

TURING HOUSE SCHOOL



STAFF PROSPECTUS



A MESSAGE FROM THE HEADTEACHER

Thank you for taking an interest in our wonderful school. I am sure you have been through our website, looked at our results and read any recent Ofsted reports (we're very pleased with them!). The purpose of this booklet is to encourage you to think seriously about applying and becoming a part of our staffing body, adding to the diverse, excellent group of people who share the approach of being fully student-centred individuals and team players.

I have now been teaching for over 25 years and in those years, I have experienced most of what education has to offer. I am fully aware of the demands of the job which, at times, can be exhausting and frustrating but always unbelievably rewarding. Every day my staff make a positive difference to the lives of young people.

Having been a classroom teacher for many years, including currently, I can empathise with its demands. This is why Turing House operates a collaborative approach with staff, listens to feedback and only makes decisions if we firmly believe it improves the offer that each child receives.

Staff turnover is relatively low at Turing House because staff are happy and feel supported in their work. Our recent Ofsted inspection staff survey stated that 100% of staff were proud to be member of Turing House School. This kind of statistic reflects our commitment to staff wellbeing and happiness. Working in a school is hard work; nobody can deny that, but with a collaborative approach and staff working together and supporting one another, Turing House is a very special place to work.

Yours faithfully,
Martin O'Sullivan



MEET THE TURING COMMUNITY

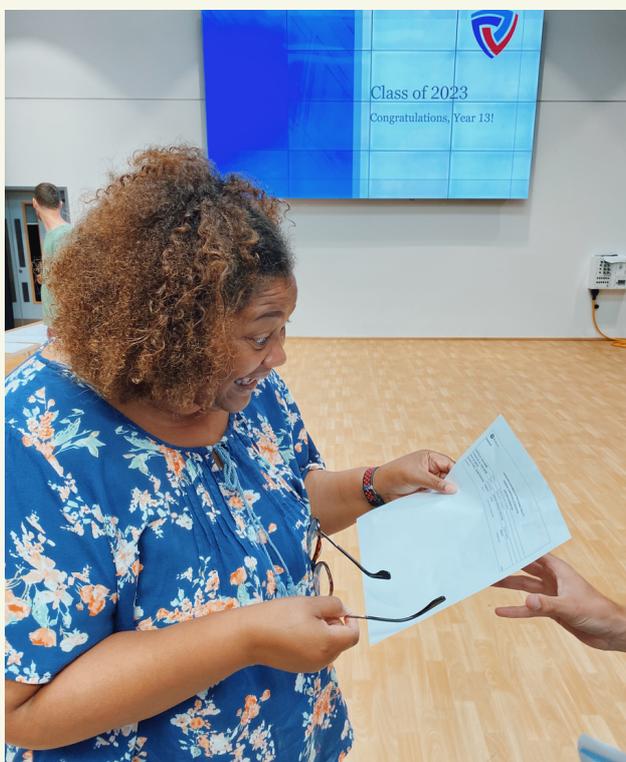
Turing House is an academic, inclusive school, with a clear focus on student wellbeing and high performance for children aged 11-18. Care is at the heart of all that we do – we value and support the achievements and aspirations of every student, whatever their ability and potential. Through positive relationships and high-quality teaching and learning, we enable students from all backgrounds to make exceptional progress, thriving in ways beyond academic achievement. Turing House focuses on more than just exam results, encouraging self-esteem and respect for others, independence and responsibility, creative and critical thinking, innovation, problem-solving and an interest in the wider world.

OUR VISION, VALUES & ETHOS

We believe there is no ceiling to our students' academic abilities and that when students are safe and happy, they are learning at their best, therefore:

- We care for the whole child, in a caring, family-orientated environment.
- Students are at the heart of every decision we make.
- Every student in our school is important and looked after.
- We go the extra mile to ensure all our students feel valued, supported and understood.
- Our staff, students and parents work together to achieve the best possible educational outcomes.





OUR FORMER STUDENTS WHO NOW WORK WITH US

Both Zoe and Rohan (below) were students with us for seven years and loved THS so much that they decided to return to us! Rohan works in our IT department, and Zoe with our LSA team.



