

G D S T
GIRLS' DAY SCHOOL TRUST

Teaching at

Sutton High School

A Fiercely Independent School for Girls aged 3-18



WITH COURAGE

WITH TRUTH

WITH JOY



Our Manifesto:



A girl who's
fiercely
independent is a
girl **who believes
in herself.** And
inspires others
with that belief.

A girl who's
ready to **discover
what she wants,**
And then goes to
get it.

A girl who feels
that **her words
carry weight.**
And who's
determined to be
heard.

We are Sutton
High School, and

we are fiercely independent, just like our girls.

That's why we **tailor what we do,** and how we do it, to their
needs, personalities and dreams.

Offering **unparalleled individual support** and attention, with
small classes and a bold spirit, right in the **heart of Sutton.**



About Sutton High School GDST

Sutton High School is an academically selective independent day school for 850 girls with an age range of 3 to 18 years. We are situated on a green and leafy site in central Sutton, close to excellent public transport links and major roads, but there is no parking on-site.

Over the past three years, we have grown from 535 pupils, and this growth and redevelopment of our school site, coupled with amazing girls and a fabulous staff team, means that our school is a truly exciting and dynamic place to be.

Both Senior and Prep Schools are amongst the top schools in the country and attract girls from a wide geographical area and variety of backgrounds, resulting in a school community characterised by qualities of diversity, inclusion and tolerance. Our focus is on encouraging every girl to be proud of who she is as an individual.

The school is a member of the Girls' Day School Trust (GDST) and the Girls' Schools Association (GSA). Membership of the GDST, the largest group of independent schools in the country, gives us unrivalled opportunities for training and sharing of good practice in teaching and learning.

We are proud of playing our part in leading girls' education since 1884.

Vision and Values

We are a diverse and vibrant school, and our girls are friendly, fearless and fiercely independent. We nurture and inspire individuals and place enormous importance on self-respect as well as respecting others. We are developing future leaders.

Our core values of **Courage, Truth and Joy** have been part of the school's heritage for over one hundred years and lie at the heart of our educational offer, ethos and aims.

Examination results

Our examination results are consistently high and significantly above the national average.

In summer 2022, 83% of all A Level grades were A*-B and we also gained another set of superb GCSE results, with over a third of all grades at level 9, compared to the national average of around 4%.

University entrance

Our girls benefit from expert advice and guidance about higher education and the world of work, as we have our own specialist who organises interviews, work experience placements and careers fairs. The majority of girls go on to Russell Group universities, but each will find her own path.

Academic curriculum

Entry to Sutton High Senior School is dependent on success in our entrance examinations. The majority of girls join the Senior School either from Sutton High Prep School or at 11+ entry, although there are occasional places available in other year groups. Our ability range is broad, and this adds to the inclusive feel of our school community.

In Year 7, all girls study the core subjects of English, Mathematics and Science (with study of separate sciences beginning in Year 9). Girls also study a Modern Foreign Language and Latin. History, Geography, RS, Computing, Drama, Music, PE, Art and DT are also taught throughout Key Stage 3. The formal academic curriculum is enhanced with the Kaleidoscope Programme, giving girls an enriched learning experience whilst introducing an element of choice.

At GCSE, the majority of subjects follow the international GCSE specifications, thereby ensuring academic rigour and thorough preparation for A Level study. Girls currently choose four open options alongside the core subjects.

Most girls begin A Level study with four subjects, making a final choice after half term assessments. The curriculum offer at this stage is extended to include Economics, Business, PE, Photography, Environmental Sciences, Film, Sociology, Classical Civilisation, Politics and Psychology. The Extended Project Qualification is completed by most students in the Sixth Form, supported by a taught skills course, with 85% gaining an A/A* grade.

The contribution of teaching at Sutton High is characterised by strong value-added, particularly at GCSE, as assessed by CEM. Tracking of pupil progress is measured against MidYIS and ALIS data, which is used to generate target minimum levels and grades at each stage and is reported regularly to parents.

