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# THE LATYMER SCHOOL

Founded 1624

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## TEACHING AT LATYMER

The large number of applicants for student places at Latymer and the special ethos make it an exciting place to teach.

We have about 12 student teachers on each placement, they learn their craft and some are only too happy to apply for a teaching post if one becomes available.

There are usually about 4 newly qualified teachers in any one year – they are able to develop their teaching skills in an environment where students are cooperative and willing to work with innovative teachers.

Other staff stay for their whole career, continuing to develop as subject teachers and some choosing to go down the route of wider responsibilities than as a class teacher.

Many staff on their first visit are surprised at how “normal” a school it is. There are houses, there is a school song, we are conscious of long tradition but also use modern, active, teaching methods and the school is well resourced. We are not complacent, there are cross-department staff working parties who develop ideas and share them with all staff at the half-termly staff meetings.

We are serious about providing opportunities for teachers to develop; this is valuable for the individual and valuable for students since they receive an enhanced service when teachers teach even better. There is a generous INSET budget so it is unusual for a request for external training to be declined but most staff feel able to develop by taking advantage of all the in-school opportunities:

1. Staff Working Parties
2. Staff meetings where colleagues present on an area of interest or innovation
3. There are 3 temporary TLR positions which are advertised on an annual basis. These are all at the level of TLR3 with titles such as “Coordinator of Sixth Form Academic Enrichment”
4. There are 7 Head of Learning posts and 7 Assistant Head of Learning posts. It is unusual for there to be none advertised internally during any year.
5. There are numerous trips during the year, providing an opportunity for staff to interact with students outside the classroom and, in time, to take a leadership role if they wish. There are 12

residential trips a year to Cwm, our field centre in North Wales, many subject day trips and many trips during holidays, including to Barbados, South Africa and two ski trips a year.

6. There is a significant contribution from non-PE specialists to the provision of extra-curricular sport giving students the opportunity to take part in competitive sport at many levels, from basketball to cross-country running.
7. For Middle leaders there is an associate SLT scheme where a colleague applies to be on SLT for a term, during which they work on a whole school project, present to whole school assembly and have the opportunity to interview prospective teachers.

To go with this general statement giving some idea of what it is like to teacher at Latymer are some case studies of individual teachers at Latymer.

### **Barry Berndes: Head of Science; Physics**

**Training:** PGCE

**Previous School(s):** Latymer was my first teaching post many years ago!

**Opportunities at Latymer:** In the 30+ years of teaching at Latymer there have been many opportunities afforded to me. Some of those have been directly related to my teaching and career development and others in what I would call extra curricula areas. As a professional I was given the freedom to plan and teach lessons without having to follow prescriptive departmental lesson plans and content, as long as the pupils made progress and achieved their potential. I have experienced working on different focus groups and management of the whole school curriculum, and am currently Head of Science. There have also been the opportunities to work with the pupils outside of the curriculum. I have coached managed a football team at the school for 30 years, accompanied numerous school trips and have looked after the school technical team for drama and music productions

**Why I enjoy working at Latymer:** Although Latymer is highly academic and highly achieving, the primary ethos of the school is to educate the whole person and for their wellbeing, not that all must get the highest exam results. I particularly enjoy working with pupils who are generally keen to learn and ask questions. I never go into a lesson feeling that it is going to be predictable and a repeat of what I have done before. The pupils mostly treat staff and each other with respect and stimulating lessons keep them engaged and trouble free. It is really encouraging to see many young people asking questions in lessons, showing a general interest in the subject, and those questions are often challenging. A lot of pupils go on to study Science and Engineering at university, and a surprising number do keep in touch and inform you of their career progression. Meeting a number of them at 'Old Boys Football' , and reunion days and seeing them with their families is a real treat. Work colleagues are very supportive and willingly shared resources and ideas, they often go out of their way to help others both in their work and also their personal lives.

### **Nick Zafar: Economics and Business Studies**

**Training:** PGCE

**Previous Schools:** I had worked previously in the financial sector before teaching at two comprehensive schools and an Academy.

**Opportunities at Latymer:** I am involved in the following activities; Young Economists Club, Young Enterprise, Duke of Edinburgh and the Table Tennis Club. I have also been on trips to the outdoor pursuits centre in Wales, the Sixth Form Economics Conference and a trip to the Tate with the Art Department. I have also presented to the Tutor 2 U GCSE Revision Conference and given school assemblies on Enterprise. After one year at the school I have been given two promotions as Pupil Premium and Bursary Fund Coordinator and 6th Form Academic Enrichment Coordinator.

