

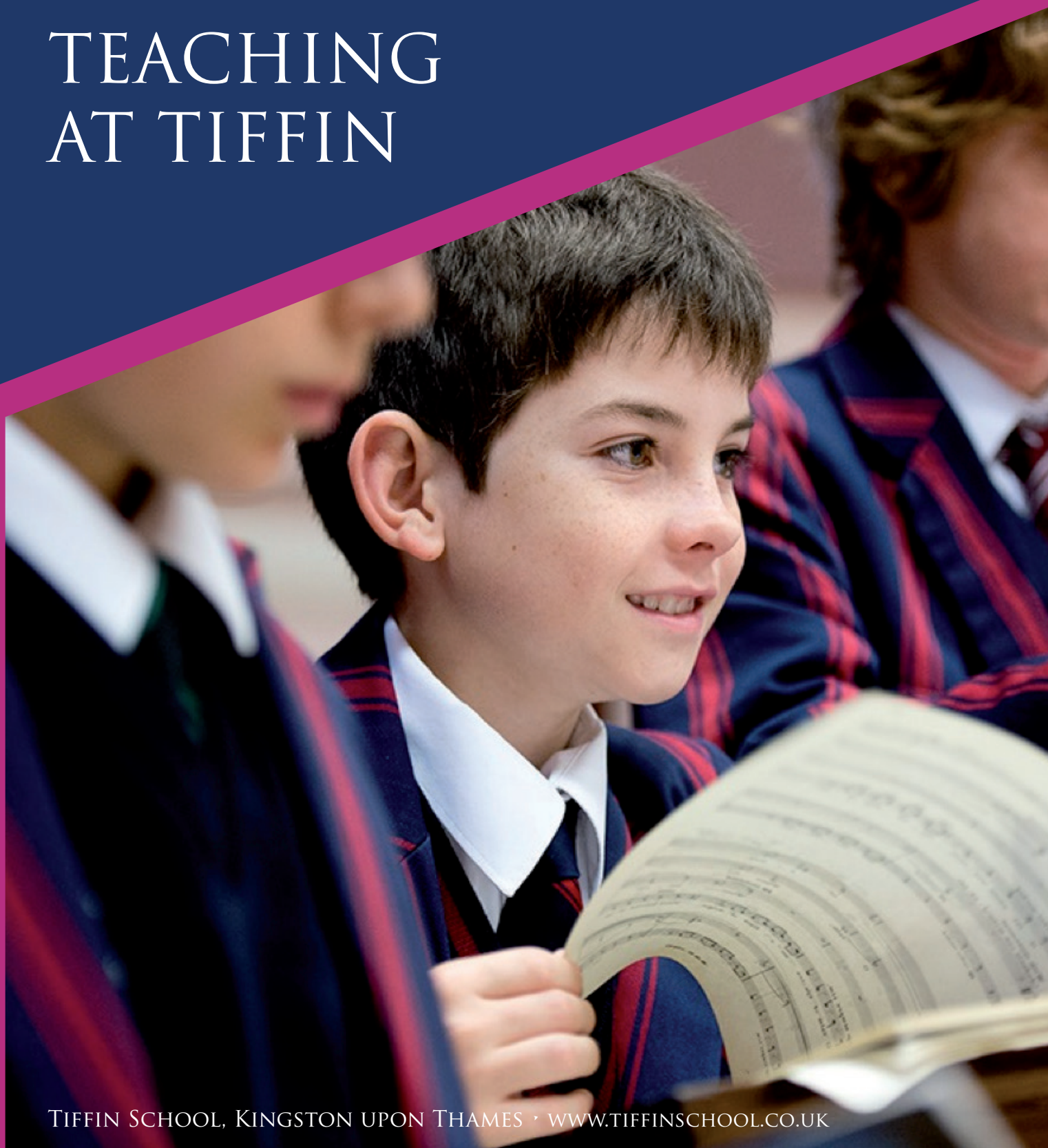


# TIFFIN

BOYS' GRAMMAR SCHOOL

ENGAGE › ASPIRE › EXCEL

## TEACHING AT TIFFIN



TIFFIN SCHOOL, KINGSTON UPON THAMES › [WWW.TIFFINSCHOOL.CO.UK](http://WWW.TIFFINSCHOOL.CO.UK)

# TIFFIN

## BOYS' GRAMMAR SCHOOL



## WHY TEACH AT TIFFIN?

Welcome to our introductory brochure about working at Tiffin, and thank you for your interest in this post. I do hope that in reading this and the other material available about the School, you will feel inspired to submit an application. Tiffin is an excellent school to teach in, and this brochure, the website and other information about the post will answer a number of questions you may have about the School.

