



Penistone Grammar School Recruitment

Never Stop Flying



PENISTONE GRAMMAR SCHOOL
www.penistone-gs.uk

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Welcome

Penistone Grammar School really is a special place to work. There's no doubt that our amazing student body of over 1,600 (increasing to 1,900 by 2022) and our state-of-the-art building, set in beautiful surroundings, make coming to work worthwhile. However, what really makes Penistone the school it is, is our staff. Our success as a school is directly attributable to the collaborative interaction and support between colleagues, complemented by a commitment to doing all they can for the benefit of each and every one of our students. We value the unique contribution each member of staff makes to our learning community.

"My favourite thing about Penistone is the students, without a doubt. The students are wonderful, they want to learn and they're friendly. They inspire me to be the best teacher I can be."

Laura Demetriou (Teacher of English)



A Clear Vision

We believe that our students deserve first class teaching, a 'values driven' approach to learning, and to be part of a strong and supportive school community where they can flourish and achieve more than they ever believed possible.

We pride ourselves on ensuring all our students are given the support they need to make excellent progress, regardless of their starting point or context. At Key Stage 4 our students, on average, make almost half a grade better progress than their peers nationally. At Post-16, our A Level results for 2018 placed our school in the top 1% of providers nationally.

Every member of staff, regardless of their role, is committed to providing an excellent educational experience for each of our students and all leaders are committed to creating the climate and conditions to facilitate this.

Driven by our Core Values

Developed collaboratively by staff, students, governors and parents, everything we do at Penistone is driven by our core values (Aim High; Be Determined; Be Brave; Be Supportive; Be Proud) and is underpinned by honesty, integrity and respect.

We believe the potential our students hold in terms of their personal achievement is limitless and our aim is to empower them so that they can go forward, prepared for whatever challenges they may face with absolute confidence, knowing they have the skills and qualities needed to succeed.

Our commitment to our core values stretches beyond the classroom. We understand and appreciate the role we play in our students' development as citizens who can go forward contributing positively to society, but more importantly, who are happy, confident and well-rounded individuals.





"The atmosphere and the culture here are just amazing. The school provides staff with great support and countless opportunities which enable us to become better teachers and role models for our students – who are incredibly hard working and dedicated. Penistone is different to any other secondary school. It has exceeded all of my expectations, I enjoy working here more and more each year."

Amy Martin (Achievement Leader Year 7 and Teacher of Geography)



Professional and Career Development

Our culture is one where we continue to strive for betterment, both as a school and for each individual member of our learning community. We ensure all staff have the opportunity to develop professionally in their current role and beyond.

We are committed to professional development for all staff, regardless of role. We have an innovative staff development programme, which truly empowers teachers and associate (support) staff to take control of their own professional development through a supportive peer-coaching model.

We encourage our staff to share their aspirations with us. For those striving for career development, we run annual middle and senior leadership development programmes. Where possible, we endeavour to facilitate exposure to collaborative working across roles which enables colleagues to demonstrate they have the experience, knowledge and understanding when progressing on to promoted posts. Regardless of what point you are at in your career and whatever your professional ambition may be, Penistone Grammar School can support you to achieve it.

Staff Wellbeing: At the Heart of All We Do

Our ethos in terms of staff wellbeing is simple: the more effective we are at looking after our staff, the more equipped they will be to look after our students, and each other.

We recognise that working in education, and particularly teaching, has never been more demanding. The external pressures placed upon schools continue to increase and, on the ground, this is something we can do very little about. We therefore aim to ensure that the experience of our staff is one underpinned by openness and transparency; one where our communication is effective and where collectively, we support each other through the challenging times, but where we also take every opportunity to stop, come together as a community and celebrate all that we continue to achieve.

We have a comprehensive Wellbeing Strategy in place, which covers everything, from leaders never making a decision without first assessing the impact on staff workload, work/life balance and wellbeing, through to our annual wellbeing day, where all staff have the opportunity to take part in a range of different activities, enjoy each other's company and just have fun.

Don't just take our word for it, here's what our staff say...

Richard Archer (joined in 2009)
Achievement Leader Y10 and Teacher of History

What were your views on Penistone before you joined and how have they evolved?

"Before I joined Penistone I knew that it was a good school and I was aware of its reputation as a good school. When I joined, that impression was confirmed. Since I've been here, the school has moved on significantly in many areas and I think, as a school, the teaching and learning is very proactive. We are always looking to develop and move forward, whether that's teaching and learning or pastoral support. There's always something that can be improved, and I think it's that continuous drive for betterment that makes it such a stimulating place to work."

What is your favourite thing about Penistone?

