



Woolwich Polytechnic  
School for Girls

# RECRUITMENT PACK

WELCOME TO OUR SCHOOL



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WOOLWICH POLYTECHNIC SCHOOL FOR GIRLS



# WHY CHOOSE POLYMAT?

We are delighted to welcome you to PolyMAT, our Academy Trust, our vocation and our 'family'. We are very proud of the special look and feel of our trust and we are excited about the next phase of our development where we seek to work with others, grow and provide something truly special for our students and staff.

PolyMAT was established in 2014 when our only school was Woolwich Polytechnic School for Boys, a long-successful 11-18 Comprehensive school serving the people of Thamesmead. In September 2019, we opened our brand new 'sister' school – Woolwich Polytechnic School for Girls - and we now offer secondary provision for over 2800 students. In November 2023, we welcomed our first Primary School to the Trust with the addition of Bannockburn Primary in Plumstead, a large feeder school to our two secondary schools. We currently provide education to around 3600 students in our local area and look forward to expanding further to create truly special educational opportunities for our local community. By being a cross-phase Trust, we believe that we can design the learning journey “through the eyes of the child” and minimise any disruption of transitioning between phases.

Our two secondary schools are located next to each other and we work in close collaboration to achieve our Vision of “Success for Everyone”. This means that we are highly inclusive and place the needs of our students and their community at the heart of our work. All that we do is driven by two values – Care and Unity. By Care, we mean that we show a level of consideration and commitment to each-and-every student that we believe is unmatched. This means that each student is seen as an individual and treated with the care that they need to achieve great things. Unity means that we always work together – with our two schools, with our community and with our wider partners – to ensure that we are delivering the best strategies to create success for everyone.

Education is a highly rewarding vocation and we all feel privileged to be in a position to give young people amazing opportunities. We feel that we are on an exciting journey, one where we feel challenged every day and proud that we are always looking for ways to give our students better life chances and our staff a better quality of life. We are a happy community and place great emphasis on creating a workplace that is fulfilling and puts people on a journey of development, both professionally and personally. We feel truly blessed with the amazing staff that we work with and their never-ending drive to do special things to help our students. We are ambitious and dedicated and will always place the quality of education before any other desires. If you are interested in working with us, please contact one of our schools directly, and we will be very happy to discuss opportunities with you.



**Mr T Plumb**  
CEO of PolyMAT

**Mrs A Rendell**  
COO of PolyMAT

**SUCCESS FOR EVERYONE**

# OUR SHARED VISION

## SUCCESS FOR EVERYONE

Our vision is "Success for Everyone". We aspire for every member of our community, regardless of circumstances or background, to be the best version of themselves - confident, successful students, committed, successful staff, who are committed to growing and developing as practitioners, and engaged stakeholders who unite in celebration. We achieve our Vision through our two core values of CARE and UNITY.



### 01 CARE

The overriding feel within our Trust is that we care more than anyone else could expect. We care for all aspects of our practice and, in particular, we care for:

- Everyone's safety and happiness
- Everyone's personal development and growth
- Everyone's outcomes
- Everyone's standards
- Everyone's learning
- Everyone's well-being
- Everyone's relationships

This is reflected by the fact that we call ourselves the Poly Family and we are an organisation based on relationships above all else - we are individual people first and students, staff and parents second.

### 02 UNITY

The value that ensures that our impact is greater than it ever could be if we worked alone. This means that our schools, teams and individuals are always pulled together in ways which share the workload and create solutions from which everyone benefits. We are determined that nothing can divide us when we put the needs of our community before everything else.





# BECOMING PART OF THE POLY FAMILY

I AM DELIGHTED TO WELCOME YOU TO  
WOOLWICH POLYTECHNIC SCHOOL FOR GIRLS

**Ms L Williams**  
**Head of School**  
**Woolwich Polytechnic School for Girls**

Our school is committed to providing excellence in education for young women. Our vision of success for everyone is built upon our core values of care and unity. We empower our girls to become strong role models and the leaders of tomorrow through our three pillars of leadership, excellence and resilience.

Woolwich Polytechnic School for Girls is an environment that fosters girls' talents and abilities. We believe that every student is unique and special and has the potential within them to succeed. Being an all-girls' school, we have created an environment that is free from gender stereotyping. Our girls will not only excel in subjects such as english, drama, languages, and art, but also in subjects that have, historically, been male dominated, such as maths, physics and design and technology. We believe that our girls of today will become our leaders of tomorrow through achieving academic excellence in a broad range of subjects.

Our staff body is dedicated to ensuring your daughter has a world class education in a state-of-the art new school building: a place where 'Poly' girls take centre stage. This allows them to achieve their true potential academically, socially, emotionally, and ethically.