Some of the key reasons Tiffin is a great School to work in, include:

- a vibrant and friendly staff, with a diverse mix of teachers and associate staff
- very bright and able students who are motivated and eager to learn, in an environment of excellent behaviour
- a commitment to professional development
- an opportunity to teach your subject to a high level, as well as really involve yourself in the School, both within and outside the curriculum
- a location close to Kingston town centre, and excellent public transport links to central London

Please read the general information here, as well as the information specific to the post you are applying for. I look forward to receiving your application.

Mike Gascoigne  
Headteacher



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### TIFFIN: INTRODUCTION AND BACKGROUND

Tiffin School is a boys' selective state school of 1,158 students that converted from a Voluntary Aided Grammar School to Academy status in July 2011. It is located in the centre of Kingston upon Thames. Its origins date back to 1638, and it has occupied its current site in the heart of Kingston since 1929.

Today, Tiffin School is one of the leading state schools in the country, educating boys from Kingston and its surrounding areas in South West London. The School attracts boys from a wide range of diverse backgrounds. Tiffin School was judged to be outstanding in its last full Ofsted inspection in 2007 and also in a June 2011 interim assessment. Both reports can be found on the School website.

The School is highly acclaimed for its ethos of combining the outstanding academic achievement of a traditional grammar school environment, with a wide offering of co-curricular activities particularly in sport and the performing and creative arts.

This is captured in the School's vision statement "Inspiring students to **engage, aspire and excel**." To prepare our students for their future lives in the modern world, we aim to:

- Nurture a **love of learning**, and pursuit of **academic excellence** and **scholarship**
- Develop **independence, adaptability, determination** and **confidence**
- Stimulate **curiosity, open-mindedness** and **creativity**
- Foster **empathy, generosity** and **respect** for others
- Cultivate **participation, commitment, leadership** and **responsibility**

Tiffin School's high academic standards are a direct result of a highly committed teaching and support staff that is dedicated to the progress and development of the students. Teaching is outstanding at Tiffin and fulfils the School aims of providing the highest quality learning and teaching environment for all students to enjoy and progress in, both in the classroom and through our extensive wider opportunities programmes. The care, support and well-being of our students are of primary importance and underpins an excellent pastoral system.

The School is sustained by strong parental support and a broader Tiffin community of former Tiffinian students who play an increasing part in helping the School to give the best advice, guidance and opportunities to current students.

### TIFFIN'S LOCATION: KINGSTON UPON THAMES

The School's Kingston town site provides all of its teaching and learning facilities and some sports facilities. The School is very fortunate to also have extensive playing fields in Hampton Court and its own boathouse in Kingston.

As a London borough, Kingston is a wonderful place to work, and live. With its origins as the place where the Anglo-Saxons crowned their Kings, it mixes the old market place with modern shops in an impressive and very pleasant town centre. The riverfront restaurants and bars are always popular as people watch the boats going up and down the Thames. Tiffin's links with Kingston are close, celebrated by our whole School Carol Service, and Founders' Day, held at the Kingston Parish Church.

Tiffin is located a 5 minute walk from the town centre, and railway and bus stations, and is easy to travel or commute to: there are regular suburban trains to London Waterloo via either Wimbledon, or Richmond, and buses from Kingston travel to all parts of West and South London.

### OUR STUDENTS:

The School is hugely oversubscribed which reflects its popularity and success in attracting applicants across South West London and its surrounding areas. Our students come from a wide area and the ease of access to the School due to its proximity to Kingston railway and bus stations allows over 80% of our students to travel by public transport.