"My favourite thing is the students. Some of the best, probably the best, I've ever taught and I've taught in some good schools in my career. The students are very keen to learn, they are very proactive generally and are good at asking questions; that's what you need as a teacher, students who are prepared to ask questions. As a teacher, that's what you need, students who want to learn and who want to take responsibility for their own learning. Students make any school and that's very much the case at Penistone."

What advice would you give to a new teacher starting at Penistone?

"My advice would be to try new things, try imaginative teaching techniques because the students in this school will respond, they will embrace different approaches and it will be a very positive experience."

Debbie Bates (joined in 2016)
Data and Exams Administrator

What were your views on PGS before you joined and how have they evolved?

"My daughters came to PGS from age 11 to 18 and both loved it. Now I love working here too and feel proud to say I work at PGS. The staff are lovely and the students are well behaved, polite and seem eager to learn and do well."

Laura Demetriou (joined in 2018)
Teacher of English

What attracted you to work at Penistone?

"Penistone Grammar School has a brilliant reputation locally as being the best school in the area by far. Before I joined I heard how friendly and welcoming the students were and how they wanted to learn. On visiting the school the SLT were so supportive. That's why I wanted to work here."

What advice would you give to a new teacher starting at Penistone?

"Give yourself time to reflect on your lessons, to think about what's worked well, what you need to do better. To not try and do everything at once. To come in, observe some lessons, get to know students, get to know staff, learn the 'Penistone way'. And then to enjoy it because it is a really lovely place to work as a teacher."

Sam Jones (joined in 2016)
Teacher of Design and Technology

What are your favourite things about Penistone?

"The students; their effort, behaviour and desire to learn. Also, the support staff and their dedication to helping ensure every student achieves their goal."

What advice would you give to a new teacher starting at Penistone?

"Get the basics right; nail the basics and the rest will follow. Behaviour management which is easy in this school due to the effective use of the 'Value Driven Expectations' behaviour system. Penistone is driven by its relationships, getting to know students and building relationships is key."

Joanne Beever (2002-2008, returned 2018)
Lead Science Technician

What advice would you give to a new member of staff joining PGS?

"Spend time getting to know your colleagues and don't be afraid to ask questions. We all need a little help sometimes when we start a new role and the staff at PGS are always willing to offer support and advice."

Zoe Buchanan (joined in 2011)
Teacher of Sociology and Psychology

What were your views on Penistone before you joined and how have they evolved?

"I didn't really know much about Penistone before I joined so when I did, my first impression was how rural the area was and I was concerned that practise might be a bit behind the times and lack innovation. But actually there's a real vision in terms of what the school wants to achieve. This vision, together with the school's core values, make it really clear for me in terms of what I need to do to get the best from my students."

What are your favourite things about Penistone?

"One of my favourite thing about working at Penistone is the culture of the students, how much they care about their studies. They want to do well and as a result you are able to build really positive relationships with them. The second thing is the staff, who are really supportive and fun to be around."

What advice would you give to a new teacher starting at Penistone?

"Penistone staff are a very welcoming bunch. Go and speak to other teachers, look at what's going on in different classrooms, because there is so much good practice happening around school. I think it's a difficult time in education, but things are working at Penistone."

Robert Byard (joined in 1990)
Second in Department, Languages

What were your views on Penistone when you first joined and how have they evolved?

"I first joined nearly 28 years ago and even then, it was a nice school with good students. The students today however make even more of an effort than the ones I've previously taught. After all these years I still enjoy the teaching as much as I did."

Julia Farrell (joined in 2004)
Curriculum Area Leader, Social Sciences

What is your favourite thing about Penistone?

"My favourite thing about Penistone is the Sixth Form. I think it's good for younger students to have something to aspire to and I really enjoy teaching up to the higher level."

What were your views on Penistone when you first joined and how have they evolved?

"When I first started working here, which was a long time ago now, I think education generally was a lot more relaxed as there wasn't the pressure from the government and other agencies. I think the school has done a good job in organising itself to respond well to these external pressures, particularly in relation to in service training which has really improved, and the system of support for teachers which is much better and far clearer than it has ever been."

Josie Taylor (joined in 2018)
Executive Assistant

What were your views on PGS before you joined and how have they evolved?

"When I first came to PGS at a Recruitment Morning, to say I was impressed would be an understatement. The positivity, enthusiasm and drive was evident from the offset. I desperately wanted to be part of something that impacts on so many young people's lives in such a positive way. Since joining PGS I have been accepted as part of the team, have been able to see how my piece of the puzzle fits, and I absolutely love working here - it has definitely lived up to the expectation. It is, without a doubt, the place to be."

Many thanks to our students: Megan Deighton; Saskia Doolan; Hannah Pugh and Joshua Darlington who collected this information for us.

"Penistone Grammar School is such a lovely environment to work in and it's just so different from previous schools that I've worked at; there really is something special about Penistone." **Zoe Buchanan**
(Teacher of Sociology and Psychology)

