



Twyford School

Information Pack

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The School

While it is the oldest preparatory school in the country, Twyford School is among the most forward-looking schools of its kind. An emphasis is placed on promoting a love of learning through engaging our children to become creative and independent learners who thrive on curiosity and imagination. Twyford pupils shape their own futures with our direction: coming away with lifelong habits of tolerance, honesty, kindness, moral courage and creativity.

Central to our ambition for each child is to offer a relevant curriculum that provides challenge and excitement. As a school, Twyford provides a climate conducive to success, encouraging children to have high expectations of self and others. As a result of engaging in a Twyford education we expect pupils to enter the senior school most suited to their nature and aspirations. We believe our children are equipped with a resourcefulness and resilience that will enable them to be adaptable to the uncertainties of life. They develop through the nurturing of rigour, imagination and curiosity. Creativity and an appreciation of methodical enquiry encourage in them the appropriate outlook for a changing world.

Our outlook is to demand engagement from children rather than passivity. We encourage autonomy and leadership; we are a school where independent thought is promoted and individual growth comes from commitment and tenacity. Enjoyment should also be evident in all aspects of our educational experience for both pupils and teachers and we can see this shining through in the approach to their studies. We never lose sight of children needing different approaches at different stages of their journey. Understanding limitations, as well as experiencing failure and disappointment, are just as legitimate educational opportunities as experiencing success.

In recent years our pupils have regularly gone on to senior schools such as: Bradfield, Canford, Charterhouse, Cheltenham Ladies' College, Downe House, Eton, Godolphin, King Edward VI Southampton, Lord Wandsworth College, Marlborough, Millfield, Portsmouth Grammar, Radley, Rugby, St Edwards' Oxford, St Mary's Calne, St Swithun's, Sherborne Boys, Sherborne Girls, Wellington, Westminster, Winchester, Wycombe Abbey. Our pupils often win Scholarships to their senior schools, including Academic, Art, Sport, Drama and All-Rounder awards.

What happens outside the more formal classroom environment has just as much importance. Our children enjoy a rich variety of educational visits and trips to local and national locations, where learning continues through exploration and enquiry. We have a wide range of Outdoor Pursuits, including residential adventurous training courses. In addition to the trips to walk, climb, sail and canoe, Year 6 spend a week in a chateau in northern France, improving their spoken French. We use our immediate environment as a tool for the children to learn: science, creative writing and art are obvious avenues, but mathematics and historical re-enactment are not far behind.

At Twyford we have Apprenticeships which are entirely in keeping with the vision and aims of Twyford School: providing stimulating ways of children exploring their own limitations, while working both independently and collaboratively – but with less adult intervention. Apprenticeships have recently included Mandarin, Debating and Public Speaking, the Culture and traditions of the French, Ancient Greece, Cryptography, Wargaming, Digital Photography, Birdwatching and Ceramics.

Christian family values lie at the heart of Twyford School and they form the guiding principles for our rules and relationships with each other in the classroom and on the playing fields and within the wider community. These values: Honesty, Kindness, Respect, Friendship and Responsibility, are firmly embedded in practice through our spiritual perspective and further developed in the

classroom through our Religious Studies and Personal, Social and Health Education lessons. Pupils and Staff live by this code ensuring that true family values, caring for each other and understanding and valuing differences are celebrated.

Twyford School offers a modern flexi-boarding experience, which is tailored to the needs of the children. Boarding provides a safe, fun, family orientated and comfortable environment for our children to develop holistically. Almost every pupil chooses to board at some point in their Twyford career and our staff play an important part through undertaking evening duties usually once a week.

Through physical education and sports our children gain in confidence and social skills, as well as being equipped for the most important stages in their physical development: having fun while learning how to have a healthy outlook. Our pupils acquire the knowledge and skills to participate in most activities in the future, while being encouraged to do their very best. Twyford tends to be a highly successful sporting school; more because of regular exposure to play rather than by slavishly seeking top results.

On any Wednesday or Saturday afternoon we can field as many as 23 competitive teams against our neighbouring schools, often embarrassed by our own success. We tend to be prominent on the county, regional and even the national circuit.

The Pre-Prep Department at Twyford is recognised as being among the very best in the South of England. As well as access to the excellent Prep facilities (Chapel, Sports Centre and Swimming Pool, Dining Hall) the Pre-Prep has its own dedicated Hall, play areas, woodland school, and Library, Art, Music and Cookery rooms. There are weekly swimming, gym, games, dance, music and French lessons taught by specialist teachers.