Admission to Year 7 is based on performance in our own tests. This is a very exciting time to join the school, as we expand from 150 to 180 students per year, an expansion begun in September 2015. Places at the School are highly sought after for entry into Year 7, and Year 12 is also heavily oversubscribed, with 30% of our large Sixth Form of 400 students, new to the School.

Based around year groups and a House system that integrates students across year groups, students are well supported in their personal development and growth as young adults in the School. Expectations are high, and behaviour is excellent.

Teachers also act as tutors, and a Head of Year leads a team of tutors who provide day to day pastoral support as well as monitoring progress. An external professional review of the School by a team of advisers in November 2012 came to the following conclusions about our students:

"Students thrive in an outstanding learning environment and are proud of their school."

"Students show respect for each other and levels of mutual trust are high; as a result students work together very well collaboratively, demonstrating excellent attitudes to learning."

"Students thrive in the caring, stimulating and secure environment. As a result, high ability students achieve exceptionally well and make outstanding progress academically as well as socially, morally and spiritually."

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### ACADEMIC ATTAINMENT AND UNIVERSITY DESTINATIONS

Tiffin School has maintained a consistency in its outstanding results, with about 80% of GCSE grades at A\*/A, and 85% of A Level grades at A\*/A/B. We have consistently ranked in the top 6 of boys' selective schools for both A level and GCSE results and in the top twenty of state schools in the country.

Most students go on to Russell Group Universities with 15 to 20 each year winning places at Oxford or Cambridge Universities. A small number have entered US universities including Harvard, Yale and Princeton. High quality UCAS/Careers advice and guidance is provided to all students as they progress through the School to enable them to achieve their potential to study at the best universities in the UK and abroad.

### TEACHING AND LEARNING

The 2012 Review noted: "It is clear to see why standards are high and students' achievement is outstanding. The enthusiasm demonstrated by teachers is mirrored by students who are keen to do their best. Relationships between teachers and students, and between students, are extremely positive."

The excellent performances and outcomes achieved by our students are the result of a drive to sustain outstanding teaching as our benchmark. Our teachers are well qualified and committed to delivering the best educational experience for every student, both inside and outside of the classroom. Teachers are able to stretch even the most able students and frequently deliver outstanding lessons. They are respected by the students for their excellent knowledge and a love of their subjects; this, together with thorough planning and high expectations mean our staff generate high levels of enthusiasm for learning. This commitment to delivering challenging and outstanding lessons is frequently noted by both students and visitors to the School.

The joy of working with bright and enthusiastic students, who ask intelligent questions and are able to enter into thoughtful discourse on topics, is a key attraction to teaching at Tiffin, allowing teachers to really explore and be passionate about their subject area.





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### PROFESSIONAL DEVELOPMENT

Weekly CPD and individual training is an integral part of the commitment to continued professional development in order to ensure that there is a real enthusiasm for pedagogical creativity and individual development of teachers.

Tiffin invests in its staff through both internal and external professional development. Yet we also trust our staff, as professionals, to carry out their job with the minimum bureaucracy necessary. All staff undergo induction, and there is a full programme of training for NQTs.

Supporting our students is not just a job done by our high quality teaching staff, but also by support staff who are skilled and well trained in their respective posts. In all aspects of the life of the School, Tiffin is fortunate to have a dedicated and committed associate staff who provide excellent support to students, parents and staff that allow the School to operate such an effective teaching and learning environment.

### CO-CURRICULAR OPPORTUNITIES

The School places as much emphasis on learning through the co-curricular as it does on the 'taught' curriculum. The remarkable journeys that our students undertake through their seven years at the School involve transformational experiences through immersing themselves in outstanding artistic, musical, sporting and vocational activities. A commitment to the ethos of the School, including its extensive co-curricular programmes, are an essential part of any teacher's life at Tiffin School.

Staff and students give generously of their time. The way in which our older students' high academic performance is supported by profound involvement in the co-curricular means that they act as role models for the community at large, and they take a significant role in the leadership of many activities.

