



CRANLEIGH
EX CULTU ROBUR

RECRUITMENT PACK

GRADUATE TEACHER
EXPERIENCE PATHWAY (GTEP)



CONTENTS

WELCOME TO CRANLEIGH..... 3

GRADUATE TEACHER EXPERIENCE PATHWAY..... 3

FROM THE HEAD 4

OUR SCHOOL..... 5

OUR ETHOS, CULTURE AND VALUES 6

GRADUATE TEACHER EXPERIENCE PATHWAY..... 8

TERMS AND CURRENT BENEFITS 10

BEING A GRADUATE ASSISTANT..... 12

HOW TO FIND US..... 16

“ CRANLEIGH IS A BIT OF A GOLDBLOCKS SCHOOL – NOT TOO BIG, NOT TOO SMALL, GOOD FOR GIRLS, GOOD FOR BOYS, NOT GREEDY FOR THE SPORTIEST OR THE CLEVEREST, BUT RATHER VALUING WHAT EVERY PUPIL BRINGS TO THE COMMUNITY. EVERYTHING FEELS JUST RIGHT ”

Talk Education



WELCOME TO CRANLEIGH

Ex Cultu Robur, from culture comes strength. The phrase at the heart of the School when it was founded in 1865 informs a robust education ethic and a heartfelt belief in the holistic development of young people, embracing strength from all cultures.

Cranleigh is Surrey’s leading co-educational independent school, offering boarding and day education for pupils aged 13 to 18. Cranleigh provides pupils with a breath-taking range of opportunities in a school small enough for everyone to know and support one another. Pupils lead busy lives now, exceeding academic and co-curricular expectations, while preparing for living beyond the gates.

Set in 280 acres of Surrey Hills countryside, Cranleigh’s campus is a friendly and convenient place to live, study and work. A beautiful rural location, on the edge of a large market village, within an hour of London and within 20 minutes of vibrant Guildford. It’s an inspiring setting for a remarkable and individual approach to education that aims to discover and nurture the talents of every child, and that offers a rewarding and supportive environment for our equally talented teaching and bursarial team.

We’re proud of our heritage. From our 1865 foundation as a county school for the sons of farmers, through to the international family of respected co-educational schools we are today. Our ethos still seeks to fulfil the aims of our founders in encouraging Cranleighans to look beyond themselves to make a difference to the society in which they live and work.

The wider Cranleigh Family includes: our nearby preparatory school, CPS; our sister school in the UAE, Cranleigh Abu Dhabi; our two schools in China with partner Cogdel Education, and our sponsored school in Kitwe, Zambia.

GRADUATE TEACHER EXPERIENCE PATHWAY

The Graduate Teacher Experience Pathway is a two-year graduate recruitment scheme aimed at supporting applicants from all backgrounds. It will upskill highly qualified staff in Year 1 to be able to fulfil wider aspects of a boarding school graduate assistant teacher role in Year 2 and equip them to apply for future roles. Alongside accommodation, term-time meals and a competitive starting salary, it offers mentorship, support and training specific to working within a boarding environment.

This Graduate Teacher Experience Pathway (GETP) scheme will positively encourage applicants from under-represented communities. We offer a great package and it’s a really positive and intentional step towards finding “culture add”.

We will be offering two places and welcome applications from Graduates in the following subjects:

- Business Studies
- Chemistry
- Classics
- Design Engineering
- Drama
- Economics
- Geography
- Mathematics
- Physical Education
- Physics



FROM THE HEAD

I am pleased that you're interested in working at Cranleigh. As the largest employer in our local area, our School is a vibrant and varied community in which to work, live and make lifelong friends. Our community is built around providing the best possible educational experience for the children in our care and equipping them with the personal and technical skills they will need for the workplace of the future.

People are firmly at the heart of our boarding community and investing in staff by providing a supportive atmosphere in which individuals and teams can develop is a core priority. These are exciting times for our school and I'm delighted to be spearheading a new phase of development with a teaching and bursarial staff who are all committed to building on Cranleigh's reputation for excellence. Our team is expected to work hard and for that they are rewarded with excellent opportunities and benefits. In a busy boarding environment the hours for our teaching team and many in our bursarial team are long, but filled with the enjoyment of supporting a cohort of young people to grow and develop in ways that will enable them to take on leadership roles in their careers.