Personalised learning for girls is supported by the expertise of specialist ALN and EAL teachers who work closely with Heads of Department to maximise progress for each individual girl. Each department produces extension material and opportunities for gifted and talented pupils.

Digital learning is supported by excellent ICT infrastructure and increasing resources. The school also benefits from a large library, diversity space, maker-space, Sixth Form Centre and excellent facilities for sport, music and drama.

Lessons are collaborative, creative and pitched to generate challenge, and pupils are motivated to learn and supportive of each other.



Pastoral care

Committed pastoral care is a characteristic feature of Sutton High. Strikingly positive relationships between the girls and their teachers, both within the classroom and beyond, make a significant contribution to the quality of the girls' academic and personal development. All members of staff, both teaching and support, are expected to put the wellbeing of the girls at the top of the agenda. Our commitment to girls' personal development drives the PSHCE programme which is delivered through the Personal & Social Responsibility (PSR) curriculum by a specialist teacher.

Members of teaching staff are expected to be form tutors, working as part of a tutor team under a Head of Year. The structure incorporates Heads of Year as follows:

- Tutors
- Head of Year
- Head of Wellbeing
- Deputy Head: Pastoral

Heads of Year meet weekly with form tutors and monitor the progress of girls throughout the year. The Pastoral Team also includes a school nurse, a school counsellor and a school doctor.

Lower and Upper School assemblies take place each week, where successes are celebrated and topics relevant to the age group can be explored. Senior School assemblies take place weekly, covering many spiritual, moral, social and cultural issues, with a whole school assembly concluding each term.

Everyone in the school community is a member of one of the four Houses, taking part enthusiastically in events throughout the year. The House system and Student Council also provide significant leadership opportunities for girls. All form captains are representatives on either the Lower or Upper School Councils, chaired by the Head Girl and her Deputy. These girls are also responsible for the organisation of Charity Week, which takes place around the school birthday each January.

Co-curriculum

All members of staff are expected to run at least one weekly club.

Choir, orchestra and ensembles flourish, with significant numbers of girls involved in concerts and productions during the course of the school year. Many girls are members of sports teams enjoying success in competitions and tournaments, and we stage at least one major drama production every year, alternating between musicals and plays.

Clubs and societies, across all subject areas, are busy and popular.

There is a wide programme of trips, both domestic and international.

Working with us:

We look for staff who are committed to our aims and ethos of placing our girls at the front and centre of all we do.

Our staff is a friendly and welcoming team and support and teaching staff work together to ensure the very best provision throughout the school.

Staff share a Staff Room and have a free lunch every day. There are social activities and a focus on staff wellbeing, coupled with high expectations and a collaborative approach.

We ask that all teachers are focused on the individuals they teach, so that all girls experience a bespoke and individualised education, with personalised targets. All girls are assessed against individual expectations, and teachers run interventions to ensure progress.

All staff are expected to contribute to the co-curricular life of the school, including attending or leading on trips and visits, running assemblies, contributing to clubs and societies, attending high profile school events (such as concerts, productions etc.) and working on marketing events.

Benefits of working at Sutton High School:

- Hard-working, kind and enthusiastic girls who genuinely love their school and want to succeed
- A friendly, collaborative staff team, committed to the success of the school
- Salary scale well-above the maintained sector
- Training and mentoring for all staff to ensure success in their role. The GDST offers a comprehensive CPD programme for staff, including interest-free loans or grants for further qualifications
- Regular INSET and professional development days, with a good budget for staff training, including access to a personal coach
- All new Heads of Department undertake the ISQAM Heads of Department course, funded by the school
- A free school lunch is provided daily
- Daughters of staff receive a fees discount of up to 50%
- Free or significantly reduced tickets to termly social events
- Termly staff social meal/party at the end of each term
- A supportive, visible and pro-active Senior Team
- Membership of the GDST flexible pension scheme (up to 18% employer contribution and flexibility to generate a pay top-up of up to 10% of pensionable salary in lieu of pension)
- 35 week school year (including INSET days) across 3 terms with a two-week break in the Autumn