Every girl's personal development is equally as important to us as their academic progress. Our outstanding pastoral care ensures that our students develop into well- rounded, confident, and articulate young women who are ready to enter the world and create change for the better.

We have high standards and high expectations of behaviour from our students so that our school is a safe and happy space for everyone. We believe that respect for each other; caring for your environment and behaviour for learning requires resilience, commitment, punctuality and courtesy. This is important for us, both inside and outside of lessons. Our students are taught, and understand, the importance of kindness and responsibility to ensure no student feels left out.

We are part of the PolyMAT multi-academy trust which enables collaboration and sharing of good practice between schools in the belief that we are "stronger together".

*"Our girls of today will become our leaders of tomorrow through their academic excellence."*

**SUCCESS FOR EVERYONE**

# CURRICULUM

*At Woolwich Polytechnic School for Girls, we aspire for all students to excel, both academically and personally. The curriculum enables our students to know more, understand more and do more, empowering them to become leaders of their future lives. It reflects the diversity of the modern world, preparing them to become resilient and contributing members of society.*



A successful Poly student is one who is ambitious and has high expectations of her own learning. Through determination, being ready to learn and facing challenges, they will reach their full potential in all aspects of their education. They have a breadth of knowledge, skills and concepts and have developed skills of reading, writing and oracy. The successful Poly student is respectful, articulate, and ready to lead. A successful Poly student is ready for university, apprenticeships, and the world of work.

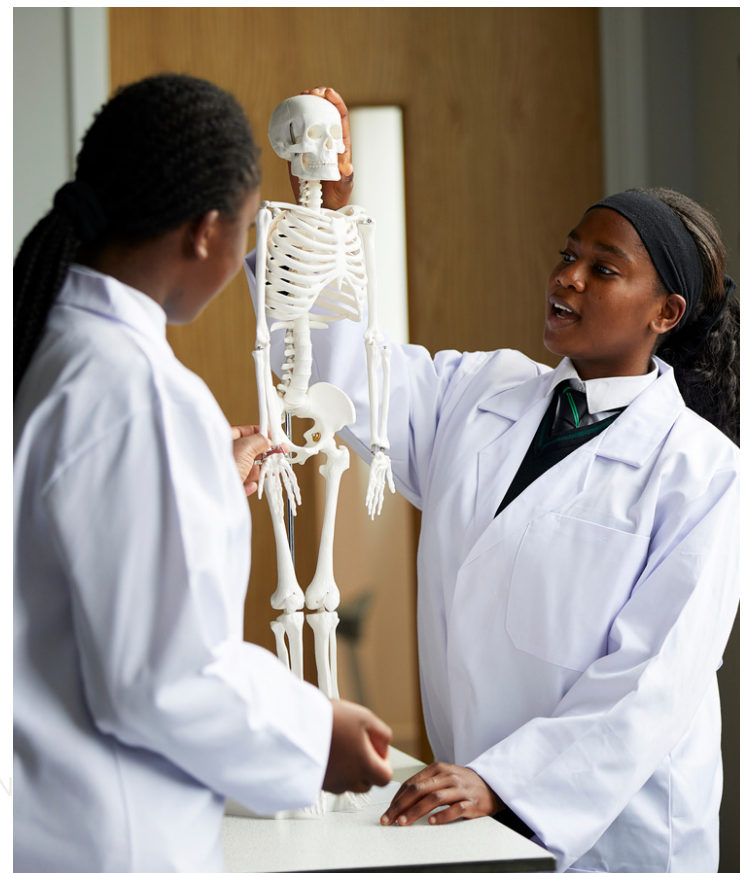
We provide five Character Days per year. On these days (but not limited to), our students will have a variety of workshops that include external speakers, teambuilding activities, celebrations of different cultures and educational visits to develop leadership skills, their resilience and their excellence. We believe in success for everyone. We believe every voice and every child matters.

## PARTNERS FOR SUCCESS

We believe our success will be based on thriving partnerships between parents and carers, students, staff and governors. We expect parents and carers to take an active role in their daughter's journey through secondary school and there will be plenty of opportunities to celebrate your daughter's success with us.

It is parents' and carers' responsibility to ensure that their daughters attend school on time and the school is informed of the reason for any non-attendance. High attendance and punctuality are expected and is required if students are to meet their potential.

Our students receive thirty 50-minute periods of timetabled lessons a week with the additional benefit from an extended curriculum via a range of clubs, activities and subject specialist lessons after school.



*"Learning is important here. Our subject and form tutors care about us and help us get better as individuals and in our subject areas."*

**YEAR 9 STUDENT**

# ENRICHMENT



We have a wide variety of after school clubs and enrichment that are available to all students, including dance, sports, drama, music, art and technology. Students are often given the chance to showcase their talents to a far wider audience than the school.



