is at the heart of all we do. We believe that if our students are to make excellent progress and achieve their potential, then we must always deliver high quality lessons that challenge them to achieve more than they thought possible.

We do not believe that there is one perfect way to structure a lesson. Indeed, as long as the strategies and structures employed are achieving the high outcomes our students deserve, teachers should feel confident to adopt their own researched and practice-driven (tried and tested) approaches.

We recognise that, just like our students, we too are lifelong learners. Furthermore, we know that the most effective learning for teachers happens when they are given opportunities to reflect on, share and improve their practice. We provide a comprehensive programme of continuing professional development, with the focus on staff's individual pedagogical practice and career aspirations. We believe in promoting leadership at all levels; as well as developing your teaching skills, we want to ensure that you are ready for leadership opportunities when they arise.

We invest in the professional development of our ECT's to ensure the best possible start to your teaching career. Our ECT's are assigned a dedicated mentor within your department, alongside a professional mentor who will offer regular drop-ins and provide detailed feedback to enable you to refine your teaching practice.



What our staff say

Sarah Weeks, re-joined Thamesmead in September 2025 as Subject Leader of Religion, Philosophy and Ethics

"It's a school with heart, high expectations and a genuine sense of community—and I'm glad to be part of it again."

"This is my 26th year of teaching, and over that time I've taught RE, Geography and Sociology, as well as running the Bronze, Silver and Gold Duke of Edinburgh. Midway through my career, in my 13th year, I moved from the West Midlands to London to be with my now husband, beginning a new chapter both personally and professionally.

After spending several years working in London, I found myself drawn back to Thamesmead School—the first school where I truly felt at home. Returning after time away reminded me immediately why this place had stayed with me: the warmth, the teamwork and the genuine kindness that runs through the staff and students. When I worked here previously, I was a classroom teacher of RE. Now I've returned as Head of RE and also lead the Duke of Edinburgh Award.



The atmosphere here is exactly as I remembered it. There is a strong sense of shared values and a real commitment to doing things well. Students are encouraged to take care with their books and take pride in their learning, and while not all students get everything right all the time, there is a culture of trying, improving and valuing progress. The performing arts specialism continues to shine, and the school still attracts incredibly talented students through its doors when families are choosing where to send their children. Being back in a smaller school has reminded me how powerful it is when every child is known. There is a genuine family feeling, and our SEND students are nurtured with real care and attention.

Some of my favourite memories come from the experiences we share beyond the classroom—sports days, local Geography field trips, PGL adventures in the Surrey Hills, and most recently an Adventure Day at Thames Young Mariners with my Year 7 form. These moments capture the joy and community spirit that make Thamesmead such a special place to work.

Farah Sharief, ECT Teacher of Science joined in September 2022

"Diversity is appreciated and celebrated"



"When I first visited Thamesmead School I really liked the feel of the school, everyone was welcoming and warm. I had heard good reviews of the school and had known someone from my last place of work who is a happy parent of the school.

Since joining I have found Thamesmead School a respectful environment with a supportive team. There are many opportunities to excel. Diversity is appreciated and celebrated and the SLT is strong and incredibly supportive.

I really enjoy the inset day training provided and it has been extremely helpful towards my teaching in the classroom, with me successfully applying many of the strategies taught.

I feel supported in gaining my QTS, which is very important to me and I have already developed positive relationships with my students and fellow teachers. "

Evie Harper, Teacher of English, joined September 2025 as an ECT

"I enjoy coming to work every day"

"I chose Thamesmead School to begin my ECT journey following the completion of my SCITT course. From the outset, Thamesmead warmly welcomed me and has given me the freedom to thrive in my role. I have thoroughly enjoyed taking ownership of my classes and being trusted with the autonomy to plan, and teach my lessons, allowing me to put my own ideas and identity into delivering effective learning experiences. Both students and staff have been incredibly supportive and encouraging me as I embark on this new stage of my career."

The school has a deeply nurturing ethos, which is clearly embodied by both its staff and students. I have the pleasure of teaching English across the school and have enjoyed learning alongside my students as we explore a range of topics together. I have been given meaningful opportunities to develop students' learning, and in turn, they have enriched my own professional growth—something I truly value.