Location

The Senior and Prep School entrances are located on roads parallel to each other:

- Senior School reception is located at 55 Cheam Road, Sutton, Surrey SM1 2AX
- Prep School reception is located at 86 Grove Road, Sutton, Surrey SM1 2AL

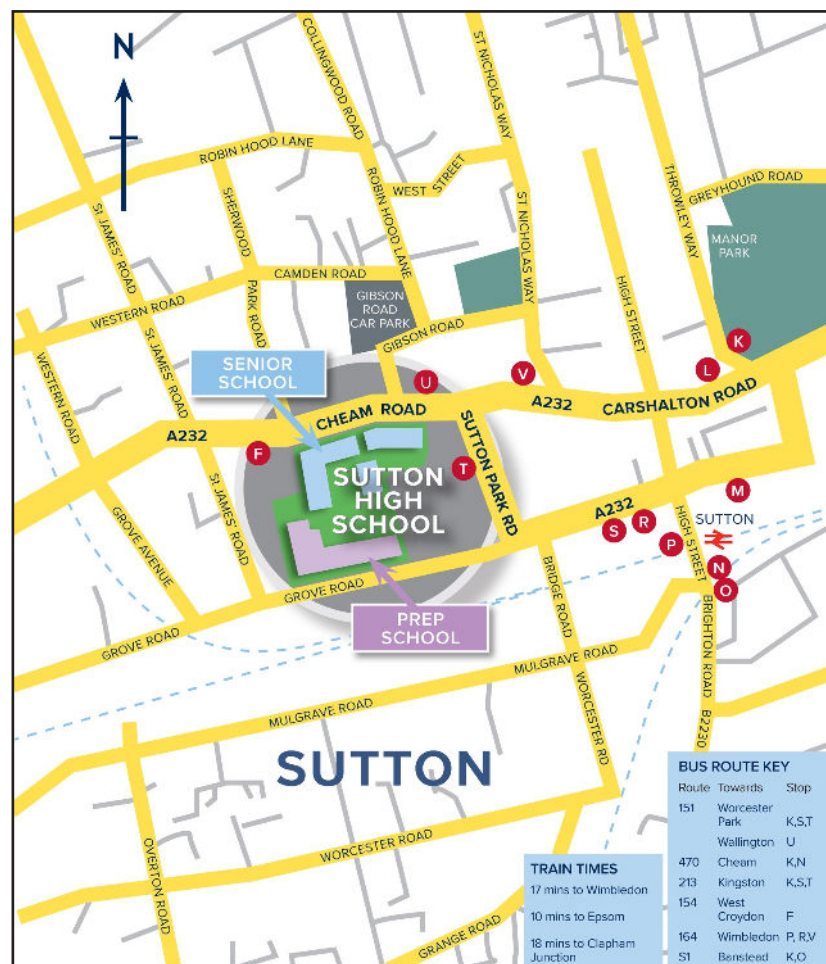
Sutton railway station is less than 10 minutes' walk away. We are close to local bus routes and several multi-storey car parks.

How to apply to work with us

Please complete the application form on our website to apply, via People XD, completing the personal statement to show how you meet the person specification and how your experience and abilities are suited to the role.

Interviews: Teaching candidates will be asked to teach a lesson and attend a panel interview, as well as touring the site. There will also be a short written task, if appropriate.

If you have any questions, or for an informal discussion about the role, please contact the HR Team, at hr@sut.gdst.net



www.suttonhigh.gdst.net

Senior School: 55 Cheam Road, Sutton, Surrey SM1 2AX

Prep School: 86 Grove Road, Sutton, Surrey SM1 2AL

020 8642 0594

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