Instrumental lessons are offered to enrich students' learning. A variety of instruments are on offer (flute, clarinet, saxophone, trumpet, guitar, bass guitar, drums, singing and keyboard). Students have a paired 20-minute lesson, once a week and all students receive an instrument to take home to practise. These lessons are available for a small fee. More details available on application.



Our extensive extra-curricular activities are designed to motivate and challenge students and explore their interests beyond the curriculum.



We believe that learning transcends barriers and reaches out into the local community and beyond; therefore, we actively encourage students to participate in a wide range of extra-curricular activities.

*"This school empowers both students and staff to be the best versions of themselves. ."*

**TEACHER OF ENGLISH**

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FOR  
EVERYONE**

# GUIDANCE FOR APPLICANTS

WE ARE DEDICATED TO TREATING ALL APPLICANTS FAIRLY AND RESPECTFULLY, REGARDLESS OF THEIR BACKGROUND, DISABILITY, OR ANY OTHER PROTECTED CHARACTERISTIC.



## The Shortlisting Process

The shortlisting process will be thorough and rigorous, allowing ample time for a detailed analysis of all applications. A selection panel, also serving as the formal interview panel, will conduct the shortlisting. Invitations for interviews will be based on how well candidates align with the job description and person specification criteria.



## References

References for shortlisted candidates will be requested before the interview. Referees will be contacted via email and occasionally by phone. References should be completed by your current employer with appropriate authority. If the referee is school or college based, the reference should be confirmed by the Headteacher



## The Interview Day

On the interview day, we aim to assess your suitability for the role, and give you a chance to learn more about the School and its staff. The interview process is interactive and a two-way process. During the interview day, you will have various opportunities to showcase your capabilities for the position.

The assessment may include the following activities:

- Discussions with staff or students on specific topics or leadership and management areas
- Practical tasks related to the role, such as time management exercises
- Teaching observations, if relevant
- Delivering a presentation
- Formal interviews

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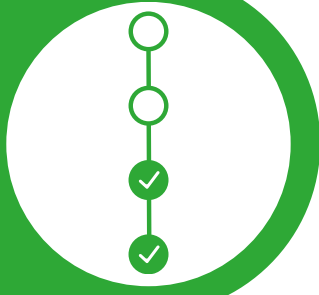
# GUIDANCE FOR APPLICANTS

THE INTERVIEW WILL ALSO INCLUDE A PERSONAL SECTION WHERE SUITABILITY FOR WORKING WITH YOUNG PEOPLE WILL BE EXPLORED VIA QUESTIONS ON PREVIOUS EXPERIENCES. POLYMAT IS FULLY COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF YOUNG PEOPLE.



## Post Interview

PolyMAT is dedicated to safeguarding and enhancing the well-being of young people. All appointments are subject to satisfactory references, enhanced DBS, online checks, proof of Right to Work, Teaching Regulatory Agency verifications, and medical approval. Applicants who are not successful may seek feedback as a chance for personal growth and development



## Timeline for Recruitment

At PolyMAT we aim to have our recruitment processes as clear and structured as possible. Ideally, we have our advert listed on various websites for one month. Following the deadline date, we will aim to shortlist within 2-3 days. Once shortlisting has been completed, the successful candidates will be informed and given an interview date a week ahead. This will allow our successful candidates the opportunity to prepare and make arrangements.



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# WHY WORK FOR US?

By joining our team, you will have the chance to grow and advance professionally. We offer continuous professional development opportunities and support our staff in pursuing their interests within and beyond the field of education.

Our commitment lies in providing high-quality education to all students. We seek enthusiastic teachers and associate staff who share our vision of each student's potential and aim to make a positive impact on their lives.

Working here is more than a job; it's a chance to be part of a supportive community dedicated to enhancing students' lives and making a lasting difference. If you are seeking a fulfilling role for the next stage of your career, we invite you to join us. Together, we can positively influence our students and the community we serve.

## **As a member of staff at Woolwich Polytechnic School for Girls we can offer you:**

- Opportunities for career progression
- Access to apprenticeship training
- Excellent professional development
- A contributory pension scheme
- Opportunities to collaborate with outstanding and dynamic teaching professionals
- Access to various discounts for a small monthly fee
- An employee assistance programme
- Season ticket loans
- Cycle2Work Scheme
- Excellent catering facilities
- Secure on-site parking
- Free daily coffee for staff





# WHY WORK FOR US?

## STAFF TESTIMONIALS



I have worked at Woolwich Polytechnic for almost 5 years now. I love the fact that no two days are the same.

I have always felt valued and actively encouraged to progress which doesn't happen in many workplaces.

I LOVE coming to work every day as the people I work with are so lovely.

It is a great place to work as the staff and students really make coming to work each day worth it.



