



Windsor High School and Sixth Form

Excellence for All

Enthusing, Inspiring, Engaging, Every Lesson, Every Day

Staff Pledge

At Windsor High School and Sixth Form our staff work extremely hard for the benefit of the young people of the Halesowen area. Our results in national examinations are a tribute to this effort. Everything we do is to make a difference to our students – so we do not expect staff to do things that will not make a difference. The Staff Pledge below is currently draft and we expect to add to it in the course of our consultation.

Things you can expect from working here-

- 🏰 One extra non-contact period per week to support preparing and planning high quality lessons
- 🏰 Exceptional personalised CPL opportunities for teaching and non-teaching staff (including triad coaching, in-the-spotlight training, NPQML, NPQSL and a partially-funded Masters programme)
- 🏰 A culture of typicality in lessons: 'engaging, enthusing and inspiring every lesson every day'. We do not grade lessons, and our ethos is developmental not judgmental
- 🏰 You don't get extra marks for working late- work / life balance is important
- 🏰 Professional IT and media support
- 🏰 We don't expect to see lesson plans
- 🏰 Only 5 data entries per year
- 🏰 Staff don't write reports to parents / carers
- 🏰 Sensible marking expectations – we only feedback to students on things that actually make a difference to their learning
- 🏰 A dedicated pastoral support team
- 🏰 Opportunities to work across a growing Trust with a national reputation
- 🏰 Comprehensive induction and support programme for all new staff- especially NQTs and RQTs
- 🏰 Opportunities to progress in your career – whatever your aspirations
- 🏰 Everyone has the highest expectations of behaviour. All staff (not just teachers) reinforce these expectations
- 🏰 Our students should be 'Prepared for Excellence'. If they are not, they can expect to be sanctioned
- 🏰 Leadership Team are very visible, supportive and do all lunch time duties
- 🏰 Open-door Leadership Team- no problem is too small
- 🏰 There is a culture of lifelong learning (we are proud of our links with the Chartered College, Universities, SSAT, YST etc...)
- 🏰 Other staff benefits including access to a state-of-the-art fitness suite, free annual flu jab, the cycle to work scheme plus many more

These are just some of things we do to make Windsor High School and Sixth Form the forward-thinking, caring and highly successful school that it is.

Working at Windsor High School and Sixth Form is a rewarding experience. There are plenty of opportunities to expand your teaching practice and develop yourself as an education practitioner. **Why not make a speculative enquiry about working here?**



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Contact Personnel Administrator Sue Cooper for further details –
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