



CHARTERS
— SCHOOL —

INFORMATION 2025



Thank you for taking the time to look at this job opportunity at Charters School.

We are a community school that understands that the staff in our organisation are central to each student's wellbeing, happiness and success.

We have a strong reputation in the local community and beyond and are consistently oversubscribed. Parents understand that our ethos allied with the hard working and dedicated staff we have enables their children to have a broad education that sets them on the next stage of their life.

Relationships across the school between parents, students and staff are warm and positive which makes Charters an environment that is a pleasure to work in and develop your career at.

Charters' motto, 'Unity Respect Excellence' underpins all we do, from our interactions with students leading to strong academic outcomes, excellent extra-curricular opportunities and the development of the individual. 'Unity Respect Excellence' also underpins how we develop our staff with our extensive professional development and wellbeing programmes.

In joining our community, you will be part of an organisation that will support you in your career goals and help you to develop as an individual.

I look forward to receiving your application.

Best wishes

John Fletcher
Headteacher



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INTRODUCTION

Charters School is a 11 – 18 mixed comprehensive school with over 1700 students with 390 in the Sixth Form. We believe in a holistic approach to education providing excellent opportunities in and outside the traditional learning that inspires individuals in their academic and social development.

Our approach ensures that individuals are successful in their educational journey with us enabling individuals of all abilities to thrive and reach their personal goals, each year students take up places at Oxford and Cambridge as well as international universities and high-level apprenticeships in the local area and further afield.

Our attainment levels at GCSE are significantly above national comparisons with progress figures the same. At 'A' level 54% of grades were A*-B in 2025. The school headline figures can be found [HERE](#) with validated performance data on the DfE performance tables [HERE](#). The outcomes at both A level and GCSE are due to the hardwork of our staff and students.

Professional development and staff well-being are a high priority for us. We invest heavily in the development of our staff as well as support mechanisms. We have extensive staff voice systems along with employee assistance scheme that provides access to a private GP, physiotherapist, and counselling support along with other benefits.



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WELLBEING: STAFF

Charters School is committed to protecting the health, safety and welfare of all employees. To this end staff enjoy:

Free tea/coffee

On-site Dining Hall

Wellbeing champions as well as several mental health first aiders

Two-week Autumn half-term

Health & Wellbeing Services, including:

- Counselling & Mindfulness
- Physiotherapy Support
- Weight Management
- GP Helpline
- Cancer & Chronic Illness Support
- Pupil Wellbeing
- Menopause Support
- Nurse Support
- Whole School & leadership Support
- Private Medical Operations
- Happier, Healthier You
- Staff Wellbeing

Discount and Benefit Scheme offering :

- Cycle to work
- Multiple discounts on grocery shopping, home technology, DIY, discounts on package holidays, eating out
- and many retailers
- Lifestyle Support

WELLBEING: STUDENTS

We recognise the importance of timely access to essential support services for students as part of the school's pastoral care programme. Everyone at Charters understands that, from time to time, young people need additional help, over and above what might reasonably be expected to be in place in a school like ours.

So often, the social, medical, emotional or behavioural needs of students hamper, and in some cases, prevent them realising their potential. The purpose of Sewers and Growers is to provide a bespoke support programme to individuals which will allow them to access the curriculum and take full advantage of the excellent learning opportunities available to them. In addition, the student wellbeing centre provides short term support for individuals.

Charters School has been awarded the Attachment Aware School SILVER Award 2024/2025 by RBWM Achieving for Children and we are working towards the GOLD Award.



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THE CURRICULUM - YEARS 7 - 11

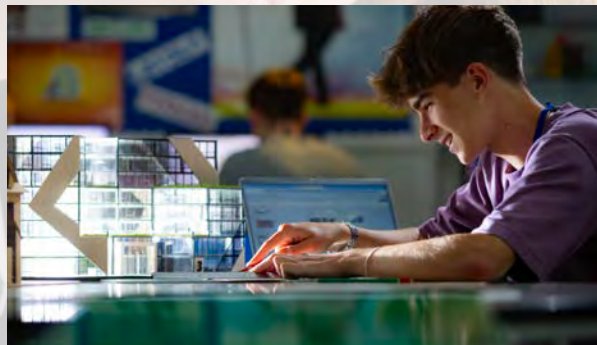
The curriculum is delivered through eleven Curriculum Areas: English; Mathematics; Science; Modern Foreign Languages; Humanities; Computing; Social Sciences; Creative Arts; Technology; Business and Physical Education. We also deliver a comprehensive Religious Studies, Citizenship and PSHE programme.

Extensive liaison takes place with our local Primary schools and considerable care is given to placing students in the mixed-ability Tutor Groups which initially form some teaching groups in the common curriculum of the first three years.

Students in need of special assistance with basic learning skills receive in-class support and/or are withdrawn from some groups for individual help. Some setting is introduced in Year 7 and increases in Year 8 and 9.