Led by Dr Steve Bailey, Headmaster and ably supported by the Senior Leadership Team, Mr Charles Gillow, Bursar, Mr Greg Bishop, Second Master, Mr Alistair Gibb, Deputy Head (Director of Studies), Mrs Fiona Kelly, Deputy Head (Teaching and Learning), Mr Anthony Lafferty, Assistant Head and Mrs Karen Rogers, Head of Pre-Prep and Mrs Sally Johnston, Head of Pastoral Care, there is a staff of 46 Teachers, a Lay Chaplin, 19 Teaching Assistants or specialist technicians, 18 peripatetic music teachers, 6 visiting sports coaches, a Librarian, 2 visiting language teachers, 2 visiting dance teachers, 3 day matrons, a residential matron, a school nurse, and 24 support staff.

Our staff are also supported by our excellent contract catering team who provide food to all staff who are on duty at meal times, including lunch, tea and supper.

The School is made up of a number of buildings from different eras. The Queen Anne building on your left as you enter the School grounds has been augmented over time with the addition of the Chapel and Memorial Library. Extensive modern facilities include dedicated areas for Science, Art and Design Technology. The recently added Mulberry and Jimmy Adams Pavilions are used for a wide variety of activities. There is an impressive music block overlooking our Astroturf and Netball and Tennis Courts. Saxon Court provides a range of classrooms dedicated to Years 7 and 8. Its name is in recognition of the underlying Saxon Burial Ground. Pre-Prep has its own discreet area with an extensive play area and Open Air Classroom opened in 2017. Outside there are plenty of sports pitches and inside there is a swimming pool and gym.

The IT department look after our state of the art ICT systems which include Classroom display systems, a VLE, Chrome Books and iPads, as well as our management information systems based on iSAMS.

We welcome applicants with the energy, enthusiasm and passion to make a significant positive impact on our children whatever role they play.

For further information, please visit our School Website: www.twyfordschool.com

Terms of Service

Remuneration

Twyford School has its own generous teaching salary scales A and B. The person appointed will be offered a position on the relevant scale appropriate to duties, qualifications and experience. Teachers normally proceed up the scale by annual incremental progression each September to the maximum of Scale Point 9. Salary is paid in equal monthly instalments in arrears on the 28th day of each month. A teacher's starting salary on the scale will be determined normally by the length of their teaching experience.

Working Hours

During school terms teachers work all school hours while the School is in session and at any other time (including during school holidays, at weekends and before and after the School's normal starting and finishing times) as may be necessary in the reasonable opinion of the Headmaster for the proper performance and their duties.

Holiday

Teachers are entitled to the statutory holiday entitlement under the Working Time Regulations 1998 which is to be taken during the school holidays. In addition, and subject always to the post holder's duties and responsibilities, a teacher will not normally be required to work during normal school holidays. Public holidays occurring when the School is in session are working days.

Benefits of Service

The School has high expectations of its staff, and looks to reward them accordingly with beneficial conditions of service. Subject to any eligibility rules in place at the time, a teacher will be entitled to the following benefits in addition to salary and any special responsibility allowances that may be in place at the time:

Professional Development

There is a comprehensive induction programme for all new colleagues and on-going professional development is encouraged. There are also opportunities from time to time to take on additional responsibilities.

Pension

Service with the School is pensionable under the Teachers' Pension Scheme, to which the individual and the School shall both make the appropriate contributions based on pensionable salary. If the individual chooses to opt out of the Teachers' Pension Scheme, they are required to notify the School. Contributions by the Governing Body towards a Teacher's pension will be made only to the Teachers' Pension Scheme and not to any other scheme.

School Fees Remission

Fee concessions are granted at the absolute discretion of the Governing Body and are subject to amendment or withdrawal. For more information, please contact the HR and Compliance Manager.

Life Insurance

Through the Teachers' Pension Scheme, those in teaching roles receive a 3 X death in service death grant.

Cycle to Work Scheme

This is offered to all permanent staff with expected employment exceeding 1 year. This is a salary sacrifice scheme.

Childcare Vouchers

This is offered to eligible staff through a salary sacrifice scheme.

Wellbeing

Life is full of surprises and unexpected challenges which can impact upon an individual's ability to lead a balanced and productive life, both at home and at work. In the workplace, there are many people to whom teachers can turn for support, help and guidance – including the Head of Department, the School Lay Chaplain, the School Listener, the HR and Compliance Manager and where appropriate, a Mentor. However, sometimes, a teacher may wish to talk outside of work. The School provides teachers with access to an Employee Assistant Programme (EAP) service which offers confidential, independent help and information.

Selection Process for Candidates

Applicants for teaching roles within the School will normally follow a process involving:

- Interview with the Headmaster and Deputy Head
- Interview with the Bursar and Deputy Head
- Tour of the School with the Second Master to include an introduction to other members of the SLT and relevant staff and pupils
- Teach an observed lesson
- A meeting with the HR and Compliance Manager to share relevant documentation including photographic ID

Applications should be e-mailed by the closing date stated in the advert to Mrs Julie Thomas, HR and Compliance Manager at jthomas@twyfordschool.com



Twyford School

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www.twyfordschool.com

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