OUR KEY BENEFITS FOR STAFF

- In April 2022, we are moved into our new permanent site in Whitton with state-of-the-art facilities.
- Friendly colleagues who are always happy to help each other.
- All staff are proud to be part of the school and feel supported by the open-door policy of Senior Leadership who genuinely want to see you succeed and thrive.
- Excellent opportunities for ongoing professional development with cross trust support from RET and training catered to support your individual career.
- Staff wellbeing is at the forefront of the school's priorities.
- Staff benefits include a laptop for all teaching staff, free flu jab, regular social events, staff sporting sessions, weekly staff bulletins and staff appreciation shout out board.
- To be part of an 11-18 provision with opportunities to teach in the sixth form in many subject areas.
- Free tea and coffee in the staffroom as well as free delicious meals from our catering company on days where you carry out lunch duties.
- Employee Assistance Programme to support employees with access to tools to be happier and healthier and support mental health.
- Meals and refreshments provided on staff training days and late finishes (such as parents evenings).
- Appropriate priority in our admissions policy for your own children. Please see our website for further details.
- We have Cover Supervisors reducing the amount of cover required by teachers.
- On site car parking for staff.
- Great support for ECTs including your own dedicated mentor, reduced teaching timetable and a successful induction programme.
- Qustodio phone protection for the children of employees.

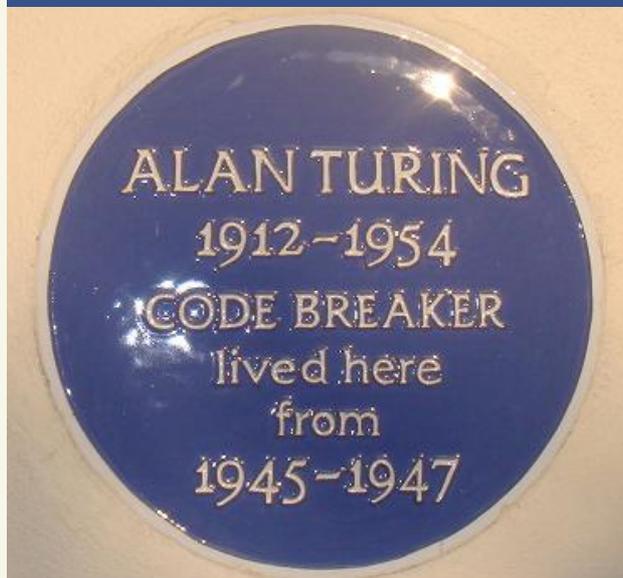


OUR NAME

We named our school Turing House in honour of the inspirational mathematician and scientist Alan Turing. After his key role in cracking the German Enigma Code during the Second World War, he moved to Hampton and worked at Teddington's National Physical Laboratory, where he began his ground breaking work developing the earliest modern computers. By honouring and celebrating his achievements we aim to reflect a culture of possibility in our school; a school where staff and students are inspired to aim high, think creatively and achieve their full potential.

OUR TURING VALUES

- Modesty: Be confident, yet humble, in your achievements. Let others shine with you.
- Curiosity: Question the world around you, love learning and never stop searching for answers.
- Leadership: Be a positive influence in the lives of others. Inspire them with kindness and look for opportunities to do good each day.
- Creativity: Broaden your imagination to reach new heights of innovation.
- Perseverance: Keep trying. Aim higher. You haven't got there ... yet!



“Pupils are proud members of this school community. They hold a great deal of respect for their teachers, who ensure that they are in a caring and stimulating learning environment.”

Ofsted, 2023



OUR TEACHING DAYS

We are lucky to work two less teaching days in the school year than the national average. Across our seven INSET days each year we have dedicated time for professional development.



OUR CHARITY WORK

We are passionate about supporting our community and taking part in charity work. Recently, two members of our team, Mr Quigley and Mr Coombes ascended 10,000 feet up into the air in order to throw themselves out of an airplane to raise funds for the charity Bee-lieve! A group of staff also ran a 10k race to raise even more funds.