**Ms R Burrows**  
Executive Assistant to the CEO and PA to the Head of School - Woolwich Polytechnic School for Girls



I have worked at WPSfG since September 2020 and after nearly 2 and a half years I still look forward to walking through the doors in the mornings.

A part of my job is processing in-year admissions and it is a joy to see students who are new to the country and school grow in character and become confident in their approach to their education and future and make new friends.

Being able to connect with students and their parents and supporting them in whatever way I can is an enjoyable part of my role.

Woolwich Polytechnic for Girls has an atmosphere of warmth and support where the best for the students is paramount. Although we are a busy school, colleagues always have time for you, and we endeavour to work together as one big team. SLT are approachable and relatable and there is a genuine concern for our wellbeing. I feel privileged to be a part of this school.



Woolwich Polytechnic  
School for Girls

**Ms R Brown**  
Pastoral Administrator & Student Support



I am the Art Technician at WPSfG. I have worked at WPSfG for two years now. The best part about my role is supporting in lessons as I am able to see the creativity and pure joy from the students.

The main aspects of my role include prepping arts materials, using art knowledge to support students and the ordering and general maintenance of the art equipment.

I look forward to talking to the students about what they want their future to look like and seeing the students' ideas take form into such brilliant pieces of art.

Working here, it feels like a family where we all support each other and your needs are taken into account. The smiles that I see when I teach a student a new technique or the smiles from other members of staff make me want to stay here.



Woolwich Polytechnic  
School for Girls

**Megan Tedder-Scott**  
Art Technician

I feel appreciated.



I have worked for Woolwich Polytechnic for over 20 years.

My favourite aspects of my role include making children feel safe, that they can learn, be happy and enjoy school.

The students have been making me laugh since the moment I started when I was training. They are so kind, polite and funny. They ask inquisitive questions, they surprise me. Their parents and carers are so trusting to allow us the privilege of educating their children, and work with us to get the best outcomes.

Each day I look forward to working with the students, but my favourite day of the year is A Level results day, and seeing the smiles on students' faces and knowing that they have achieved above and beyond.



**Ms J Lumbis**  
Trust Safeguarding Lead

**SUCCESS FOR EVERYONE**

# SAFEGUARDING

PolyMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offer of employment is subject upon the Academy Trust receiving an Enhanced Disclosure and Barring Service Certificate (DBS), which the Academy considers to be satisfactory. If you are successful in your application, you will be required to complete a DBS Application Form. Any information disclosed will be handled in accordance with the Code of Practice published by the Disclosure and Barring Service. The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and it is therefore an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

All shortlisted candidates will be subject to a social media check in line with the new Keeping Children Safe in Education (KCSIE) 2022 legislation.



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# EQUAL OPPORTUNITIES

**PolyMAT is committed to promoting equality, challenging discrimination and providing opportunities for people with disabilities. We are an inclusive Trust who strives to provide an environment where everyone feels welcome and valued. We aspire to ensure that every member of our community, regardless of circumstances or background, have the opportunity to be the best version of themselves through our vision of 'Success for Everyone'.**

For any potential applicants, we would like to encourage you to inform us of any additional support or adjustments you may need throughout the recruitment process. We have an open approach to support for candidates with disabilities and recognise that reasonable adjustments may be required based on each individual's needs.

Sharing your needs with us ahead of interview, allows us to fully support and ensure you are not disadvantaged during the process. We welcome candidates contacting us at any point should you feel uncomfortable declaring a disability, to reassure you that we are here to support. So, please contact [hr@polymat.co.uk](mailto:hr@polymat.co.uk) if this is the case.





# HOW TO FIND US

Woolwich Polytechnic School for Girls is located in the Thamesmead area of the Royal Borough of Greenwich in London, England.

The Elizabeth Line offers significant advantages to the Thamesmead community. Travelling from Abbey Wood Station, it now takes just 11 minutes to Canary Wharf, 25 minutes to Tottenham Ct Rd, and 29 minutes to Paddington. This line provides access to 40 other London destinations, as well as Heathrow Airport and Reading.

From Abbey Wood Station, you can catch buses 244 and 301 outside the station, which will take you directly to our school. Additionally, bus routes 229, 472, and SL3 from Abbey Wood Station will lead you to Thamesmead Town Centre, a short 5-minute walk to our school.

The Superloop bus route (SL3) functions as a new express service from Bromley North Station to Thamesmead Town Centre via Bromley Town Centre, Chislehurst, Queen Mary's Hospital, Sidcup, Bexleyheath Town Centre, and Abbey Wood.

Route SL3 operates every 12 minutes during the day from Monday to Saturday and every 15 minutes in the evenings and all day on Sundays. The first buses are scheduled to depart Thamesmead Town Centre at 5am every day of the week.



SUCCESS FOR EVERYONE



Center for GIRLS



Woolwich Polytechnic  
School for Girls

# CONTACT US



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