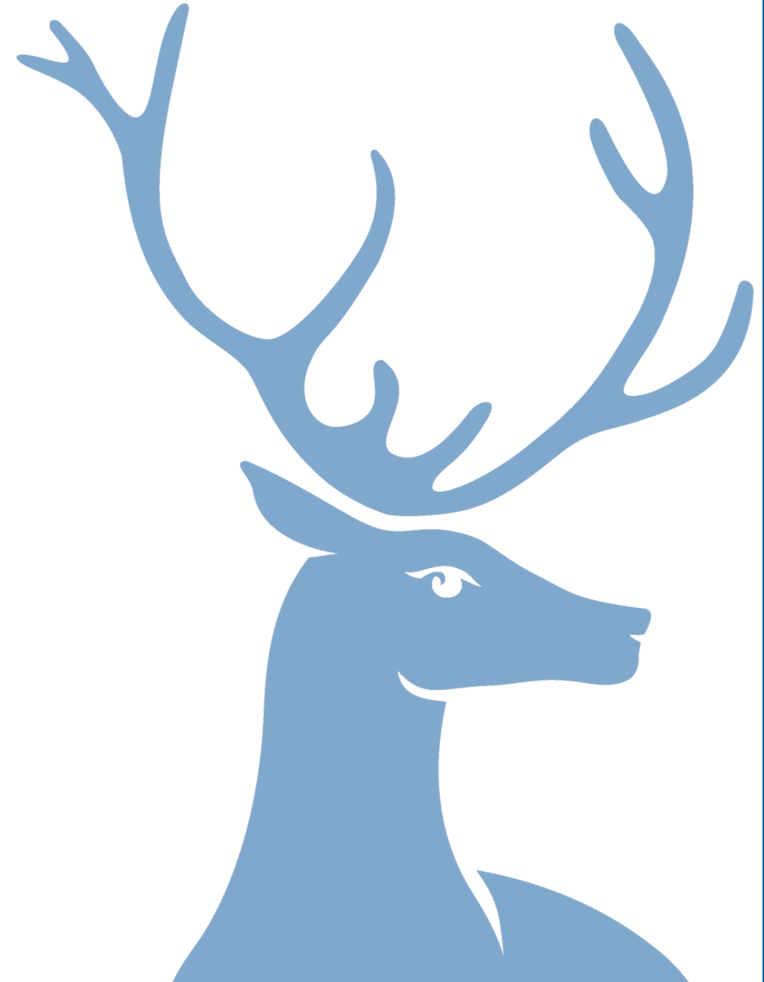


## Grey Court School Recruitment

*Staff, including ECTs, are very positive about the school. They appreciate that leaders review processes and routinely consider workload.*

Ofsted 2024





## An outstanding school

*Pupils have positive attitudes to learning and behave very well, creating a calm and purposeful atmosphere.*

Ofsted 2024

## Welcome to Grey Court

Thank you for your interest in working at Grey Court. This is a happy, ambitious school where staff and students are encouraged to be their best. We demand exceptional behaviour and our excellent results are well above local and national averages. We are extremely proud that our achievements have been formally recognised in three consecutive outstanding ratings by Ofsted.

This spurs us on in our goal of providing an exceptional education and learning experience for all students. We are a truly comprehensive school.

If you share these values, are ambitious, exacting and intent on helping every child succeed, we would love you to join our team. Please take the time to look through this brochure to find out more about working in our outstanding school.

Chris Rhodes  
Headteacher



## Opportunities to grow

*We are a school that recognises and nurtures talent.*

Heather James  
Teaching and Learning Lead

All staff at Grey Court are valued for their unique contribution to the success of the school.

We have a highly structured development programme for early career teachers (ECTs). Careful mentoring and encouragement means that many of our ECTs become established members of the staffing body, rising through the ranks and taking on additional responsibility.

Opportunities for progression are plentiful and staff are actively encouraged to seek out new possibilities to stretch and challenge themselves.