We have also previously run a Christmas 'Turkey Trot' to raise money together for a local charity which supports refugees.





TEACHER TESTIMONIAL

"It is a joy and a privilege to work in a school where the students genuinely want to learn, the staff collaborate with each other to get the best out of the students, and the parents are so supportive. It has been amazing to be part of the growth of Turing House School, and to shape the curriculum so that it challenges, inspires and strengthens our students, both academically and personally."



"Expectations are high, and pupils make the most of the opportunities available to them. Teachers are inspirational and act as caring guides with the best interests of pupils at heart."

Ofsted, 2023



PARENT TESTIMONIAL

"Our son has absolutely loved being taught by you all and you have been such a wonderfully positive influence in his life. We really can't thank you enough for inspiring him, motivating him and above all, being a constant source of support and encouragement to him during both tough times and great times. He has been so lucky to benefit from your wisdom, enthusiasm and kindness on his journey and he (and we) will never ever forget that."





PARENT TESTIMONIAL

"I think Turing House is a fabulous school full of hard-working, dedicated and inspirational staff and students. Thank you for everything you do for the school, it is very much appreciated".



OUR SCHOOL DAY

The school day begins at 8:30am and ends at 3:00pm - the total time this amounts to in a typical week is 32.5 hours.

We have a large extra-curricular offering which runs from 3:15-4:15pm.



OUR HISTORY

The idea for establishing Turing House School was formed in 2011 by a small group of local parents. They saw local primary school communities breaking up as children transitioned towards secondary school, and recognised an increasing local need for more high quality co-educational, inclusive school places for families in south-west Twickenham and surrounding areas. The founding parents approached the Russell Education Trust (RET), who had a strong track record of school leadership and support. A steering group was formed to develop the proposal and raise awareness within the community, enlisting the support of many hundreds of local families.

In 2013, the Department for Education provisionally approved the school proposal, and the Education and Skills Funding Agency (ESFA) began the difficult task of procuring a site. In 2015, following an extensive search and discussions with local stakeholders, plans were announced for our permanent school site in Hospital Bridge Road in Whitton. In the meantime, we were given the green light to open our school in temporary accommodation in Teddington, where our founding cohort of 100 Year 7 students started in September 2015. In 2018, we expanded to a second temporary site in Hampton. However, we were thrilled to finally move to our permanent home in Whitton in April 2022!



OUR PGCE AND ECT TESTIMONIALS

"I did my second placement at Turing House School in the Art and Technology department in 2023. I was extremely lucky to be able to apply for a job here in the Easter of 2023 and start as an official ECT in September. One of the reasons I was so eager to work at the same school I did my placement at was due to the supportive nature of my colleagues within and outside of the department, my HOD and all of SLT. In the Art department I also had an extremely supportive mentor who has supported me endlessly. I have learnt and developed so much in the professional skills needed to be a teacher and had lots of opportunities for learning."

OUR TRIPS

Staff have the opportunity to organise trips abroad and also to support other departments on trips they are running. Previously, trips we have run have included:

- A History trip to Berlin.
- A Geography trip to Iceland.
- A Science trip to Paris.
- A PE Ski trip to Austria.
- A Spanish trip to Valencia.
- A History trip to Munich.
- A Spanish trip to Barcelona.
- A History trip to Poland.

We also run regular trips in the UK!





OUR STAFF ASSOCIATION

We have a thriving Staff Association that meets to organise social events throughout the year. Highlights include:

- The Turing Trail
- The Christmas Party
- The Summer Party
- Regular staff sports training (e.g. netball)
- Regular Friday socials



OUR SUCCESS

Our external results so far have been very pleasing, with 2022 and 2023 results at KS4 deemed to be significantly above national averages. All our post-16 students gained a place at university if that was their desired goal, with one student being placed at Cambridge in 2023. The table below shows some headline figures. For those new to the profession, the progress score indicates how well students did compared to their targets where 1.0 would indicate a full grade above target.

