



CHARTERS
— SCHOOL —

INFORMATION 2024



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

We are a community school that understands that the staff in our organisation are central to the 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, a single academy, is an 11-18 mixed comprehensive school of 1700 students with over 390 students in the Sixth Form. The school provides a complete range of opportunities for students to achieve academically and for successful personal development within a caring and supportive environment.

Educational success is valued at the appropriate level for all individuals and is based on a determination to provide the best possible teaching, learning environment, curriculum and resources. Appropriate attention is given to the individual needs of all students from those with additional learning needs to those with Oxbridge potential - In 2017-8, 2018-3, 2019-6 and in the last three years 9 students have successfully gained a place at Oxford or Cambridge. It is recognised that the quality of teaching is critical to all aspects of the school's work. A group of strong, experienced Heads of Department lead teams of well-qualified colleagues.

Staff professional development and Wellbeing is a high priority for us. We invest heavily in the development of our staff as well as support mechanisms. Our [employee assistance benefits programme](#) as well as other investments in wellbeing support are very strong.

The results that our students gain are consistently very strong. The progress scores at both A Level and GCSE reflect the high-quality learning and teaching alongside the commitment of our students to do well. At Year 13, 52% of the A Level entries were graded as A* - B.

Our results are significantly above national figures with our Sixth Form being in the top 20% of Schools nationally and our Key Stage 4 progress 8 score being significantly positive with 86% of students gaining 5 GCSE 9-4 including English and Maths. Our results summary for 2023 can be found on the following link. <https://www.charterschool.org.uk/22/exam-and-key-stage-results> and on the Department of Education Performance tables website.





WELLBEING: STAFF

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

- Access to on-site fitness gym—discounted membership
- Free tea/coffee
- On-site Dining Hall
- Emotional buddies scheme
- 2-week Autumn Half-term
- Health & Wellbeing Services, including:
 - Counselling
 - Financial Wellbeing Coaching
 - Menopause Counselling
 - 24/7 GP Service
 - Nurse Support Services
 - Stress Coaching
 - Physiotherapy
 - Surgical Assistance Programme
- Discount and Benefits Scheme :
 - Cycle to work
 - Childcare Vouchers
 - Lifestyle Support
 - Multiple discounts on grocery shopping, home technology, DIY, discounts on package holidays, eating out and many retailers



WELLBEING: STUDENTS

MAINE CENTRE

Several years ago, we recognised 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 the Maine Centre 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.





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 can follow according to their abilities 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.





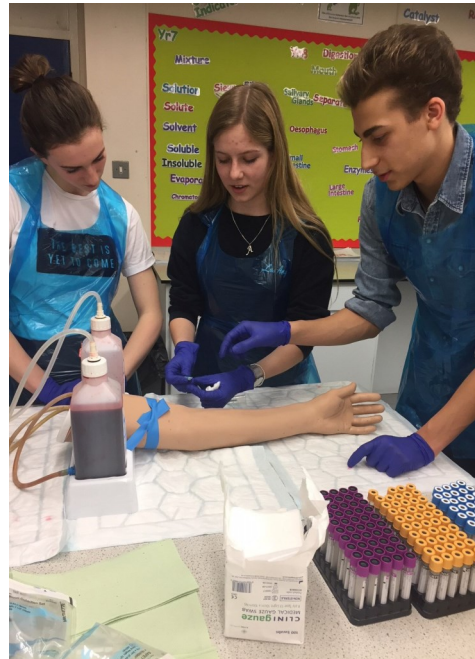
SIXTH FORM

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.

In terms of value added, our Sixth Form is in the top 4% nationally across all post-16 providers. 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.

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.

We also run a variety of extra curricular and super visual activities that help to develop important life skills.





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).





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.





'THE EDGE'

We have always used our motto 'Unity, Respect, Excellence' to emphasise the core values and qualities that we want Charters' students to embody and with this in mind, we launched 'The Edge'.

'The Edge' helps our students to become 'work ready' by capturing, developing and accrediting activities relating to five key areas: Leadership, Organisation, Resilience, Initiative and Communication.

We have always believed that developing rounded individuals who are stand-out candidates for future employment is not just a matter of providing an impressive academic profile. The 'soft' skills, qualities and characteristics, are just as, and many would say more, important.

Whilst opportunities outside the curriculum give Charters' students a head start, we believe that 'The Edge' incentivises and inspires all our students to undertake self-development activities within and alongside their academic curriculum, as well as outside the school setting. The Edge was conceived at Charters and is now being offered by over 700 schools nationally as part of the PiXL Network.





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 a recently built 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.





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.





APPLICANT INFORMATION

Thank you for your interest in our school. Please apply directly via the links on the Vacancies page of Charters School website

<https://www.chartersschool.org.uk/7545/vacancies>

If we do not have any vacancies matching your interests at this time, please join our Talent Pool

<https://mynewterm.com/school/Charters-School/138823>

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Telephone 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 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