



# The Gryphon School



## Recruitment Pack

# Welcome to The Gryphon School



Dear Applicant,

Thank you for expressing an interest in a post at The Gryphon School. We hope this information provides you with everything you need to know to apply. Further details about our school can also be found on our website.

At The Gryphon School, we are committed to enabling students and staff to live life in all its fullness, in line with our Christian ethos. Our four Gryphon LIFE values, Leadership, Integrity, Fellowship, and Exploration, underpin everything we do. We are seeking staff who will contribute to this vision, both inside and outside the classroom.

Our new recruit will join a team of professional, experienced, and dedicated staff committed to maintaining the high standard of teaching and learning for which our students are known. The successful candidate will:

- Have a passion for teaching and learning, inspiring students to achieve their potential.
- Demonstrate excellent communication skills and celebrate high-quality teaching.
- Contribute to and embrace the vision of the department and the school.
- Build relationships quickly, with humility, empathy, and a student-centred approach.
- Be positive, optimistic, caring, kind, and approachable.
- Show genuine interest in global educational approaches and innovations.
- Be proactive and confident, yet humble and reflective.
- Use resources, intellect, creativity, and innovation to drive learning.
- Support, challenge, and inspire students to achieve their best academically and personally.
- Be a collaborative team player who will go the extra mile to support colleagues and students.

We value staff who demonstrate Leadership in their practice, maintain Integrity in their work, foster a sense of Fellowship with colleagues and students, and pursue Exploration in pedagogy, curriculum, and personal development.



# About The Gryphon School

The Gryphon is a welcoming and vibrant community, part of the SAST multi-academy trust. The Good Schools Guide (2023) notes: "A big school with a small school feel is exactly right. No child goes unnoticed and teachers seem genuinely motivated to see pupils progress to the best of their ability. An impressive capacity to cater for extremely different academic needs in a nurturing environment. No wonder it's over-subscribed."



We are outward-looking, with strong community links and excellent collaboration with other good and outstanding schools regionally and nationally. We are a comprehensive school serving a diverse community. Teaching is often outstanding, consistently at least good across all subjects and key stages. Pastoral care and discipline are described as "excellent," and students demonstrate reflective thinking, courtesy, and a commitment to improving their school community.



The Gryphon achieves high academic results at GCSE and A Level, and our Sixth Form of 400 students has an outstanding record of university placements, including Oxford, Cambridge, Russell Group universities, apprenticeships, and professional training.

In May 2022, our SIAMS inspection judged us Excellent as a Church School, and Ofsted (June 2023) confirmed our status as a good school. Education here goes beyond exam results; we focus on personal development, ensuring students leave as well-rounded young people with a sense of social, moral, and cultural responsibility. Digital learning is an important aspect of our provision, with mobile technology integrated to enhance learning while encouraging responsible use.



# Our Ethos

We aim to be a “10:10” school where students and staff experience life in all its fullness. Staff are supported to develop and inspire students academically, socially, and spiritually. We strive to be outstanding in all aspects of school life, creating a culture where students and staff can flourish.

We are looking for staff with:

- High expectations of themselves and their students.
- A love for their subject.
- The ability to inspire, challenge, and laugh while enjoying the role.
- Team spirit and the drive to continuously develop, learning from the best practices worldwide.

In return staff join a rewarding, active, and friendly department, with extensive opportunities for professional development and leadership within the school and the wider trust.

Staff at The Gryphon School are given the freedom to be creative, have autonomy and influence the development and improvement of the school. Building positive relationships with students, parents/carers and our local community and being proactive in our approach are central to our ethos.



# What We Offer

## Supportive and Experienced Team:

- Collaborative staff and Academy Committee committed to excellence.
- Opportunities to make a difference and contribute to school development.
- Access to leadership and training programmes.
- Participation in a forward-thinking multi-academy trust with inter-school collaboration.

## High Quality Professional Development:

- Comprehensive INSET programme and allocated development time.
- Middle leader and new staff induction programmes.
- Second-year teacher programme and individual action research opportunities.
- Opportunities to mentor student teachers and trainees.

## Support for Teaching:

- Investment in resources, facilities, and learning environments.
- Outstanding ICT infrastructure.
- Strong departmental support and timetabling to ensure subject-specialist teaching.
- Support for reprographics, trips, student behaviour, and SEND.

## Supporting Families and Work-Life Balance:

- On-site Forget Me Not Day Nursery.
- Flexibility for personal/family commitments.

## Strong Staff Community:

- Vibrant Staff Social Committee with numerous events.
- Weekly whole-staff briefings and a large main staff room.
- Active staff sports teams and involvement in charity, productions, public speaking, Duke of Edinburgh, and more.





# Contact Us

The Gryphon School is a fantastic place to work, with a very dedicated and hardworking staff team. We warmly welcome you to visit or contact us for further information before applying.



We look forward to receiving your application and potentially welcoming you to our Gryphon family.

Very best wishes,

**Jim Gower**  
Headteacher

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