If our pupils are to flourish and make a difference in the world as global citizens, they need to be in a school which is representative of that world. Greater inclusion, diversity and social purpose are central to our vision for the future. We have recently partnered with Black Lives in Music, the BAMEeducation Network and the African Caribbean Education Network who all provide accountability and mentoring support. In particular we have just launched a Graduate Experience Training pathway (GETP) scheme in partnership with the BAMEeducation Network.

We believe firmly that as we aim to increase diversity in the student body we need a more diverse staff body to look after our community's needs. We warmly encourage all, and especially those from minoritised backgrounds, who wish to be a part of this exciting journey to apply.

We hope that this recruitment pack gives you some insight into our unique and special community and I look forward to welcoming successful applicants to our campus soon.

Mrs Samantha Price, Head

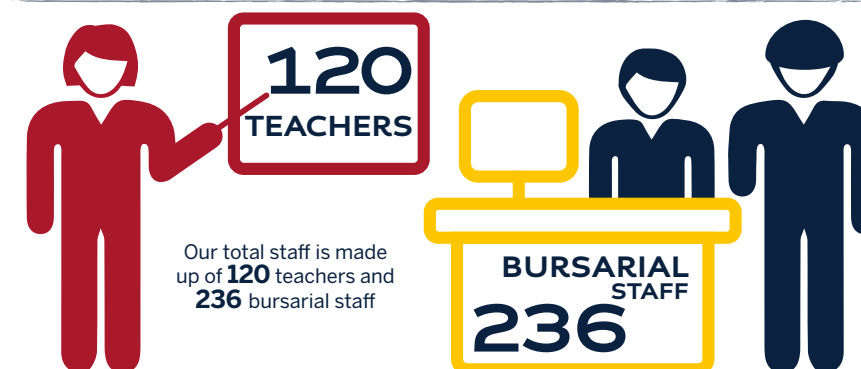
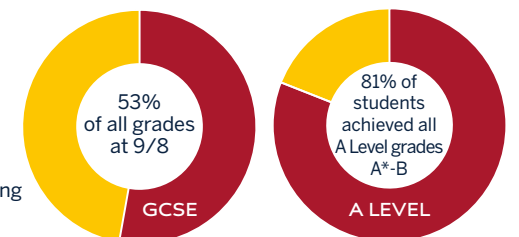
OUR SCHOOL

AS AT LENT TERM 2023

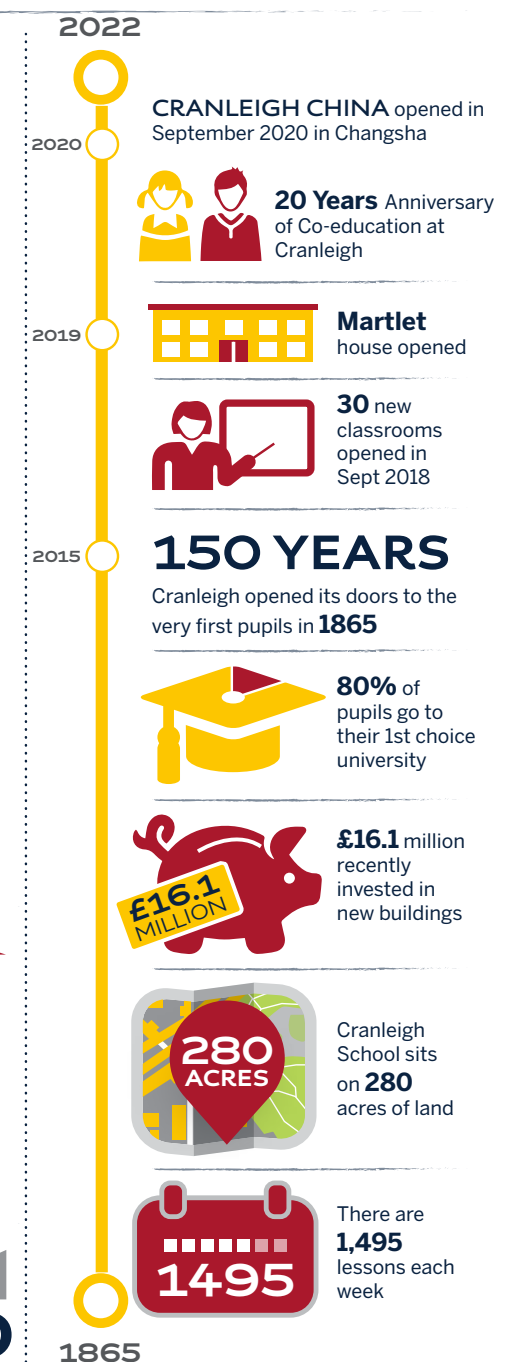
A total of **286** girls and **397** boys aged 13-18 attend the School