There is a wide programme of activities and clubs that run every lunchtime and after School, as well as numerous opportunities for students to represent the School at sport, during the week and at weekends. Rugby, cross-country, rowing, basketball, badminton, cricket and tennis all thrive. In addition there are representative fixtures for further sports such as rugby league, golf, athletics and tennis.

Through the House system, all students are able to participate in over twenty different competitions, with the 'vertical' nature of their involvement being a major strength of the School. Super-curricular activities, run by the academic departments, give our students the opportunity to participate and compete at the highest academic level and play a significant role in raising academic achievement and aspiration.

The artistic life of the School is truly outstanding. 350 boys take instrumental lessons at School, and there are over 20 different musical ensembles in which nearly 500 boys regularly participate. The Tiffin Boys' Choir is one of the finest Boys' Choirs in the world, regularly appearing with the Royal Opera and the London orchestras and recently touring Australia and China. The Tiffin Boys' Dance Company is widely respected, while drama productions at the School engage boys from across all year groups and cultural backgrounds.

The School also encourages many trips, both day trips and overnight stays, in England and overseas. Many departments and staff engage in these, whether they are curriculum trips such as the Biology Trip for Year 7 to London Zoo, or Year 10 History Trip to Ypres, or extra-curricular such as the Rugby tour to Canada, or Ski trip to USA. These are a key part of life at Tiffin.

The opportunity to also involve oneself fully in the life of the School, is another key attraction to teaching at Tiffin.



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### SCHOOL FACILITIES

The School has very good facilities which have been developed over the years. The centre of the School is arranged around a garden that has the original 1929 building matched with the iconic and award winning, superb Learning and Resources Centre (LRC) built in 2004 which represents the spirit of independent learning and study that is at the core of a student's development. The School is continuing to follow its master plan for the development of the site, and a new wing of three classrooms was opened in February 2015. We are currently constructing a fantastic new £3 million building, opening in January 2018, to contain new dining facilities, classrooms and ICT suite.

The School site in Kingston houses our excellent Sports Centre and Multi Use Games Area. In addition, our playing fields at Hampton Court provide extensive playing facilities for rugby, cricket, cross country and football, and our boathouse, which we run in partnership with Kingston Rowing Club, is by the Thames near the centre of Kingston. We are most fortunate to have such facilities available that allow us to provide a range of sporting opportunities for our students and also provide a source of funding through third party lettings.

### STAFF AND THEIR WELFARE

There are at present about 70 teaching staff and 40 non-teaching staff at Tiffin. The School is a most friendly place to work, and there is an excellent and vibrant mix of both experienced and newer staff. It is a place where young staff can learn and progress, or older staff can hone their talents. There is a very good camaraderie among the staff, helped by the socials and events which are organised. It is recognised how hard the staff work, and welfare of staff is a key concern of the management, also reflected in, for example, our timings of parents' consultation sessions, or our setting of term dates. We have our own salary scales which reflect the national scales for Outer London.



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## HOW TO APPLY

Please access our TES microsite for further specific information about the post, and for the application form.

If you have particular questions about the post, having read the booklet, then please contact Helen Edwards at the School on 0208 939 4326.

Prospective applicants should refer to the School website which provides newsletters and examples of the everyday life of the School, as well as information about the ethos, governance of the School, curriculum and range of activities that are offered to students.

### REHABILITATION OF OFFENDERS ACT 1974 (EXCEPTIONS) ORDER 1974 (AS AMENDED IN 2013)

Tiffin School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The post you are applying for is subject to an order under Section 4(4) of the Rehabilitation of Offenders Act 1974. Applicants must therefore provide information about all:

- convictions
- cautions
- warnings
- reprimands
- binding over or other orders
- pending prosecutions
- criminal investigations

that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

### EQUAL OPPORTUNITIES

*Tiffin School is an equal opportunities employer and its policies, including the need to guard against false assumptions based on an applicant's sex, race, colour, nationality, ethnic or national origins, disability, religion, age, marital status, working pattern, sexual orientation or gender reassignment, are followed at all stages of the selection procedure.*