

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 our recent Ofsted report (we're very pleased with it). 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.

With over 25 years of secondary school experience, I understand the demands of the job, which can be exhausting and frustrating but always incredibly rewarding. Every day, my staff make a positive difference in the lives of young people. As a current classroom teacher, I empathise with its challenges. At Turing House, we operate collaboratively, listen to feedback, and make decisions that we believe improve the offer for each child.

Staff turnover is 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 members 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.

If you would like to find out more, please scan the QR code to view a video made by one of our former students.

Yours faithfully,
Martin O'Sullivan



STAFF COMMUNITY



Staff socials play an important role for Team Turing, fostering camaraderie and a sense of community

The Annual Turing Trail - a firm favourite on the social calendar!

The Christmas Party

The Summer Party

Friday staff sports

Regular Friday socials

End of term tea and coffee gatherings

'100% of staff are proud to be a member of Turing house school'

OFSTED 2024

COMMUNITY MATTERS

We take immense pride in our diverse team, which includes members from all corners of the UK and around the globe.

We understand the importance of fostering a sense of family within our community. This commitment ensures that our staff feel truly integrated and valued, resulting in a remarkably low turnover rate.





STAFF COMMUNITY



OUR CHARITY WORK

We are passionate about supporting our community and taking part in charity work. Recently, two members of our team, Niall and Anthony ascended 10,000 feet up into the air in order to throw themselves out of an aeroplane 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.

CELEBRATIONS!

Celebrating our students' successes is at the heart of who we are as a team. GCSE and A-Level results days are a fantastic celebration of all that our students have achieved. Our Year 11 and Sixth Form Proms are also standout highlights on our annual calendar!





STAFF WELLBEING



‘Staff appreciate the range of strategies that help reduce their workload and enable them to function more effectively’

‘Highly trained teachers are skilled in their delivery of the curriculum’

OFSTED 2024

Our Commitment to Staff

Our commitment to supporting staff well-being is ongoing and unwavering. We believe that a happy and healthy staff is the cornerstone of a thriving school.

Here are some of the key initiatives we have in place:

- **Coaching and mentoring:** We foster a culture of mutual support through coaching and mentoring within the staff body, ensuring that everyone has the opportunity to grow and succeed.
- **Open door policy:** Our Senior Leadership Team (SLT) maintains an open door policy, encouraging open communication and accessibility.
- **Dedicated INSET days:** Time on INSET days is specifically allocated to addressing staff workload, helping to manage and reduce stress.
- **Well-being activities:** Throughout the year, we plan various well-being activities aimed at stress relief and relaxation, promoting a balanced and healthy work environment.
- **Mindful leadership:** Staff workload is constantly monitored, with leaders being mindful of the well-being of all staff members.
- **Celebrating achievements:** We celebrate each other's achievements and regularly give 'shout outs' to recognize and appreciate the hard work and successes of our colleagues.
- **Employee Assistance Programme (EAP):** 24/7 confidential support for employees and their immediate family members.
- **School fitness suite:** Staff have access to the school gym before school and after school.



OUTSIDE OF THE CLASSROOM

TEACHER TESTIMONIAL

"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."



EXTRA CURRICULAR

At Turing House, we believe that a happy and healthy school environment encourages both staff and students to actively participate in extracurricular activities.

'Pupils take part in over 60 clubs and activities promoting a wide range of talents and interests'.

Ofsted 2024





OPPORTUNITIES TO TRAVEL

OUR TRIPS

Our staff have the exciting opportunity to organise trips abroad, as well as to collaborate with other departments on their excursions. This not only enriches the educational experience for our students but also fosters teamwork and cross-departmental support among our staff.

Previous trips include:

- History trips to Berlin and Munich.
- Science trips to Paris and Amsterdam.
- Spanish trips to Barcelona and Seville.
- A PE Ski trip to Austria.
- A Geography trip to Iceland.
- A Spanish trip to Valencia.
- A History trip to Poland.
- Many more in the UK!

'THE PERSONAL DEVELOPMENT OF PUPILS IS EXCEPTIONAL.'
OFSTED 2024

We believe in enrichment for our students and staff!





CPD PROGRAMME



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

Ofsted, 2023



At Turing House, we recognise that Continued Professional Development (CPD) is essential for enhancing classroom practice, improving pupil outcomes, and supporting the growth of all our staff members. Our CPD opportunities are tailored to meet the specific needs identified by both our teaching and support staff, ensuring that everyone is equipped with the skills and knowledge necessary to contribute effectively to our School Development Plan.

Our comprehensive CPD offer includes:

- **Weekly Joint Practice Development Training:** Collaborative sessions that focus on sharing best practices and innovative teaching strategies.
- **Bespoke team sessions for support staff:** Tailored sessions designed to meet the specific needs of support staff within their teams.
- **Regular department training:** Ongoing training sessions within departments to ensure subject-specific development and cohesion.
- **Regular middle leader training:** Targeted training for middle leaders to enhance their leadership skills and effectiveness.
- **NPQ Courses:** Support for staff to complete National Professional Qualifications courses to support career progression and leadership development.
- **Masters courses:** Support and funding for staff to complete Masters courses to support career progression and leadership development.
- **Borough-wide collaboration:** Collaboration with local schools and schools within our Trust to share best practice and innovation.



TURING HOUSE SCHOOL

'A safe, happy, learning community'



We look forward to welcoming you soon!