



Southville Primary School

RECRUITMENT PACK

Learning today for the world
of tomorrow



0208 890 6745



southville.hounslow.sch.uk

CONTENTS

Contents	1
Message from the Head Teacher	2
Why Work at Southville	3
Staff Quotes	4
Testimonials from Previous Staff	5
Find Us	6

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MESSAGE FROM THE HEAD TEACHER

Thank you for taking the time to find out more about the vacancy we are currently advertising and for considering joining our community. Our website will tell you about the school, but this document is designed to tell you what it is like to work at Southville, and more about the role and how to apply.

We are a three form entry primary school, Nursery to Y6. We amalgamated Southville Infant and Nursery School and Southville Junior School in September 2018. Bringing two groups of staff together was a positive and exciting experience and we have a happy, supportive and nurturing staff of over 90 colleagues in total. Our school is popular with parents and oversubscribed in many year groups. Ofsted acknowledged the rapid journey that we had been on in January 2023, and we received an overall judgment of 'Good' in all areas.

I have worked at Southville for over 30 years – first as an NQT (now ECT!), then Year Leader, Deputy Head and then Head teacher of Southville Infant School. I was appointed as Head Teacher of the primary school prior to us amalgamating. I love the vibrant, diverse Feltham community and I love working in a school where every day brings new challenges but also things to celebrate. The leadership team is made up of leaders from both the previous infant and junior school, all with different strengths, areas of expertise and experiences, and who are well respected and established in our school and community. We all share the same passion for combining the best education that we can possibly provide, with exceptional nurture and pastoral care. In response to the complex needs of our community, we are a trauma informed school, and are passionate about supporting children who suffer with trauma or mental health difficulties and whose distressed behaviour acts as a barrier to learning.

Our motto is 'Learning Today for the World of Tomorrow' – this genuinely informs everything we do, from our curriculum, the values and qualities that we endeavor to instill, and the behaviours that we promote. Our school values are Respect, Responsibility, Resilience, Compassion, Integrity and Happiness which we strive to model for our pupils in our everyday work and interactions.

We endeavor to recruit staff who share our passions and values. We look for self-motivated staff who want and expect to work hard and make a positive contribution, in a school where staff are treated with respect and kindness. If our values align with yours, and our vacancy matches your skill set, we would be delighted to hear from you. Visits to our school are welcomed and encouraged - either in or out of school hours. We look forward to meeting you.

Kind regards

Miss Jo Lacey, Head Teacher



WORKLOAD AND WELLBEING

We do all we can to ensure workload is manageable and prioritise the wellbeing of our staff.

- Our live marking policy means formal marking expectations for teachers are minimal.
- No' meetings for meetings sake'
- We have a high level of additional support, with TAs assigned to every class.
- Regular staff social functions
- Opportunities for parents of primary aged children to take/drop off children to school.
- Annual wellbeing day
- Free tea and coffee
- All staff have access to regular high quality in-house CPD
- Career progression opportunities
- Teachers have the option to leave early on PPA day, and everyone promptly on a Friday.
- PPA on same day each week with whole team- for teaching staff
- An offer of Reflective Practice by our external wellbeing consultant for staff requesting emotional support.
- A supportive, encouraging and professional Governing Body
- High expectations that all staff treat one another with kindness and respect.

PENSION AND PERKS

We value our staff, and this is reflected in the perks we offer to our staff members to say thank you.

- Enrollment into local government pension - LGPS for support staff, TPS for teachers.
- Outer London pay scale for teachers
- Employee Assistance Programme for all staff (counselling services, telephone helplines etc etc)
- London Borough of Hounslow Cycle to work scheme
- Eat with the children and enjoy a free lunch (or heavily subsidised lunches if not).
- All teachers provided with a laptop with remote access
- Well-resourced school - staff never expected to buy their own resources.
- Free Annual eye test for frequent screen users.
- Option of free annual flu jab.
- Discounted Gym Memberships

LOCATION AND FACILITIES

We have plenty of on-site parking for staff driving to work.

We have excellent transport links - we are less than a 10 minute walk from Feltham train station and town centre, which offers extensive bus routes.

