

# Rutlish School



## General Information for Applicants and Employees

- Letter from the Headteacher
- Location and accommodation
- Safeguarding & Child Protection Policy
- What Rutlish can offer you
- What our students say about us



Dear Candidate

Thank you for your interest in joining our staff body. I hope that the information contained in this pack gives you an indication of the vision, ethos and culture of Rutlish School.

Rutlish is an “Outstanding” oversubscribed school: In April 2017, Ofsted rated Rutlish as “Outstanding”. In April 2022, Ofsted carried out a ungraded inspection and confirmed there has been no change to the overall judgement of Outstanding. Currently, Rutlish is ranked as one of top non-selective State funded boys’ school in England, based on the progress students made between KS2 and KS4. Our Sixth Form student outcomes place the school in the top 25% for non-selective State funded boys’ schools in England.



## A PLACE TO ACHIEVE REAL SUCCESS

**Respect**

**Equality**

**Aspiration**

**Learning**

To further enhance our long tradition of excellence in personal development, our vision is that every Rutlish student will realise their unique potential. Every student will demonstrate exemplary behaviour, respect for themselves, others, and the environment.

To strengthen the pride of our sustained history, our multicultural intake and our inclusive philosophy, our vision is that every Rutlish student develops their character. Every student matters; they will discover and develop their interests and talents, making a strong contribution to the community and wider society.

To secure our high ambitions for every student, our vision is that every member of Rutlish staff will be an expert in their field, supported by a best practice infrastructure that will underpin their excellent practice.

To continue to improve as a high achieving school, our vision is that Rutlish School delivers academic excellence through a broad and balanced curriculum and enrichment programme which is designed to ensure that every student is well equipped to meet the demands of an ever-changing world.

Modeste, Strenue, Sancte  
‘Be modest, be thorough, pursue righteousness’

## Our Ethos

Rutlish School has been successfully educating students for over 100 years. From 2010, sixth form students have been educated on the Rutlish site through our joint Sixth Form venture with Ricards Lodge (RR6).

- Rutlish School is committed to providing the highest quality education and opportunities for students irrespective of religion, race, culture, class, sexual orientation, disability or gender. We are an inclusive school which enables every young person to flourish.
- We offer a broad and balanced curriculum designed to meet the needs, interests and abilities of all our students.
- We expect students to participate in enrichment and extra-curricular activities.
- We have high and challenging expectations of our students and place achieving their full potential at the heart of our educational aspirations.
- We aim to create an environment where students behave responsibly and staff are professional, so they fully contribute as they develop a clear sense of belonging to the school community.
- We are committed to educating the whole person and helping our students to understand the importance of responsibility, compassion, competition, fairness and honesty in all that they do.
- We teach students to be aspirational, innovative, creative and resilient, and inspired to achieve.
- We promote good behaviour, praise and rewards through active development of students' social, emotional and behavioural skills.
- We expect students to respect the local community and to act as positive ambassadors for the school and maintain positive relationships with our neighbours.

Rutlish staff are happy and proud to work at the school. We celebrate the achievements of staff, their long service and their commitment to the school. We are also really pleased to have employed many staff who were former students of the school who want to give something back to the place that gave them so much.