ACADEMIC RESULTS



OUR COMMUNITY



OUR ETHOS, CULTURE AND VALUES

THE CRANLEIGH FAMILY OF SCHOOLS IS COMMITTED TO THE PROVISION OF INSPIRATIONAL EDUCATIONAL ENVIRONMENTS FOR CHILDREN AGED 7 TO 18. OUR MISSION IS TO CHALLENGE AND INSPIRE EVERY ONE OF OUR PUPILS BY BROADENING THEIR HORIZONS, ENRICHING THEIR LEARNING AND SUPPORTING THEM THROUGHOUT EACH STEP OF THEIR JOURNEY. OUR PUPILS ARE EXPECTED TO EMBRACE THE OPPORTUNITIES OFFERED, IN ALL ASPECTS OF SCHOOL LIFE, AND TO SUPPORT ONE ANOTHER.



“ PUPILS BEHAVE SENSITIVELY TOWARDS ONE ANOTHER, ENCOURAGED BY THE POSITIVE ETHOS OF RESPECT ”
ISI Inspection 2022

OUR ETHOS/VALUES

The Cranleigh Family of Schools is committed to the provision of inspirational educational environments for children aged 7 to 18. Cranleigh aims to provide young people with: the strength to succeed; the wisdom to make informed choices; resilience in the face of failure or difficulty; and the insight to recognise their privilege and to shape the future culture of the world through lives of service and leadership. Arising from the school’s Christian heritage and cultural background, at the heart of a Cranleigh education are our central values of Thinking, Being, Giving. Cranleigh Thinking is thinking beyond the test, Cranleigh Being is about who we are and how we are in the world and Cranleigh Giving is thinking beyond ourselves.

OUR PUPILS

For Cranleighans, whether they are boarding or day pupils, the boarding house is at the centre of much that they do. The support and encouragement they receive gives them the confidence to aim high, push themselves forward and, ultimately, to discover what they are passionate about. Cranleighans go on a journey during their time with us and we are often astounded by the progress they make, be it academically, on the sports field, or in performance.

OUR TEAM

Cranleigh’s team is a group of deeply committed professionals, who understand that education – especially a busy boarding school – can be challenging hard work at times, but they want nothing more than to see pupils thrive and succeed. Teachers skilfully guide pupils down their chosen academic path, encouraging them all the way and always valuing effort highly. Our professional bursarial team – admissions, IT, matrons, facilities, finance, marketing, human resources, catering, grounds, works, stables, sports centre and medical centre – all work together to ensure that the school is full of the right pupils and that they enjoy every moment of their time here.

OUR COMMUNITY

There are strong links between the School and Cranleigh Preparatory School and pupils also join from a wide variety of other prep schools across London and the Home Counties, creating a lively, House-based community of young people who are drawn together by their inherent love of life and by getting involved in everything Cranleigh has to offer. Our team displays similar characteristics, no-one at Cranleigh likes to stand still. The school offers a vibrant and inclusive community for our enthusiastic team.

