

Information for Candidates

We are a team of innovative and highly motivated teachers who constantly strive to provide the finest education and ever expanding opportunities; it is this passion which enables us to get the very best out of our students whilst fostering a love of learning through delivery of high quality, exciting and active lessons.

The School's website can be found at www.radnor-twickenham.org



THE SCHOOL

Location & History

Radnor House is located in a historic building on the banks of the River Thames in Twickenham, under 30 minutes by train from London Waterloo and nestled between Richmond Upon Thames and Kingston Upon Thames. The school affords beautiful views across the Thames, with its playing fields situated a mile down the river at St Mary's University.

Radnor House is well served by both school and public transport. Public bus and train (Twickenham or Strawberry Hill) and tube links are all within easy distance of the school. Cycling is encouraged, with safe and secure bike storage on site. With such excellent transport links, the School is easily accessible to a very large catchment area, though most pupils live within the Teddington / Richmond / Kingston area.

Radnor House was founded in 2011 by David Paton. The school's historic building, Pope's Villa, was purchased with the help of a £9 million investment by Albion Ventures LLP, plus funding from Mr Paton and his wife. Under the Radnor House Group, a second Radnor House School has been established just outside Sevenoaks.



Overview of the school: structure, ethos and values

Radnor House is a co-educational day school with just over 400 pupils ages 8-18. The school comprises a Junior section from 8-11 (40 pupils), Senior section from 11-16 (300 pupils) and a Sixth Form (currently c. 80 pupils). All school sections are educated on the same site and by the same staff, lending a highly positive sense of family and continuity to the school.

Life at this school is shaped by our commitment to provide an active learning environment for limitless minds. We firmly believe that all pupils are capable of great things if effectively taught, motivated and inspired by their school environment.

This Vision is underpinned by four key Values which are central to school life:

Excellence — Respect — Courage — Perseverance

The Values are to be used across the curriculum and beyond to guide the life of the school. Our eight aims set out clearly the ways in which we will achieve our vision and live by our values:

- Pupils achieve academic success within a secure, happy and active learning environment for limitless minds.
- Pupils are inspired and challenged through wide-ranging co-curricular opportunities.
- Pupils thrive through outstanding pastoral care which develops fulfilled, successful and happy children.
- Teachers provide teaching of the highest standards, as critically self-reflective individuals who constantly seek to improve professional practice.
- Support staff create, deliver and maintain professional structures and environments for pupils to achieve their best.
- Parents work in partnership with the school to provide opportunities for pupils.
- The school is a community of learners and contributes to the wider field of education.
- The school develops an awareness of, and contributes to, both the local and broader community.



Governance

Radnor House has a Board currently comprised of six Directors. They are drawn from a wide range of backgrounds and incorporate people with expertise in specific areas such as strategy, finance, general management, legal, education and property, all of which assist Radnor House in its management and operation.

The Board of Directors meets each month to consider reports from the Heads covering all school matters, including education, staff and children, finance, health & safety and infrastructure issues. Matters such as the acquisition of additional premises and any other issues are also discussed at these meetings.

The Board appoints the Heads and the Director of Finance and has approval of all senior leadership positions. It retains ultimate responsibility for the approval of all future policies and developments. It also reviews regularly their impact on Radnor House's finances and operations. All operational matters are delegated to the Heads and the Director of Finance, as appropriate, who are responsible for fulfilling Radnor House's aims, and the successful implementation of the school's strategic development plan.

A list of current Directors, including brief biographies, can be found on the Radnor House website.



The Senior Leadership Team

The **Senior Leadership Team (SLT)**, which is chaired by the Head, oversees all aspects of leadership and management across the whole school. The current structure, which was streamlined at the time the new Head took her post, will be augmented for September in line with the development aims of the school. The new Deputy Head will report directly to the Head and play a major role in leading the SLT, including potential line management of other members of the SLT to fit in with existing expertise and experience.

The Team works closely together and meets regularly to consider issues including future school strategy, the monitoring of pupil and staff performance, policy development and educational development, as well as wider school initiatives.



Curriculum, Teaching and Learning

Radnor House has a philosophy of developing a genuine love of learning.

We offer a unique setting in which children can learn and develop their potential, with each pupil challenged by an academic curriculum that is dynamic and innovative. We want our pupils to have enquiring minds and to be creative in their thirst for knowledge. Quality teaching and learning lie at the heart of our ethos and our staff work very hard to create a consultative, self-critical, motivational and vibrant learning environment which enthuses and excites each individual.

Teaching and Learning at Radnor House aims to create a collaborative whole-school community of life-long learners, always motivated to achieve the highest standards of teaching and learning through self-reflection, objective evaluation, and research-based practice.

This aim is at the core of life at Radnor House, and a programme of professional learning and development exists to support teachers in aiming for the highest standards. This includes regular twilight and Inset training, and Professional Learning Groups for collaborative group-based CPD. Time is given to all teachers to conduct a Learning Walk in order to gain inspiration and ideas from colleagues, and all are encouraged to make use of our Open Door policy to observe informally. Teachers also collaborate through the Teaching and Learning bulletin, to which many teachers contribute articles and ideas. Formal observations are arranged in a 'circular' format with a pre- and post-observation conversation to maximise professional learning opportunities. Further internal CPD is also offered on a voluntary basis, with staff volunteering to run sessions on a variety of topics as required, and a Teaching and Learning book group meeting several times per term to discuss the latest research and literature. Attendance at external CPD courses and events is high, and a scheme to allow partial funding of part-time educational Masters courses exists, with salary sacrifice available to cover the remaining fees.

