



# WALTHAMSTOW HALL

## SEVENOAKS FOR GIRLS AGED 3-18

### INTRODUCTION TO THE JUNIOR SCHOOL FOR APPLICANTS

***‘Walthamstow Hall is an independent day school in the heart of Sevenoaks educating girls aged 3 – 18 to lead purposeful lives.’***

*Headmistress: Miss Stephanie Ferro, MA (Oxon), MA (Lond)*  
*Senior School: 01732 451334 [whoffice@whall.school](mailto:whoffice@whall.school)*  
*Junior School: 01732 453815 [jsoffice@whall.school](mailto:jsoffice@whall.school)*

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

Walthamstow Hall Junior School is, as *The Good Schools Guide* saw in 2019, ‘the kind of school that girls run into every morning and leave as the best versions of themselves’.

Founded in East London in 1838 as a home and school for the daughters of Christian Missionaries, the School moved to Sevenoaks in the 1870s to a purpose-built site in Holly Bush Lane. Today the School occupies two sites, the Senior School in Holly Bush Lane and the Junior School just a ten-minute walk away in Bradbourne Park Road, where it is conveniently close to Sevenoaks station.

The School retains its Christian ethos, welcoming girls and staff of all faiths or none, and the vibrant, supportive community has a palpable warmth.

Walthamstow Hall operates as 'One School', with the relationship between the Junior and Senior sections feeling like that of a younger and older sister. The School is led by the Headmistress, Miss Stephanie Ferro, who took up her post in January 2018 having previously held Senior Leadership positions at schools including Lady Eleanor Holles, Wimbledon High and Redland High School.

Miss Ferro has led a transformational period of development at the Junior School including: the introduction of a creative curriculum, increased synergy in teaching and learning practices and co-curricular opportunities between the Junior and Senior sections, enrichment days, investment in the School setting and a staffing restructure where the Heads of Key Stage 1 and Key Stage 2 now report directly to her, alongside the Senior School's Heads of Key Stages 3, 4 and 5.

Successful candidates will join a team of well-qualified and emotionally intelligent, creative, energetic, ‘can do’ Junior School teaching specialists who naturally fuel and support each other’s initiatives. Their success was recognised by The Independent Schools Inspectorate in their 2019 inspection which judged the School to be ‘Excellent’.

The Junior School staff are the team whom Miss Ferro has chosen to take the School ‘from excellent to inspirational’ in 2020 and beyond, an aim which they are achieving, even in the extraordinary

circumstances brought about by the current pandemic. A recent message from an Early Years parent described Walthamstow Hall's approach to virtual learning as 'the gold standard'. In all, the Junior School has 15 full-time and 6 part-time teaching staff, including 7 Classroom Assistants. There are specialist teachers for Science, English, Maths, MFL, PE, Music, Art and Design Technology, Ballet and Swimming.

The Junior School has 140 pupils aged 'rising' 3 to 11 on its roll. The Senior School has 412 pupils aged 11 – 18. Whilst it is the School's hope and expectation that most pupils will move up from the Junior to the Senior School, Walthamstow Hall is not a 'through school' with automatic transfer. Junior School pupils fulfil the same Senior School entry criteria as peers from other local prep and primary schools to ensure that the Senior School is the right fit for their secondary education, a home where they can thrive. The high rates of transfer reflect the increasing synchronicity between the Junior and Senior School core values and learning philosophies. The Junior School fully supports families who wish to explore alternative Senior School options and each year some pupils will take up places at the local grammar schools or other independent schools, some after gaining scholarships.

The 'very high rates of progress throughout the Junior and Senior Schools', noted by the 2019 ISI Report are the result of happy, motivated pupils being inspired and supported by our skilled teaching staff in a bright and positive environment. The Junior School site benefits from a dedicated Science Lab, Art Room, Music Block and ICT suite. A new Dining Hall and additional Early Years classroom were opened in 2014 and since that time the outside space, which includes two Netball/Tennis courts, has been remodelled. The Junior School also utilises its 'older sister's' facilities. From Early Years up, Junior School pupils enjoy weekly swimming lessons at the Senior School 25-metre indoor pool and also use the Senior School Sports Hall and Theatre on a regular basis.

Walthamstow Hall has its own enhanced salary scale based on DfE scales. Daughters of Walthamstow Hall teaching and support staff may benefit, as a concession, from a proportionate fee reduction at the School from commencement of employment and throughout the School. This is up to a maximum of 50% of the age appropriate fees, including any other concessions. The School has a separate fees concession arrangement with Tonbridge School for sons of staff (13-18 years) and at Prep level with the New Beacon School for sons of teaching staff. Full details of these schemes are available from the Bursar on request. From September 2021, the School teaching staff will have a Defined Contribution Pension (details available from the Bursar's Office).

We require all staff and volunteers in Regulated Activity to be DBS checked prior to confirmation of appointment and we are committed to providing a safe environment for the children in our care.

Candidates invited to interview will be required to bring evidence of identification, eg passport, and evidence of qualifications required for the post, eg degree certificates, PGCE/QTS documents. Candidates who require adjustments to be made to interview arrangements will be given the opportunity to request special arrangements when invited to interview. Interviews will take place with due regard to the School being Covid secure and any local restrictions or Government guidance in place at the time.

More information, including the School's Staff Recruitment Policy, ISI Inspection Report and Safeguarding Policy is available on our website: [www.walthamstow-hall.co.uk](http://www.walthamstow-hall.co.uk)

*Walthamstow Hall is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*