



Safe, Happy and Learning Together

www.thewestminsterschool.co.uk

School Information Pack For Applicants

Welcome to The Westminster School

As Head Teacher of The Westminster School, I would like to extend a very warm welcome to you and thank you for your interest in our school. This is a very exciting time to join our innovative and dynamic school community.

The Westminster School is a Special School in Rowley Regis which currently caters for 275 pupils aged 7 to 19 years with a wide range of special educational needs including Autism Spectrum Disorder, Global Development Delay and Moderate to Severe Learning Difficulties.

The Westminster School takes great pride in being able to deliver an innovative child-centred curriculum. The school's curriculum is focused around 6 holistic areas: My Communication, My Community, My Care and Independence, My Creativity, My Thinking, My Wellbeing. Traditionally the education system required the child needed to fit into the curriculum, at The Westminster School the curriculum wraps around the young person meeting them at the point of need. Our work on supported internships and supported apprenticeships for students with learning disabilities are at the forefront of national developments.

We are looking for exceptional candidates to join our growing school.

As a member of our staff team, you will have the support of our highly skilled teaching and learning staff and a dedicated and committed governing board that considers continuing professional development for all staff an essential factor in achieving the best outcomes for all our young people.

If you have any questions, please do not hesitate to contact Angie Gibson, HR Manager on 0121 561 6884.

I look forward to receiving your application.

Oliver Flowers
Head Teacher



About The Westminster School

Our values are encompassed in our statement of Safe, Happy and Learning Together. Through this, we seek to develop our values statement: Building foundations and providing opportunities to create confident, aspirational and independent members of our community.

All of our young people are supported to reach their full potential with a level of independence, confidence and resilience according to their special needs so that they can face the challenges of adult life. All of our committed, enthusiastic staff are well-qualified and highly skilled. This translates into an amazing working environment for both staff and pupils.

Ours is a happy school. As identified in our 2017 Ofsted Inspection Report, “There is a lot of laughter and enjoyment in lessons and around the school.” We have an exceptionally strong culture of safeguarding, and student welfare is one of our highest priorities.

The school moved to its new state-of-the-art purpose-built site in February 2011. Most ground-floor classrooms have access to outside spaces.

Our on-site facilities include:

- Sports fields
- Multi-Use Games areas
- Theatre with Tiered Seating
- Forest School
- Activity Studio and Fully Equipped Gym
- Dedicated Sensory Rooms

Our shop, WestminStore, opened in Blackheath High Street in 2023, and provides valuable work experience and learning opportunities for our students.

Supporting our Staff

- We have a comprehensive CPD package aligned to individual professional needs and the strategic development priorities of the school. CPD is delivered through structured staff meetings, training days and twilight sessions with days off in lieu where appropriate.
- There are opportunities for professional career progression as the school continues to grow.
- We are an Investors in People Platinum organisation.
- We hold the RoSPA President’s Award for Health and Safety.
- Recruitment and Retention Incentives of up to £5,000 are available for high-quality experienced candidates.
- The Senior Leadership Team have an ‘Open Door’ Policy – no concern is too small.
- All employees benefit from the BHSF RISE Employee Assistance Programme. RISE is a revolutionary service offering employees personalised, on-demand advice and support from a breadth of expert mental health, financial and legal providers – a package of support unequalled within the employee welfare industry.
- The school community takes part in seasonal events such as Children’s Mental Health Week, Children in Need, Christmas Jumper Day, allowing staff and students to show their less serious side.
- There are many opportunities for staff to get involved in the life of the school including Duke of Edinburgh Award, John Muir Award, residential and overseas trips.
- Staff have access to a range of discounts and special offers through Sandwell Rewards.

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