There is much scope for continuing professional development through regular in-house sessions or more formal courses such as the national professional qualifications for leaders (NPQs).

Grey Court is part of the Every Child, Every Day multi academy trust, and also a member of the Wandle teaching school hub. Both provide ongoing training and development opportunities for our staff.



## Space to reflect

*This is a caring school where colleagues are encouraged to make time for themselves.*

Sharon Mercer  
Director of Wellbeing

Our school is set in extensive, landscaped grounds and is a short walk from the river Thames, Richmond Park and historic Ham House. Further down the river is the ancient market town of Kingston upon Thames and Henry VIII's Hampton Court Palace. In the opposite direction is the busy centre of Richmond upon Thames.

Wellbeing at our school is paramount and we invest heavily in helping staff maintain good mental and emotional health. All staff are represented on the staff wellbeing committee and are encouraged to join weekly on-site boxing and yoga classes. There is a well equipped gym available for staff use out of school hours and hot refreshments are available all day.

There are also many opportunities for celebrations, such as the Christmas party and end of year summer barbecue. Biscuits and fresh fruit are provided on Fridays to mark the end of another busy week.



## Time to get involved

*Our many trips and visits increase understanding and respect between staff and students.*

Anna Hurley  
Assistant Head

Trips, activities and extra curricular clubs are an important part of life at Grey Court, providing numerous opportunities for staff to get involved and utilise their wider skills and interests.

Staff are invited to contribute to the wide range of extra curricular clubs, which include poetry, illustration, music composition and many sports.

We run a whole-school activity day twice a year, as well as an end of year activity week where all students enjoy local and international trips. The annual Duke of Edinburgh awards and our activity based trips are enormous fun, with plentiful opportunities for both staff and students to camp, trek, kayak or paddle board.

Some of the international highlights of the activities calendar are trips to Germany, Iceland, Canada, the US, Spain and France.

There are many ways for you to get involved with wider school life, outside of your subject area and job role.



## Benefits package

*Staff benefits help us show our appreciation of everyone who works at the school; teachers, leaders and the support team.*

Aatif Shuja  
HR Manager

There are a range of benefits available to Grey Court staff:

- Priority admission for staff children\*
- Paid lunch duty, including a free lunch
- Contributory pension scheme (Teachers and Local Government)
- Childcare vouchers
- Eyecare vouchers
- Cycle to work scheme
- TechScheme
- Employee assistance programme.

\*This applies to staff who are currently substantively employed by Grey Court, or recruited to fill a vacant substantive post for which there is a demonstrable skills shortage.

# Amy Moran

## Head of Science

Joined 2013 as a PGCE student



"Grey Court has helped me grow from a somewhat apprehensive PGCE student into the confident head of a large and successful science faculty.

From the outset I was encouraged to take on greater responsibility and additional roles. The leadership team recognised that I was keen to stretch myself so gave me opportunities for professional growth whenever possible. I was given additional responsibilities, such as running a Key Stage 2 science project with local primary schools and mentoring new and trainee teachers. Incrementally, I moved from being a science teacher to becoming the Key Stage 3 science co-ordinator. Next, I was encouraged to become the Head of Biology, then second in charge of science, and finally I became the head of science. More experienced colleagues helped and advised me every step of the way.

That's the great thing about Grey Court, if you have a spark, the school will help set it alight. Everyone at the school is keen to nurture individual talent and encourage growth among the staff body. If you have a particular interest, you can run a club, lead a trip or run a staff workshop in that area. I love the outdoors so have been able to take students on science field trips to Snowdonia and on the bi-annual ski trip to European destinations. Scientific exploration is important to us at this school, learning beyond the classroom, so I have developed a programme of outdoor visits that can include the zoo for younger students and the Hadron Collider in Cern for the older students.

Teaching can be demanding and stressful but my colleagues help me have fun too. There's a real sense of community and camaraderie here, especially in the science faculty. It's important to have people you can turn to, to moan, rant and cry. There will always be a supportive shoulder in this school.

If you want to work hard and have plenty of fun along the way, come to Grey Court!"