OUR SCHOOL

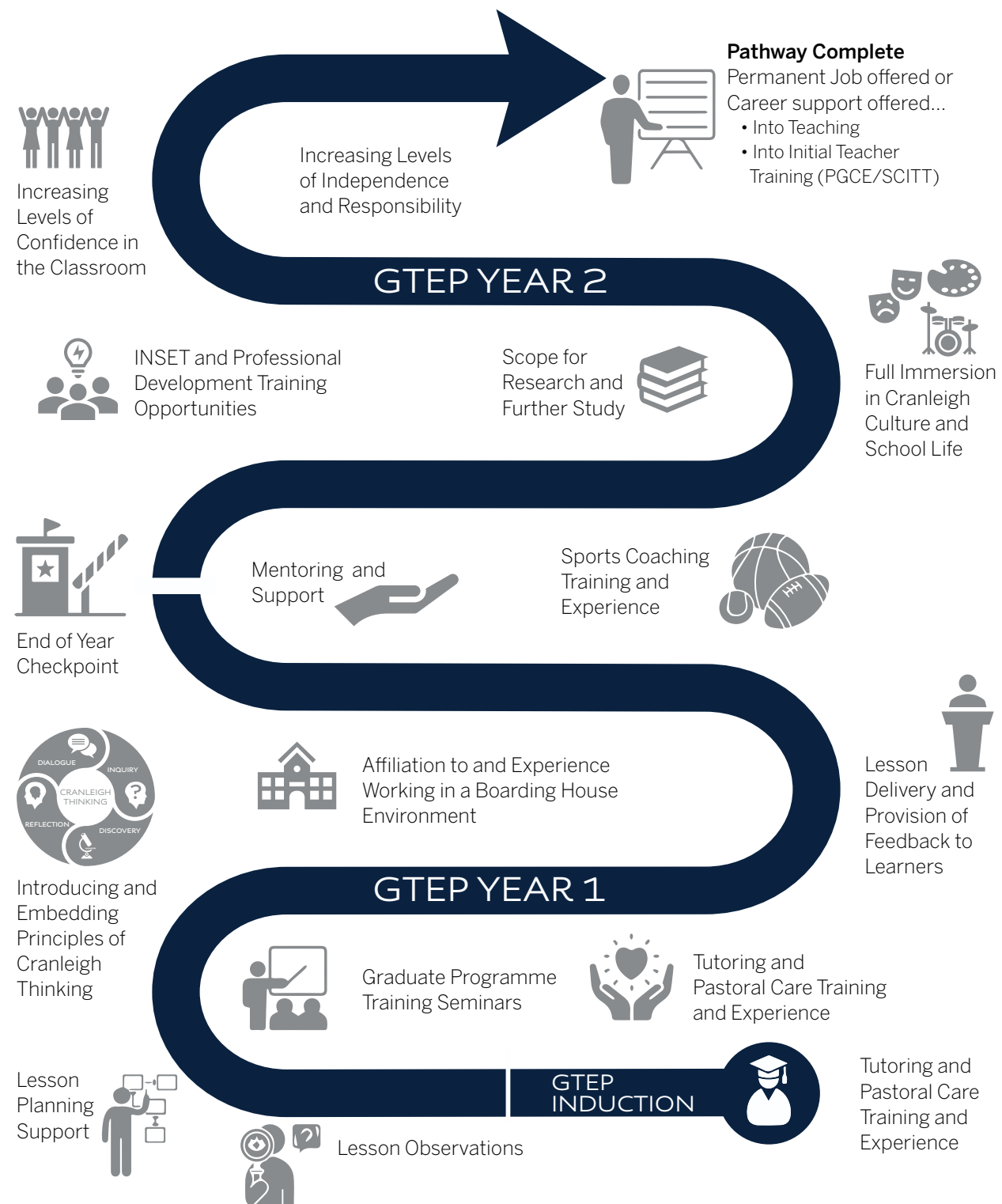
Cranleigh offers a truly unique experience, combining a modern boarding or day week with the wealth of opportunities associated with full boarding. The campus and facilities are exceptional and include: a Music School, two theatres, a green-screen room, a 9-hole 3-par golf course, swimming pool, cricket bubble, Fives courts, equestrian centre, outdoor education centre, as well as a wealth of pitches and courts.