**Why I enjoy working at Latymer:** I really enjoy teaching my subject to students who are both able and genuinely interested in the subject. There are opportunities to apply for a range of temporary responsibility posts leading to personal development and a wide range of experiences, allowing teachers to decide on the long term career path most suited to them in teaching. There is a focus on the key unchanging tenets of good educational practice without being swayed by short term "trends" that could derail or interfere with the task of assisting students to be well rounded young adults equipped with the skills and qualifications to pursue their ambitions in life by the time they leave school.

### **Dr Sylvie Koestlé-Cate: Head of Economics and Business Studies**

**Training:** Maîtrise, PGCE, MA, PhD

**Previous Schools:** City and Islington Sixth Form Centre, Colombo International School and Haberdashers' Aske's Boys' School. I have also taught at the University of East Anglia (UEA), the School of Oriental and African Studies (SOAS) and the London School of Hygiene and Tropical Medicine (LSHTM).

**Opportunities at Latymer:** The school has been very generous in offering plenty of training to ensure I am ready to deliver the new A Level course in Economics. In addition to this, I have been given the opportunity to attend a course for Outstanding Teachers and received training in strategies for improving literacy at A Level. This year's focus on Teaching and Learning enabled me to benefit from the expertise of an ex-Ofsted inspector on how to conduct and feedback on lesson observations. Finally, the school has been very supportive in releasing me in order to work for Tutor2u for two days to deliver revision sessions in London for A Level Economics students and in allowing me to continue with my work as an examiner for Pearson.

**Why I enjoy working at Latymer:** This is my first year at Latymer and what I particularly enjoy is the calibre and enthusiasm of the students here. I have found them engaged, willing to take risks and proactive in responding to suggestions. They are truly inspiring, which makes lesson preparation and marking both exciting and fulfilling. I really enjoy my relationship with the staff here; training together has helped us develop a sense of camaraderie as well as mutual and self-respect. In my own department my colleagues are both supportive and creative, which makes the job so much more rewarding. Finally, I have taken full advantage of the range of staff sporting activities after school available at Latymer, adding to my sense of personal development.

### **Sarah O'Neill: Biology**

**Training:** GTP

**Previous School(s):** An Academy with a mixed comprehensive intake.

**Opportunities at Latymer:** This year I have become a BT mentor and have been sent on numerous courses at King' College London to help me with this role. I have also been on a course in biology to try to help me extend my sixth form students to A/A\*. I also help to run the Biology Field Trip to Wales for a

week. I have recently been appointed to assistant Head of Year 12 to cover maternity leave for one year, which is a great opportunity to aid my career development.

**Why I enjoy working at Latymer:** Generally have a slightly lower timetable than average teachers which enables us to have more time to plan lessons and complete marking. I am impressed by us having the social staffroom as well as a working staff room where every teacher has a desk. I also like the working staff room as it means we mix with teachers from different departments (which I did not get the opportunity to do at my last school). I come from Enfield myself and went to the local girls' comprehensive school. When coming for interview I had a pre-conception of the school and its day to day running however on my interview day I realised how relaxed and happy the atmosphere is here and I couldn't wait to start the following September.

### **Nicholas Brice: History**

**Training:** PGCE

**Previous Schools:** I had previously worked in the voluntary sector and at a primary school. Latymer represents my first full time teaching post.

**Opportunities at Latymer:** I am involved in the following activities; The History Society, The Debating Club and I run the Year 8 football team. I have also been on trips to the outdoor pursuits centre in Wales, the House of Parliament and will be attending a sports tour of Cyprus and a historical trip to Normandy in 2013/14. I have also supervised students who attended an Oxford Union qualifying debate.

**Why I enjoy working at Latymer:** I enjoy working in an environment where you are able to explore and teach History in a way that interests the pupils, but also keeps them academically challenged. I have been able to get involved in a wide range of extra-curricular activities that interest me, in particular sport, but have never felt pressure to do more than I wanted. I am part of a young and lively department which is allowed the freedom to improve and progress the curriculum taught, without over prescription from external organisations. The school has a relaxed ethos and this leads to a welcoming and friendly staff and I have really enjoyed my time here so far.

### **Henriette Fritsch: German**

**Training:** German State Exam in Secondary Education; GTP

**Previous School(s):** German grammar schools; large rural mixed comprehensive school

**Opportunities at Latymer:** When I first started at Latymer as an NQT I really loved working as a form tutor. I was encouraged to apply for an Assistant Head of Learning post and have worked in this role with my current year group for several years now. I hugely value the training opportunities on offer; I attend regular CPD courses and also had the chance to start learning French through one-on-one lessons with our Language Assistant. From the moment I joined the department I was involved in running the Year 10 German exchange, a great way to encourage language learning. At 6<sup>th</sup> Form level I teach literature extension classes, and have taken on responsibility for our library resources. For the first time this year I acted as a PGCE mentor, a demanding but equally rewarding way to reflect on my own classroom practice again.