Our building is an accessible single story building. We have a lot of outside space, with roughly 4 acres of playing field.

WHAT DO STAFF SAY ABOUT WORKING AT SOUTHVILLE

COMMENTS IN OUR RECENT STAFF SURVEY (MARCH 2024) INCLUDE:

I value the teamwork that goes into each team... I also appreciate the dedication of the staff to make sure that we are all doing the best for the children. I think the senior management is effective, understanding and efficient. I feel confident approaching any member of the SLT for assistance with any matter and know that I will be listened to. I also appreciate that there is a focus on wellbeing and that the marking policy and planning expectations are manageable.

The school values reducing workload, SLT are approachable.

The family feel, it really feels like an environment where everyone is here for the right reasons, with everyone all pulling in the same direction to achieve the best possible care for our children.

Southville is my second family. The support I get from my colleagues is just amazing particularly when I was at a very low point in my life. I learn a lot from the senior leaders I work with and our ongoing conversations and collegiate working in making the school an even better place is just the best. The staff are lovely to work with and with and support and embrace change which is quite fulfilling and wonderful to see.

Everyone is welcoming and friendly. It's lovely walking down the corridor and getting greeted with a good morning by pretty much everyone you pass.

There is always somebody you can go to for help and support about anything that is needed.

I appreciate the support from other staff, support from SLT, the consistent approach towards behaviour, high levels of pastoral care, the ability to leave early as needed and to choose whether to work more at home after school, for example. The flexibility is very helpful because the days can be full-on in the classroom. I also appreciate that adults in the school work as a team and all adults seem to know each family/child, which really helps. There is a genuine sense of care and camaraderie within the school environment.

TESTIMONIALS FROM PREVIOUS STAFF (JULY 2023)

I have been a teacher at Southville for what will soon be 3 full academic years now and I am coming to the end of what has been an unforgettable and career-defining experience. I completed my QTS, PGDE and ECT whilst at the school and have received an abundance of support whilst in the process of doing so. The Teach First route can feel overwhelming at times and without the understanding and support of my mentor and colleagues, it would have been a very tough mountain to climb. I have met and made life-long friends with so many inspiring colleagues.

I have taught and learnt from so many young, inspiring minds and I, without doubt, leave the school vastly more confident, knowledgeable and adept at my craft than when I walked through the doors several years ago. I would also apply the same praise to the school. In just 3 years, I have seen so many positive developments become embedded in practice and I am confident that the school has been, and is, going in the right direction. It is with a heavy heart that I leave the school. The community is second to none and it is something that I do not take for granted. However, I am moving abroad for personal reasons and sadly the school cannot relocate with me (something to do with logistics). I want to put on record my thanks to everyone at the school for their kindness and support over the years and I do hope I'll be able to pop in and have a catch up when I'm back on UK soil.

- Matt Westaby (Year 5 Teacher)

I have worked as a class teacher at Southville for 15 years with Jo Lacey as my head teacher throughout. Jo is an extremely hardworking and professional head teacher and both the staff and children at Southville are very important to her. The senior management team are very supportive, as are all the staff. Everyone always looks out for each other and it is a warm and friendly environment to work in. Working at Southville can be challenging and hard work but it is also extremely rewarding and I have gained so much experience and expertise in teaching classes of children with so many barriers to their learning. The school have high expectations of pupil behaviour and achieve this by adopting and encouraging a nurturing environment where pupils feel happy, safe and secure. I have enjoyed my time at Southville and will miss working here but feel it is the right time in my career to make a change and broaden my experiences further.

- Becky Ramus (Year 1 Teacher)

My first day at Southville Primary School was as a supply teacher. The children were so friendly, as were the staff, who made me feel so welcome and part of the team on that very first day. Because of this, I enquired about whether there were any long term vacancies available. I soon became a long term teacher. Although the behaviour of some children was challenging at times, it has been so rewarding watching them develop, mature and form trusting relationships which support their learning process. The children at Southville are enthusiastic about learning and are happy coming to school each day. They use the strategies at the school to help regulate themselves and follow the school rules; be ready, be respectful, be safe. I worked as part of an extremely supportive year group team as well as part of a wider whole school team which is often referred to as the Southville Family. The teachers and support staff at this school work tirelessly to support the various social, emotional, behavioural and academic needs of the children. Although I am leaving to join a school closer to my home, I have enjoyed my short time at Southville, have been proud to work here and will leave with great memories.

