



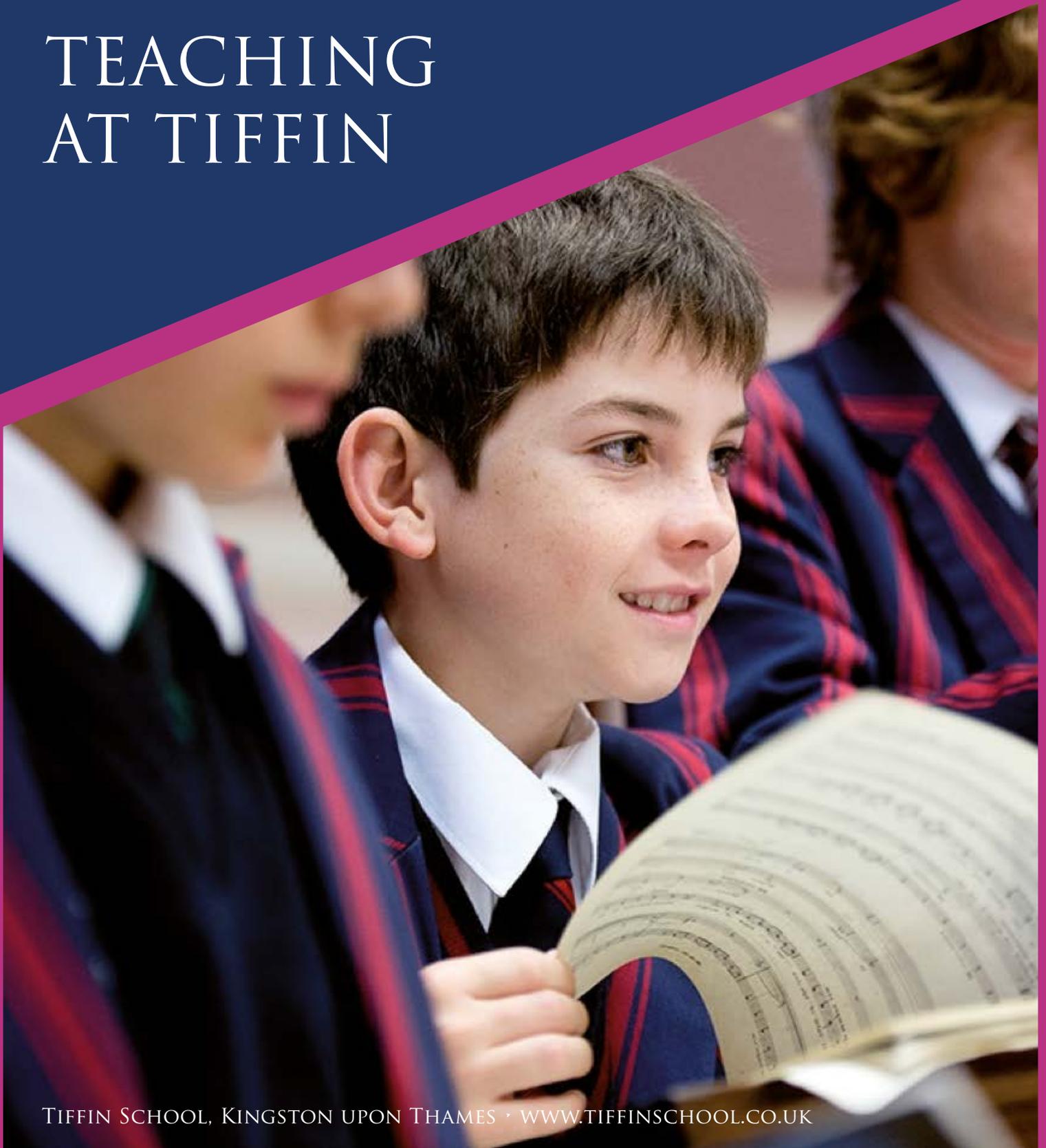
TIFFIN

BOYS' GRAMMAR SCHOOL

WITH MIXED SIXTH FORM

ENGAGE · ASPIRE · EXCEL

TEACHING AT TIFFIN



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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 with a mixed Sixth Form. It has approximately 1,400 students, with over 500 in the Sixth Form. It converted from a Voluntary Aided Grammar School to Academy status in July 2011. The School 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 students from Kingston and its surrounding areas in South West London. The School attracts students 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.

The move to make the Sixth Form mixed, the introduction of Google Chromebooks to all pupils and staff, and the significant recent capital expenditure in new buildings and facilities, all demonstrate our commitment to constantly develop the school for the future.

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.

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OUR STUDENTS:

The School is hugely oversubscribed which reflects its popularity and success in attracting applicants across South West London and its surrounding areas. 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, and upon distance from the School. Places at the School are highly sought after and we take 180 boys per year into Year 7. The Sixth Form caters for about 500 students, and approximately 40% of these join the School new in Year 12. The sixth form is mixed and includes about 150 girls who join us new, as well as new boys. The Sixth Form is very popular and very heavily oversubscribed.

Based around year groups as well as 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. Students thrive in the caring, stimulating and secure environment.

As a result, students achieve exceptionally well and make outstanding progress academically as well as socially and morally. The learning environment at Tiffin is outstanding and students are proud of the school. They show respect for each other and levels of mutual trust are high. Students work together very well collaboratively, demonstrating excellent attitudes to learning.



ACADEMIC ATTAINMENT AND UNIVERSITY DESTINATIONS

Tiffin School has maintained a consistency in its outstanding results, with a 3 year average of 80% of GCSE grades at 7-9, and 85% of A Level grades at A*/A/B. We have consistently ranked in the top twenty of state schools in the country for our attainment, but we are also proud of our Progress 8 score, which is in the top bracket of 'well above average'.

Many students go on to Russell Group Universities with about 20-30 each year winning places at Oxford or Cambridge Universities. A small number have entered US universities including Harvard, Yale and Princeton.



TEACHING AND LEARNING

Standards are high at Tiffin and students' achievement is outstanding, partly because the enthusiasm demonstrated by teachers is mirrored by students who are keen to do their best. Relationships between teachers and 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 respected by the students for their love and knowledge of their subjects; this, together with thorough planning and high expectations mean our staff generate high levels of enthusiasm for learning. Since September 2018, all students have been working with Google Chromebooks, in an exciting development for the teaching and learning at Tiffin.

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 new teachers.

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.

All teachers are issued with their own Chromebooks.

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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, netball and tennis all thrive.

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 students take instrumental lessons at School, and there are over 20 different musical ensembles in which nearly 500 pupils 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. The Senior chamber Choir also has a busy schedule of events and performances.

The Tiffin Boys' Dance Company is widely respected, while drama productions at the School engage boys and girls 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 Biology Trip for Year 7 to London Zoo, or Year 10 History Trip to Berlin, 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. In March 2018 we opened our fantastic new £3m extension, containing new kitchens and dining facilities, 5 new classrooms, and a new Sixth Form centre.

The School site in Kingston houses our excellent Sports Centre and Multi Use Games Area. We recently completed a £2m extension to our sports centre, providing new fitness and changing facilities. 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 over 70 teaching staff and 60 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, which extend to a two week Autumn half term. 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 Liz Scott at the School on 0208 939 4326 or at vacancies@tiffin.kingston.sch.uk

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.