	9-5 including English and Maths	9-4 including English and Maths	Progress Score
2022	82.3	92.7	0.86
2023	75.2	88.0	0.52





OUR CPD PROGRAMME

Continued Professional Development (CPD) plays a crucial role in improving classroom practice and pupil outcomes. CPD opportunities for staff at Turing House reflect the CPD needs identified by our staffs and also provides training to support the aims of the School Development Plan. Our CPD offer includes:

- Weekly Joint Practice Development training
- An Aspiring Leaders Programme
- Regular Department Training
- Regular Middle Leader Training
- NPO courses
- Teacher Triangles Collaboration Meetings

TEACHER TESTIMONIALS

“Behaviour is exceptional. Motivation is high. There is a lot of enthusiasm and aspiration to do well in class. Most students are following expectations and are caring about their work outside of the classroom. I get to eat lunch and have time away from screens. This has had a huge improvement on my own health and my lessons.”

“Staff are incredibly supportive and positive. Expectations are made clear and help is always at hand. Students are incredibly self-motivated and behaviour is minimal.”





FORMER STAFF TESTIMONIALS

"The Turing team is an incredible community to be part of, and an experience that I will never forget."

"You truly are the most amazing, caring members of staff that I have ever worked with, and the students are all so lucky you work here."



FAMILY TESTIMONIALS

"I love the friendly and welcoming atmosphere at Turing House...the teachers are amazing"

"Turing has provided our daughter with an excellent all-round education, in a nurturing environment supported by staff who clearly love their jobs and want their students to succeed"

"I really like the teachers and students, everyone was so welcoming when I joined the school"

"I get to learn so many new things...and all the teachers are kind and supportive to us"





“The school provides teachers with high-quality professional development, strengthened further through networks across schools in the trust. .”

Ofsted, 2023



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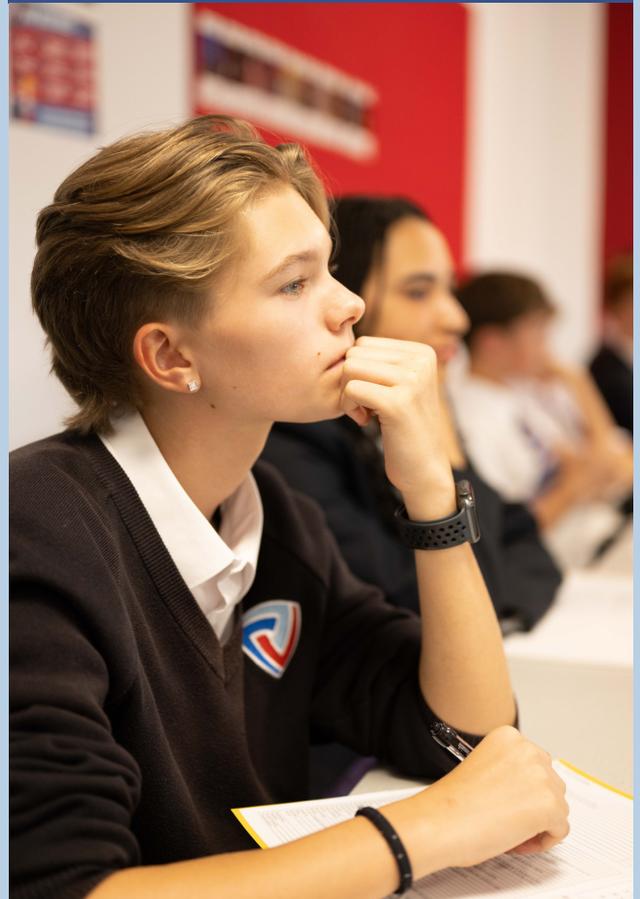
@turinghouse on Twitter/X

Read our Weekly Newsletter on our school website



CONTACT US

- Email: vacancies@turinghouseschool.org.uk
- Telephone: 020 8069 6100
- Address: Hospital Bridge Road, Twickenham, TW2 6LH



“Everyone is familiar with the high standard of behaviour expected by the school. Pupils respond well to these high expectations. Teachers consistently maintain the focus of pupils in class, and learning is rarely disrupted.”

Ofsted, 2023