

Working at The Westminster School



A Message from the Executive Head Teacher

Hello and thank you for your interest in joining The Westminster School.

As Executive Head Teacher, I'm thrilled to invite you to explore a career with our vibrant, inclusive, and forward-thinking school community. This is a truly exciting time to join us, as we continue to grow and innovate in our mission to transform the lives of young people through exceptional educational experiences.



Situated in Rowley Regis, our special school proudly supports 320 pupils aged 7 to 19, each with a unique set of needs including Autism Spectrum Disorder, Global Development Delay, and Moderate to Severe Learning Difficulties. Every day, we celebrate the individuality of our students and strive to create an environment where they can thrive.

At The Westminster School, we don't believe in a one-size-fits-all approach. Our child-centred curriculum is designed to wrap around each learner, meeting them exactly where they are and helping them grow in confidence, independence, and achievement. We're especially proud of our pioneering work in supported internships and apprenticeships, which places us at the forefront of national developments in SEN education.

We're now looking for passionate, dedicated individuals to join our expanding team. You'll be welcomed into a supportive and skilled workforce, backed by a proactive Governing Board and a culture that champions professional development and collaboration. Together, we work to ensure every pupil receives the best possible start in life.

If you'd like to learn more or have any questions, please feel free to contact Angela Gibson, HR Manager, on 0121 561 6884 or email hr@westminster.sandwell.sch.uk. We'd love to hear from you.

Thank you once again for considering The Westminster School. We look forward to receiving your application—and discovering how you can help us shape a brighter future for our students.

Join us and be part of something extraordinary. Your passion, your ideas and your commitment could make all the difference. Together, let's inspire, empower and transform lives.

Warm regards

Oliver Flowers
Executive Head Teacher

“THE WESTMINSTER SCHOOL IS A CALM,
FRIENDLY AND HAPPY SCHOOL.
EVERYONE IS WELCOME. THE SCHOOL’S
‘SHALT’ APPROACH OF ‘SAFE, HAPPY
AND LEARNING TOGETHER’ SHINES
THROUGH. THE BEHAVIOUR OF PUPILS IS
EXEMPLARY.”

Ofsted Inspection, July 2024

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 and 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.

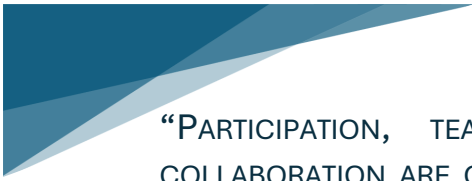
Our on-site facilities include:

- 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.



Benefits of Working at The Westminster School



“PARTICIPATION, TEAMWORK, AND COLLABORATION ARE CORE ELEMENTS OF YOUR CULTURE, WHICH EMPOWER PEOPLE TO USE THEIR INITIATIVE. PEOPLE ARE ENCOURAGED AND SUPPORTED TO ACHIEVE THEIR FULL POTENTIAL. CONTINUOUS LEARNING IS PART OF THE CULTURE WHERE PEOPLE TAKE OWNERSHIP OF THEIR CPD AND LEARNING.”

Investors in People Report, 2025

At The Westminster School, we believe that investing in our staff is key to delivering exceptional outcomes for our pupils. When you join our team, you become part of a diverse, caring and ambitious community that values your wellbeing, your growth, and your voice. We're not just offering a job—we're offering a place where your ideas are heard, your contributions are valued and your professional journey is supported every step of the way. Whether you're an experienced professional or looking to take the next step in your career, you'll find a welcoming environment where you can truly make a difference.

Here's what you can expect as a member of our team:

- **Tailored Professional Development**
We offer a comprehensive CPD package aligned to your individual career goals and the strategic priorities of the school. Training is delivered through structured staff meetings, dedicated training days and twilight sessions with time off in lieu where appropriate.
 - **Career Progression Opportunities**
As our school continues to grow, so do the opportunities for you to develop and advance your career. We're committed to helping you reach your full potential.
 - **Award-Winning Workplace Culture**
We're proud to be an Investors in People Platinum organisation and hold the RoSPA President's Award for excellence in Health and Safety—reflecting our commitment to creating a safe, supportive, and empowering environment.
 - **Generous Recruitment & Retention Incentives**
High-quality, experienced candidates may be eligible for incentives of up to £5,000, a reflection of the value we place on exceptional talent.
 - **Supportive Leadership**
Our Senior Leadership Team operates an Open Door Policy, no concern is too small, and every voice matters.
 - **Unmatched Wellbeing Support**
All employees and their immediate family benefit from the BHSF RISE Employee Assistance Programme, offering personalised, on-demand advice and support from expert mental health, financial, and legal professionals. Staff and their immediate family also have access to a 24/7 GP service.
 - **A Vibrant School Community**
We celebrate together through events like Children's Mental Health Week, Children in Need, and Christmas Jumper Day, fostering a sense of belonging and joy.
 - **Get Involved Beyond the Classroom**
Staff are encouraged to participate in enriching experiences such as the Duke of Edinburgh Award, John Muir Award, residential trips, and overseas adventures.
 - **Exclusive Discounts & Perks**
Enjoy access to a range of discounts and special offers, including Blue Light Card and Company Shop membership.
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The Application Process

Early applications are encouraged, as we may begin reviewing strong submissions upon receipt. We reserve the right to close the application process early if we receive a high volume of applications.

The Westminster School is committed to safeguarding and promoting the welfare of vulnerable groups, including children, and expects all staff and volunteers to share this commitment. An **enhanced DBS clearance** is required for this role. For more information about our Child Protection and Safeguarding Policy, please visit the Policy Section of our website.

We are proud to be a **Disability Confident Leader** and actively promote **equality, diversity, and inclusion** in all aspects of our recruitment and employment practices. We welcome applications from all backgrounds and are committed to creating a supportive and inclusive working environment.

Please ensure your application form is fully completed, including all dates of previous employment and explanations for any gaps. You must provide **two referees**, one of whom should be your current employer. **CVs will not be accepted**. If submitting via email, please ensure your form is signed. The **self-declaration form** must be returned at least one day prior to interview.

If you are shortlisted for interview, you will be contacted via email within **28 working days** of the closing date. Please check your **junk/spam folders** as well as your inbox to avoid missing any correspondence.

References for shortlisted candidates will normally be taken up prior to interview, including one from your most recent employer. **Two satisfactory references** are required before any appointment is confirmed. The successful candidate will also be subject to a **satisfactory Enhanced DBS check**.

Shortlisted candidates will be invited to participate in our interview process. If you have any **accessibility requirements**, need **reasonable adjustments** or would like to discuss any aspect of the recruitment process, please contact our HR Manager at hr@westminster.sandwell.sch.uk or call **0121 561 6884**.

Successful candidates will receive a **provisional job offer**, subject to all clearance checks being satisfactorily completed.





Ready to join our ambitious team?

Please submit your completed application form to hr.recruitment@sips.co.uk and hr@westminster.sandwell.sch.uk by the stated deadline.

We look forward to hearing from you.



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IN PEOPLE

Platinum