Years 5 – 9 (Key Stage 2 & 3)

Pupils follow a broad, balanced programme of study including: English, Drama, Mathematics, Science, Modern Languages (French, Spanish), Latin, Geography, History, Religious Studies, Art, ICT, Music and Physical Education.

Years 10 – 11 (GCSE)

In Year 9, pupils receive guidance in their choice of GCSE options. They all follow a common core of English, English Literature, Mathematics and Triple Award Science.

Four further options are chosen from Art, Business Studies, Drama, French, Spanish, Latin, Geography, History, Religious Studies, Computing, Music, and Physical Education.

The curriculum is planned to ensure maximum flexibility of choice.

Years 12 – 13 Sixth Form (A Level)

Radnor House offers over 20 A level subjects, providing a challenging and exciting variety of study options.

The subjects currently available include Art, Biology, Economics, Chemistry, Classical Civilisation, Drama, English Literature, French, Geography, German, History, Mathematics/Further Mathematics, Music, Physics, Psychology, Physical Education and Spanish.

In addition, Sixth Formers follow an enrichment course which includes lectures, practical sessions, careers, PE and optional involvement in theatre trips and events.



Academic Results

Radnor House has been open since 2011, with three cohorts having completed their GCSEs thus far, and one cohort of A Levels. There has therefore been significant year-on-year improvement, which looks set to continue.

The 2016 GCSE cohort showed particularly strong growth in the proportion of our pupils being awarded A*/A. This has risen markedly to 44% from 37% in 2015. We are also delighted that the proportion of A*/B grades is now nearly 80%.

A Level Results 2016

There was considerable success for those of our students in our first-ever Upper Sixth who will be taking up places this year at UK and international universities, with 50% leaving for elite Russell Group universities such as Imperial and Edinburgh.

Nearly 80% of all students achieved the grades required to secure their place at one of their chosen universities, with 71% of our successful students attending their first choice.



Pastoral Care and Child Protection

Radnor House has an established excellent reputation for high standards of pastoral care. All pupils have daily contact with their Form Tutor, who takes a close interest in their academic and social welfare. Regular meetings with the Head of section provide a forum for all form staff to discuss the individual progress of each pupil.

The pastoral system operates on a number of different levels, with support provided first and foremost by the form teacher who represents the 'parent at school'. The form teacher provides the link between home and school and is the main point of contact for any problems or queries that might arise.

Beyond the form teacher, further pastoral support is provided by Heads of Year and Heads of School.

The Director of Sixth Form is supported by a team of tutors who are assigned a group of Sixth Formers comprising Lower and Upper Sixth. The Tutor monitors their progress and gives them additional support necessary for the university application process and career choices.

Relationships with families are of utmost importance and this is reflected in Radnor House's approach to communicating with parents. Parents are welcomed into school at any time to talk over any queries or concerns which arise.

A comprehensive programme embracing citizenship and careers, along with personal, social and health education (PSHE) is part of the core curriculum for Years 7 to 11.

Outside speakers regularly complement the work of the Radnor staff. Sixth Form provision remains under the direction of the Head of Sixth Form with support from tutors.

Healthy eating is on the menu at Radnor House. The dedicated catering team provides nutritious, varied and tasty meals throughout the year. All pupils have school lunches, which are billed alongside the school fees.

The Designated Safeguarding Lead (DSL) is Stephen Carrington, the Deputy Head. In his absence, Deputy Head (Pastoral), Eliza King is to be contacted.



House System

There are four Houses at Radnor: Pope, Parnell, Swift and Voltaire.

Being part of a House encourages team working and a healthy competitive spirit. The House teams, each led by their House Captain, take part in a whole host of events, including music and drama performances, sports events and House competitions.

The Houses also take part in charity or community projects over the course of the school year.

The combination of Forms in Year groups with vertical Houses gives a much valued and highly effective multi-layered, pastoral care system.



Co-curricular Activities

The co-curricular timetable is an integral part of the Radnor House day. For Junior and Lower School pupils, activities are built into the daily timetable; Middle School pupils attend after the normal school day and it is expected that they attend at least one activity per week. Co-curricular activities are at the very heart of the Radnor House ethos, and many families have selected Radnor House as the school for their children because of this ethos.

The school curriculum is well supported by varied educational trips to places such as museums, theatres and art galleries, and pupils learn in many different ways from the range of residential trips which are planned for the different age groups.

Very successful links with the community have been built through a wide variety of fundraising activities.

The school has recently undergone a full curriculum review, which has presented the opportunity for a full-scale review of the co-curricular programme. It is expected that the new Deputy Head will play a pivotal role in overseeing the successful implementation of this as part of his or her remit for whole school operational strategy.



Inspection Report

The school was last inspected by Ofsted in 2012. It gained 'outstanding' in all areas and the report was highly complimentary about the school.