- Aziza Williams (Supply Teacher in Year 5, December 2022 to July 2023)

Having worked at Southville for almost a decade, I can honestly say it is a fantastic place to work and build a career in teaching. I began my career here as an NQT and like so many early careers teachers I have seen come after me, I felt nurtured, guided and respected during the early years of my career. As a new teacher, you feel supported and empowered to move onto the next stage of your career. When speaking to the children, we often talk about the "Southville values" or our school motto - and at this school, these aren't just words on a poster for window dressing - but ideals that are the foundation of everything we do. Children are taught here to be ready for the "world of tomorrow" in all ways - not just in the tireless push for academic success to give our children the opportunities they deserve - but also in preparing our children emotionally and mentally for the challenges of life. Our staff are given a huge amount of CPD and training on the importance of having an emotionally regulated classroom. The outlook of Southville staff is that the emotional wellbeing of children is paramount to their success and happiness - and this mind-set is embedded within the school from support staff to senior leaders. Having been a staff member during the amalgamation, it is amazing to see how effectively "starting a school from scratch" has allowed the leadership to build a school with such an authentic and effectively realised vision of what they want our school to be.

Our cohort of children are incredibly dynamic, engaging and likeable but they do come with a unique set of challenges - and our school has been tireless in creating a world in which those challenges are best supported and children are built for the future. The ethos among the staff is sensational and one of the school's strongest attributes: Staff genuinely support each other, look out for each other and uplift each other at all times - within classrooms, year groups, phases and the school as a whole, people work as a unit and team to create the best environment for the children to learn and thrive whilst also ensuring that staff are looked after and supported. The social aspect of the school is fantastic and new staff are welcomed into the fold warmly! The senior leadership at the school are superb: they are approachable, understanding and lead by example - helping to make this a fantastic place to work along with all of the other teachers, LSAs and Admin & support staff.

- Dan Buckingham (Year 6 Teacher/Humanities Lead/Teacher Governor)

What the Southville Family means to me, and only after 2 years!!!! Ha Ha After being accepted for the post of Receptionist back in 2021, I can honestly say that my experiences here at Southville have been the most amazing and heartfelt of any school I have worked in before. The Feltham Community are so lucky to have this Primary School, led by the most kind and caring Head Teacher and Deputy Head Teachers along with their fantastic Senior Leaders. They collectively help and support so many Parents, Grandparents, and Carers through all aspects of school life on a very personal level and they are always available at a minutes notice. The Teachers, who have the patience of Saints, the brilliant Office Staff, Teaching Assistants, Medical team, Kitchen staff and Midday supervisors, Oh and the Caretakers, everyone without exception, genuinely wants to make a positive difference to every child's school life. Making them feel understood and listened to with such care and compassion. There are no problems that present themselves at Southville that cannot be worked out, whether it be translating a language for a new or existing family in a bid to enroll them onto Parentpay and Weduc or helping a family negotiate the Council website to access free school meals or to help start the admissions process, Southville can handle it all, and does every day happily and professionally. All of which, they should be very proud. I will stop there as I could go on forever singing the praises of this school. Everyone has made me feel so welcome and valued and for that, I will never forget my time with the Southville Primary School Family.

- Gerry Haggerty (Receptionist, Extended Maternity Cover)



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CONTACT US

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HOW TO FIND US

We are located roughly half-way down Bedfont Lane.

Public Transport

Tube - Hatton Cross and then the H25 bus to Tachbrook Road followed by a 2 minute walk.

Bus - The H25 is our closest bus. You can also get the 116 to Bedfont Lane OR the 90, 117, 235, 635 and H26 to the Feltham station.

Train - Feltham station, followed by a roughly 10 minute walk.

Travelling by Car

We do have parking on site. Please inform us if you require parking.