“ A DOWN-TO-EARTH ATTITUDE PREVAILS, WHICH IS EVIDENT IN THE HAPPY, WELL-ROUNDED CHILDREN BRIMMING WITH CONFIDENCE IN THEIR OWN ABILITIES ”
Talk Education



CRANLEIGH GRADUATE TEACHER EXPERIENCE PATHWAY (GTEP)



**DAVID MULAE –
ASSISTANT HEAD PASTORAL**

“ Having joined Cranleigh in an SMT role as Assistant Head Pastoral I have been impressed with how committed the staff body here is to supporting pupils and providing excellent pastoral care, how well colleagues have received and reacted to inclusion initiatives, and to just how warm and welcoming everyone has been to me and my family. I already feel a full part of the Cranleigh community and feel like I truly belong here. The work is interesting, varied, and we do work hard, but colleagues are supportive and we genuinely do look out for each other. Do consider applying, there is something special going on here and I would love for you to consider adding your skills and experience to our community.

”

TERMS AND CURRENT BENEFITS

Our team at Cranleigh thrives in the busiest working environment and demonstrates a genuine commitment to the School. We hold high expectations of team members, as they do of us. We offer a supportive community environment and a wide range of benefits including:



ANNUAL LEAVE

Bursarial roles have five weeks annual leave plus bank holidays, excluding those that fall in term time.



LIFE INSURANCE

This is automatically provided for eligible team members (not linked to pension).



EYE TESTS

Free eye test and contribution to glasses for those eligible under the DSE regulations.



CYCLE TO WORK SCHEME

A tax-efficient scheme available to all eligible team members to enable ownership of a new bike without all the upfront costs.



SPORTS CENTRE MEMBERSHIP

Cranleigh School sports club offers an array of facilities including a 9-hole golf course, 12 outdoor hard tennis courts, a large indoor sports hall, 25 metre indoor pool, and fitness studio. Football, Badminton and Yoga sessions are also available for the whole team.



COUNSELLING AND LEGAL ADVICE SERVICE

A free, confidential 24-hour telephone service available 365 days per year.



SALARY

Competitive salary commensurate with qualifications and experience. There is a standard probationary period of 12 months and appointment is subject to Safer Recruitment pre-employment checks including satisfactory references and a DBS check.



MUSIC AND THEATRE

We are very proud of our music and theatre productions. 'Drama is a particular jewel in the crown' - *The Good Schools Guide*. Members of our team are able to book free or subsidised tickets for these events.



ENVIRONMENT

Set in a stunning rural location on the edge of the Surrey Hills.



FOOD

We offer a range of free healthy, nutritious lunches in our beautiful dining hall, during term time.



ACCOMMODATION

Unfurnished housing may be provided for certain roles. This will be specified on applicable adverts.



PARKING

Free parking on site.



WELLBEING

Cranleigh prioritises wellbeing strategies to create a positive workplace culture.

BEING A GRADUATE ASSISTANT

“CRANLEIGH HAS SUPPORTED ME OVER THE PAST YEAR AS I’VE BEEN NEW BOTH TO TEACHING AND TO WORKING, COMING STRAIGHT FROM UNIVERSITY. THE RANGE OF VOICES AND IDEAS I’VE BEEN ABLE TO LISTEN TO IN REGULAR GRAD SESSIONS AND TEACHMEETS HAS UNDOUBTEDLY SHAPED THE WAY I TEACH, AS WELL AS THINK. AS A GRAD I HAVE ALWAYS FELT LIKE THERE’S SOMEONE I CAN TURN TO AND THAT WHAT I’M DOING NOW IS LAYING THE FOUNDATIONS FOR WHEREVER MY CAREER GOES IN THE FUTURE”

“SINCE FINISHING THE GRADUATE SCHEME CRANLEIGH PUT ME THROUGH A FULL INTEGRATED PGCE IN MY SECOND YEAR ALLOWING ME TO GAIN FURTHER IMPERATIVE KNOWLEDGE ABOUT EDUCATION. I WAS FULLY SUPPORTED ALL THE WAY THROUGH THIS WITH AN AMAZING AND EXPERIENCED MENTOR WHO WORKED WITH ME THROUGH IT. I AM NOT IN MY FINAL YEAR OF ECT AND TEACHING IS NO DOUBT A CAREER I SEE MYSELF WORKING IN FOR THE LONG-TERM. THIS WAS ALL FOSTERED BY CRANLEIGH WHO GAVE ME THE TOOLS TO GET THE BEST OUT OF MYSELF AND PROVIDE A WONDERFUL SUPPORTIVE AND CHALLENGING ENVIRONMENT ALLOWING ME TO THRIVE. IT WAS NO DOUBT ONE OF THE BEST DECISIONS I HAVE MADE IN MY LIFE TO WORK AT THIS SCHOOL”



