



# WELCOME



## Welcome to Tiffin

.....

Our ambition is for Tiffin to be the best place to be a member of staff.

We offer a supportive and friendly school environment, with great opportunities for professional growth; and are delighted that you are considering applying for a job here - we welcome applications from all kinds of backgrounds and experiences.

If you value community and have a passion for education, for developing as an individual as well as being part of a team, and believe in the values and ethos of our school, Tiffin could be the place for you.

**G T Williams**  
Head

## BELONGING

The most consistent feedback from new staff is that they appreciate the friendliness of the community, both staff and students. Working at Tiffin can be so much more than just a job - you will be joining an inclusive, welcoming and supportive staff community; and feel a strong sense of connection and belonging.

The importance of this sense of belonging is the reason we invest in our staff facilities to enhance staff wellbeing and provide valuable opportunities to collaborate, engage and enjoy the company of other colleagues.



## LEARNING

We place a very strong emphasis on staff continuing to learn and develop in their practice. With staff wellbeing in mind, we organise our curriculum to avoid after school whole staff CPD meetings; and support staff taking ownership of the development of their practice, through the setting of annual professional development priorities.



## GIVING

Our vision is that students should learn the importance of giving back to others, and this ethos is modelled by the staff.

Some Associate Staff willingly give their time to the students outside of lessons in a myriad of ways - sport, music rehearsals and concerts, drama, clubs and societies, trips and student coaching and mentoring support.



## Benefits of Working at Tiffin

A full list of staff benefits can be found [here](#), please see some highlights below.

- A commitment to **develop staff** as professionals, including via voluntary after school CPD meetings.
- All staff **CPD**, and 'briefing', happen every Thursday during Period 1 (and students come in for Period 2), with breakfast provided.
- **Two week** October half term.
- **Free parking** on site.
- Established systems to ensure excellent **staff communication**; and a culture that seeks feedback and **staff voice**.
- Regular **1:1 meetings** with line managers.
- Local Government **Pensions Scheme** (employer contribution of 19.5%).
- Culture of **wellbeing** and a supportive, family-friendly environment.
- **Flexible working** arrangements - where it can be accommodated.
- 25% discount at **Nuffield Health** Kingston Fitness and Wellbeing Club.

## How to Apply

If you are interested in applying, please:

Ensure you read the Job Description and Person Specification thoroughly to use in your supporting statement outlining how your skills and experience match the role requirements.



Complete an application form via the TES website. Please ensure all sections are fully completed and details are correct.



We will be in contact if you are shortlisted for interview. Please note that, unfortunately, due to the high volume of applications we receive, we are only able to provide feedback, when requested, from candidates who have attended an interview.

We look forward to meeting you.



To find out more about working at Tiffin, the history of the school and general school life, please visit our **website**, follow our **social media** pages or **contact HR**.