**Why I enjoy working at Latymer:** I love the strong pastoral focus we have here; there is a real sense of trust and care. Working with our dedicated support staff is a joy- this includes the languages assistants, learning support staff, librarians, office staff and also the cleaning and caretaking team who are absolutely brilliant. The sense of community, our bright and curious pupils and the colleagues committed to team working and sharing of ideas and resources make a huge difference.

### **Stefania Olivelli: Chemistry**

**Training:** PGCE

**Previous School(s):** Latymer was my first teaching post.

**Opportunities at Latymer:** Since starting at Latymer I have held different posts of responsibility. Early on I was happy to take on extra responsibility within the Science department co-ordinating a new ICT initiative and mentoring BTs. I then applied for an internal post as assistant careers co-ordinator which led to my current role as careers co-ordinator. This year the role has evolved to include responsibility for Work experience and setting up a Careers Fair. There are plenty of opportunities to be involved with working parties and I have been involved with the ICT curriculum group and AFL group. I am also keen to attend external INSET for my professional development and usually attend one a year.

**Why I enjoy working at Latymer:** The students are a pleasure to teach, they are bright and motivated and many of them have a real interest in Science and go on to pursue careers in Science. I am really lucky to work in a supportive department and I enjoy interacting with colleagues many of whom have become good friends over the years. There are many school trips which take place at Latymer and I have really enjoyed going to Wales with year 7, Skiing in France and Austria, and a two week Science trip to Honduras.

### **Nik Tether: Head of Geography**

**Training:** PGCE

**Previous School(s):** a mixed comprehensive school

**Opportunities at Latymer:** I have been afforded many opportunities to further my professional development at Latymer. During my time I have been an Assistant Head of Year and Head of Assessment of Learning, as well as my current position as Head of Department. Away from the classroom I have led excursions to our outdoor pursuits centre in Wales and residential fieldwork in Dorset. I have also been lucky enough to be invited on sports tours to the Netherlands, Italy and Barbados, as well as the geography trip to Iceland.

**Why I enjoy working at Latymer:** the opportunity to teach some of the brightest students in London was an obvious attraction taking the job. You are constantly being challenged (in a good way) in the classroom by students who are keen to delve beyond the bullets points in the syllabus. Moreover, the support (and complements) you receive from parents/carers is an added bonus too. The camaraderie with colleagues – staff football, parties, school trips, etc. – helps to relieve the stress of working in a highly-selective, high achieving school.

## Steve Lunn - Maths

**Training:** PGCE

**Previous Schools:** I spent 23 years working in IT for 5 companies as programmer, consultant and manager before jumping off the corporate career gravy train into a PGCE course. I spent my NQT first teaching year at a grammar school and a comprehensive school in east London.

**Opportunities at Latymer:** I run the Chess club and have delivered lunchtime classes to assist year 12 students step up from GCSE to AS Maths.

**Why I enjoy working at Latymer:** I enjoy Maths and get great satisfaction teaching enthusiastic students who are willing to learn. I appreciate well thought through, considerate working practices and common sense bureaucracy, so the supportive and friendly Latymer Maths department is a very fulfilling place to work.

## Jane Tumilty: Mathematics

**Training:** PGCE

**Previous Schools:** Taught TEFL abroad for 5 years prior to 15 year career in IT in the banking industry. I taught at two Comprehensive schools prior to joining Latymer.

**Opportunities at Latymer:** Teachers in the Mathematics department are able to teach across the age and ability range of all key stages. Since the majority of our sixth form study Maths at A'Level there is plenty of Maths and Further Maths A' Level teaching available and teachers have excellent opportunities to develop their subject knowledge. There are many extra-curricular activities for everyone to be involved in and opportunities to work with the local community. I have enjoyed establishing a link with one of our local primary schools; a number of our sixth formers regularly visit to work with Year 6 students there.

**Why I enjoy working at Latymer:** The Mathematics department is extremely organised and very well run. The Head of Department is highly competent and efficient; as a result everything is in place and kept up to date – schemes of work, tests and exams, mark schemes and procedures for marking, assessment, discipline etc. Teachers therefore are free for most of the year to concentrate on planning and delivering lessons. There is regular informal communication between members of the department – everyone is keen to share knowledge and resources - and a friendly supportive ethos.