Thamesmead lives its values daily, creating an environment where both students and staff are able to thrive.



I look forward to coming into school each day, immersing myself in such an encouraging environment, welcoming students at the door, and getting to know them as individuals. I truly believe I have found my happy place and look forward with excitement to seeing what my future at Thamesmead holds."

Alison Bell, Pastoral Manager joined February 2003 as a Teaching Assistant

"...there really is something special about the school"

"I started at Thamesmead School as a Teaching Assistant and the first thing that attracted me were the flexible working hours, which as a mother of three I really needed. What has kept me at Thamesmead has been the people; both staff and students, as well as the career opportunities I have been given.



The staff at Thamesmead School are a family. Everyone and anyone will help you when you need it, there is lots of camaraderie. We all work together, you are never on your own.

All three of my children have attended Thamesmead School during my time here, I've also moved out of the area and now commute in, but I wouldn't leave, there really is something special about the school.

I moved from being a Teaching Assistant to Pastoral Care Support to now being a Pastoral Manager for one of our year groups. I am trusted to do my job and am given the space and freedom to develop my role. I enjoy helping in the classroom and building relationships with the students. Seeing the students that I work with go on to succeed is the most rewarding part of the job.

I have had some great experiences at Thamesmead School. I really enjoy attending the school trips, you get to see another side of the students and build your relationship with them further. I've been to Amsterdam, France, lots of museums and Juniper Hall to name a few."

Tim Moses, Subject Leader for Music, joined September 2024

“a school that supports guidance that empowers...”

“I was seeking a leadership role to further my career and immediately knew Thamesmead was the right fit. The school’s focused environment and commitment to improvement were evident from the start. Since joining, I have felt consistently supported and valued by senior leadership and colleagues. Unlike many schools where the performing arts can be overlooked, Thamesmead champions creativity and provides students with rich opportunities in the arts. As Head of Department, I enjoy the autonomy to shape and develop the department, with guidance that empowers rather than dictates. This balance of freedom and support allows me to drive meaningful progress and foster a thriving culture for both staff and students.



Corlia Landman, Assistant Headteacher, joined September 2008 as Teacher of Maths



I began my journey at Thamesmead School in September 2008, after spending some time supply teaching in UK schools. As an overseas-trained teacher, I joined Thamesmead needing to convert my qualification to UK QTS and to fully embed myself in the British education system. From the outset, the school provided clear guidance, excellent mentoring, and unwavering support, enabling me to develop confidence and strong classroom practice. Leaders believed in me, invested in my development, and ensured I never felt unsupported as I grew into my role.

Over time, Thamesmead offered progression opportunities that felt both natural and well-paced, allowing me to move into middle leadership and, later, senior leadership when I was ready. What makes Thamesmead special is its culture: staff work collaboratively, systems are clear and supportive, wellbeing is genuinely prioritised, and staff voice is valued when change is introduced. While not every day is perfect—as is true in any school—challenges are approached together, with a shared commitment to doing what is right for students. The fact that I continue to work at Thamesmead after many years speaks volumes about the supportive environment, strong relationships, and shared values that define the school.

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Headteacher: **Mr Phil Reeves**

We welcome visitors to the school and tours can be arranged by contacting us.

If you would like further information or have any questions please contact HR on hr@thamesmead.surrey.sch.uk or 01932 219423.



Academy Statement

In August 2011 Thamesmead became a level 2 (converter) Academy, a charitable company limited by guarantee.

Academy status gives Headteachers and governing bodies greater freedom to run the school and control the entire school budget, whilst still requiring them to comply with the national guidance on admissions, exclusions and SEN. Like all maintained schools they also have to teach a broad and balanced curriculum and are subject to Ofsted inspections on the same basis as other state funded schools.

As an academy we will continue to serve the needs of families and children in the area, as we have always done. The Academy Trust cannot profit from the Academy and the Trustees have a legal duty to act in the interest of the Academy.

Charitable Company statement

Thamesmead School, a charitable company limited by guarantee, registered in England and Wales, company number 07686145.

Safeguarding

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a Child Protection Policy and designated members of staff who take responsibility for these procedures.