

Benefits

Staff Development, Communication and Staff Voice

- An inspirational environment, working with staff who are passionate about education and want to develop their practice;
- Weekly all-staff CPD during the school day (Thursday Period 1 and students come in for Period 2), with breakfast provided, and no mandatory after school meetings;
- Staff reflect on and develop their practice through supported 'Professional Development Priorities' - this has replaced traditional 'performance management';
- Voluntary twilight Leadership Development Programme run by the Head and Deputy Heads;
- 6 professional development (INSET) days for staff;
- We are developing a 'coaching culture' to support staff development and feedback;
- Excellent practices to ensure good communication with staff via a weekly face to face staff briefing and bulletin, which includes a summary of SLT meeting discussions;
- Annual 1:1 meetings with the Head for all staff and an open door policy with all SLT;
- 'Tell us @ SLT' feedback 'Google Form', which can be submitted anonymously.

Staff Wellbeing and Workload

- Staff support through challenging health or personal situations;
- New staff induction programme and a buddy for new staff;
- SLT visibility on site, taking a lead in playground duties and supporting staff;
- Staff room renovation;
- Excellent culture of student behaviour and motivation to learn;
- Regular and well attended staff socials;
- Staff briefing starts at 0815 on a Thursday - no all-staff before or after school meetings;
- Complimentary tea and coffee for staff;
- 2 week October half-term.

Additional Benefits

- Lovely site within the heart of the busy town centre of Kingston, with easy access to London and the surrounding Surrey countryside;
- Annual flu jab offered;
- Free access to high quality gym outside lesson time;
- Free parking on site;
- Cycle to work scheme;
- Employee Assistance Programme;
- Contribution to eyecare;
- Enhanced maternity benefits;
- Access to Blue Light card and other education discounts.

Financial Package

- Tiffin salary scales which mirror the local government scales for Outer London;
- All Associate Staff are enrolled in the Local Government Pensions Scheme (employer contribution of 19.5%);
- Staff taking Saturday sports fixtures paid £80 per morning or afternoon session.



To find out more about working at Tiffin, please visit our **website**, follow our **social media** pages or **contact HR**.