GCSE courses are primarily taught in Years 10 and 11 although some begin to be introduced for the core subjects in Year 9. There are various curriculum routes that students are able to follow according to their ability and interests. Traditional option subjects are available including French, Spanish, Design and Technology, History, Geography, ICT and Computing, Art and Design, Photography, Drama and Music.

Students can 'mix and match' these with more vocational subjects such as BTECs in Business, Sports Studies, Performing Arts and GCSEs in Sociology.



SIXTH FORM

Charters has a history of success at Sixth Form level, of which we are justly proud. There are over 380 students in the Sixth Form, housed in a purpose built block, with their own Common Room, classrooms and silent study area, The Durning Room.

Throughout students' two years in the Sixth Form those who are keen to take on an active leadership role can find opportunities in both the House system and as Senior Student leaders and Prefects. There are a host of other activities in which students can play a major part in shaping the life of the Charters community through our extensive enrichment programme.

Students also benefit from one week of work experience in Year 12. As a school we firmly believe work experience helps to inform career choices and develop the relevant skills, attitudes and behaviour expected in the world of work. Students have been extremely successful in completing their Silver and Gold Duke of Edinburgh Awards. BTEC courses are offered in Business and Sport, work experience is an integral part of the programme.

Our 'Life after Charters' programme supports students with developing life skills that will enable them to be successful in the future.



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PASTORAL ORGANISATION

The School is organised using a horizontal tutor group structure. Each member of staff will have the opportunity to work with a tutor group.

The Tutor and tutor group meet at the beginning of each day. Continuity of support is achieved as the Tutor remains with the students in his or her group as they move up the school. Similarly, the Head of Year, who leads the tutorial team, continues to have overall responsibility for a Year Group throughout years 7– 11, along with the Deputy Head of Year (non-teaching).



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A HOLISTIC APPROACH TO EDUCATION

Students are encouraged to adopt high standards of concern for others and to take personal responsibility within the school.

Student Committees exist across the year groups as forums for students' ideas. We meet regularly with the Senior Student team to discuss matters raised through the School Committees.

An extensive programme of extra-curricular activities is organised including many different sporting opportunities, a theatre club, choirs and instrumental groups, electronics, technology and computer clubs, a cookery club and many others which arise from subject, staff and/or student interest. There are approximately seventy extra-curricular activities on offer to the students each week.

School journeys, abroad and in this country, are regularly arranged and all students are encouraged to benefit from these opportunities.



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ACCOMMODATION

The school site comprises some thirty acres in delightful surroundings. Excellent specialist accommodation exists for all subjects, with suites of rooms for all Departments, including modern Mathematics and Science teaching block, two floodlit astro-turf pitches and a dedicated fitness gym.

Considerable building work has taken place since the school opened in 1958, with a main phase of development dating from 1970. A Learning Support Centre caters for the needs of students with physical disabilities, who are fully integrated within the school curriculum.



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THE LOCAL AREA

Charters School is located in Sunningdale, part of the Royal Borough of Windsor and Maidenhead, home to Windsor Castle, Ascot Racecourse and Legoland. The school is in the South of the Borough on the Berkshire/Surrey border, the area is surrounded by open spaces with easy access to beautiful country walks. Windsor Great Park, Swinley Forest and Virginia Water and are easily accessible and staff members take full advantage of their location by meeting regularly during the summer months to run or walk around Virginia Water Lake after school.

The school has excellent transport links, allowing staff to travel from a wide area. The M25, M3 and A30 are within a 10-minute drive from the school and Sunningdale station is on the London, Waterloo to Reading train line, with direct trains taking only 50 minutes to reach the capital. The Elizabeth line runs from Slough, Maidenhead & Reading.

10 minutes away by car, Bracknell town has recently undergone a £240m regeneration programme, bringing a high-quality mix of shops, restaurants and entertainment to the town centre. Many new homes have been created with shared-ownership and rental properties readily available. Bracknell was recently highlighted as offering some of the best value housing in the local area.

The pretty town of Ascot is only three miles from the school.

The towns of Wokingham, Frimley, Camberley, Staines and Slough are within easy reach of the school and a number of our staff commute from these towns or further afield. Flats are available in many of the towns listed above through Shared Ownership schemes for under £100,000.

The Royal Borough of Windsor and Maidenhead provide an affordable accommodation scheme to attract and retain keyworkers and we are able to connect you with a number of estate agents in the local area to help with your search for accommodation.





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APPLICANT INFORMATION

Thank you for your interest in our school.

Prospective candidates are requested to apply directly via the links on the vacancies page of the Charters School Website:

www.chartersschool.org.uk

We use MyNewTerm to manage applications on our website. Please submit your application and outline how your skills and experience have prepared you for the role and how you would contribute to Charters School's future success.

Charters School
Charters Road
Sunningdale, ASCOT
Berkshire
SL5 9QY
01344 624826

www.chartersschool.org.uk— email: recruitment@chartersschool.org.uk

Charters School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

All applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Charters School is an Equal Opportunities Employer.

Charters School: a company limited by guarantee, registered in England. Company Number: 08208767