“I FELT VERY SUPPORTED IN MY YEARS AS A GRADUATE ASSISTANT IN ENGLISH. I FELT THAT THE MENTOR PROGRAMME WAS EFFECTIVE, AND I PARTICULARLY BENEFITTED FROM WEEKLY MEETINGS WITH AND FREQUENT OBSERVATIONS BY MY SUBJECT MENTOR. I WAS GRATEFUL TO BE ENCOURAGED TO BEGIN MY PGCE WHILE WORKING AT CRANLEIGH, WHICH DID TRANSFORM MY TEACHING IN A NUMBER OF WAYS”

“I FELT SO DAUNTED TEACHING MY FIRST FEW LESSONS IN MY FIRST YEAR AS A GRAD AT CRANLEIGH, BUT THE SUPPORT I RECEIVED FROM DEPARTMENT COLLEAGUES MADE LEARNING TO TEACH SO MUCH EASIER. WITHIN A FEW DAYS, I WAS LOVING IT. 3 YEARS ON, I’M STILL LOVING IT! THE TEAMWORK AND SHARED SENSE OF PURPOSE IN MY DEPARTMENT IS AMAZING AND HAS BEEN ABSOLUTELY INVALUABLE FOR MY DEVELOPMENT”

“I JOINED CRANLEIGH AS A GRADUATE TEACHER OF GEOGRAPHY IN 2021, AFTER STUDYING GEOGRAPHY FOR 3 YEARS AT LANCASTER UNIVERSITY. BEFORE I JOINED CRANLEIGH I HAD NO TEACHING EXPERIENCE AND WAS VERY UNSURE ABOUT WHAT I WANTED TO DO MOVING FORWARD. IN THAT FIRST YEAR I HAD WONDERFUL SUPPORT THROUGH THE GRADUATE TRAINING PROGRAMME THAT ALLOWED ME TO DEVELOP AND LEARN ABOUT TEACHING. THERE WAS A LOT OF SUPPORT IN PLACE AND I HAD WEEKLY OBSERVATIONS TO MAKE SURE I WAS PROGRESSING AND IMPROVING AS A TEACHER. THE CONSTRUCTIVE FEEDBACK WAS IMPERATIVE TO ME TO GAIN MORE CONFIDENCE IN THE CLASSROOM. WHILST IT WAS A DIFFICULT AND CHALLENGING YEAR, IT WAS EXTREMELY POSITIVE AND FOSTERED MY CURRENT LOVE FOR MY SUBJECT AND TEACHING”



OFFER CONDITIONS

- The School is committed to safeguarding and promoting the welfare of children and young people and expects our team and volunteers to share this commitment.
- The successful applicant will be subject to satisfactory completion of a number of pre-employment checks including, but not limited to, a Disclosure and Barring Service check, Children's Barred list check, and satisfactory references.
- In line with KCSIE guidance, at the point of offer of a role with the School, we will undertake relevant checks on your publicly available online and social media presence. Any concerns or issues arising from the checks will be discussed with you as part of our Safer Recruitment processes.

- All shortlisted candidates will be required to complete a 'suitability to work with children: self-declaration form'. This form must be completed, signed and returned to HR prior to the interview taking place.

It is the School's policy to employ the best qualified individuals and to provide equal opportunity for the advancement of our team including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital or civil partnership status, religion or religious belief, disability or age.

Salary: £18,000 per annum

Subsidised housing will be offered.

HOW TO APPLY

If you wish to be considered for this role, please complete an application form via our website. Only applications submitted on the School's Application Form will be considered.

Applications will be considered as they are received and the vacancy may therefore close earlier than advertised on the website.

Applicants must have the right to work in the UK.

Please contact Human Resources at recruiting@cranleigh.org or by telephone on 01483 542128 if you have any further questions.

Cranleigh aims to be more diverse and more representative of wider society. We welcome and encourage job applications from people of all backgrounds and, where candidates are of equal merit, we reserve the right to appoint the candidate who has a protected characteristic that has been identified as underrepresented by the School for a relevant role.

HOW TO FIND US