*We work hard but play/laugh harder.*

# Leah Collins

## History and Politics Teacher

Joined 2021 as PGCE, appointed ECT in 2022



“This has been a great school to start my teaching career. There is lots of support for newly qualified teachers and there is always someone around to offer help and advice. This is doubly important when you are just beginning your career and may need to call on the expertise of more experienced teachers.

I really feel that others in the department have my back the whole time I have been here, both as a university student and now as a colleague. They want the best for me and are always happy to share their knowledge of classroom practice.

There is a good teaching and learning programme for ECTs at this school. The programme leaders bring theory alive, by making all sessions interactive and immersive. This is quite different to university learning which can be a bit dry. At Grey Court the staff make all training opportunities relevant and engaging. This is great for new teachers who often need guidance in translating theory into real life practice and, hopefully, helps make us better teachers.

Having a mentor in the department helps me plan ahead. We meet regularly and also at the beginning of each term to strategise and set goals. The department has a good bank of resources to draw on, which I then build and adapt to suit my own teaching style. My mentor encourages and guides me to become the best teacher I can be.

Looking to the future, one of the things that really appeals to me is becoming more involved in the trips the school runs. This seems to be a big part of the school calendar and I really hope to be able to lead a history or politics trip myself. I know that I will definitely be encouraged in whatever I want to do next.”

*I know my colleagues have my back.*



# Preeya Nair

## EAL Co-ordinator

Joined 2015 as a volunteer

"I started as a parent volunteer when my daughter was a student here. I was keen to get involved in school life and quickly became a learning support assistant and then progressed to become the EAL co-ordinator. My manager recognised my skills and encouraged me at every stage.

I left India for the UK when I was 14 years old. I have a direct understanding of the pressures our young people face when they first arrive in a new country and a new school. I was determined to help these students, which is why I love working in the EAL department.

Grey Court staff, and the SEN team in particular, are very special people. We are a close-knit community absolutely dedicated to what we do. The school attracts people who are committed to their work and to the students.

I definitely feel as though I am recognised as an individual. I used my filmmaking skills to create a series of monologues based on the migration stories of students and staff. This culminated in an evening show attended by over 300 people, which I co-ordinated and produced, along with colleagues and students in the drama and music departments. I am also a founding member of the school's diversity group and have been invited to be part of an Open University school literacy programme looking at increasing reading engagement and reading for pleasure.

If you have a particular skill, interest or talent, the school is flexible enough to accommodate that, and gives you the space to try something new. The most important thing for me is to be given opportunities to grow. I definitely have that here."



*Individual skills and talents are welcomed at this school.*

# Richard Jacob

## Deputy Head

Joined 2011 as Head of IT

“When I started at Grey Court it was never with the intention of joining the senior leadership team. But this school has a knack for recognising and developing talent among its staff, and seeking out opportunities for them to grow in their chosen career paths. Almost immediately, I was encouraged to take on a range of additional responsibilities, and attend professional development courses, all of which contributed to me progressing from a head of department to head of faculty, then to assistant headteacher and now to Deputy Head.

Grey Court’s philosophy is not one where teachers are encouraged to teach templated lessons which all look the same. The school welcomes creativity and flair, something which has benefited me greatly as I have been allowed to utilise my strengths through a range of projects including designing and filming the school website, migrating the multi academy trust schools to the Google suite, and creating the school timetable.

I first moved to Grey Court because I wanted to work in an inclusive and diverse school where all students are valued and supported in their academic and personal growth. The school did not disappoint and I am proud to be playing a part in the educational achievements of children from a variety of backgrounds.

On a personal level, Grey Court has provided me with some of my closest friends, and a range of unforgettable experiences including nights down the pub, many trips abroad with the staff, and biannual student ski trips to Canada and the USA.”



*I was encouraged to take on additional responsibilities and supported in my moves to more senior roles.*



# GREY COURT SCHOOL

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*Staff feel valued and enjoy  
working in a caring  
community.*



Ofsted 2024

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