Yours sincerely

*Laura Howarth*  
Headteacher

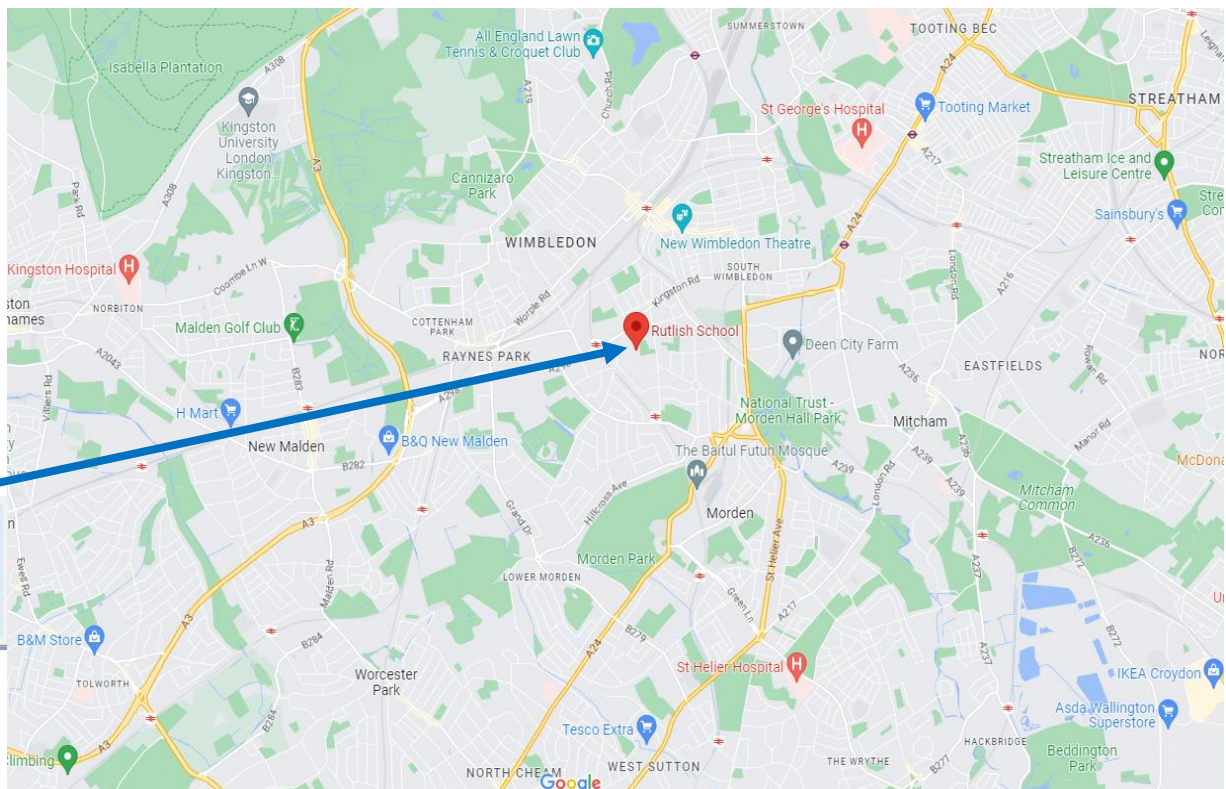


## GENERAL INFORMATION ON LOCATION & TEACHING ACCOMMODATION

Rutlish is an over-subscribed voluntary controlled Comprehensive School in the London Borough of Merton. It is an 11-19, eight form entry school incorporating a joint Sixth Form (known as RR6) with a local girls' school, Ricards Lodge High School, with a roll of approximately 1460.

The School was founded in 1895 and is situated in a beautiful conservation area, Merton Park, which is an attractive residential suburb of Wimbledon, adjacent to Raynes Park and Morden. The site is open and spacious with large playing fields and a purpose-built pavilion. The grounds are next to the impressive and renowned John Innes Park.

Rutlish is well served by road and public transport. Many staff live in the outer suburbs as well as in the locality. London Transport tube stations (District and Northern Lines), tram and over-ground stations are within easy walking distance. Local bus services are efficient and there is car parking space for all teaching and support staff within the grounds.



We are here

Google Maps

We have four teaching blocks, with Humanities housed in our Centenary Building, Maths, Science and the Learning Resource Centre housed in our Main Building, with the school hall and separate canteen. The Innes Building contains the Sports Hall, ICT suites, Technology, Art, Music, Drama, English and Modern Foreign Languages. The most recent building is the Sixth Form Building. Most departments have staff areas equipped with computers, photocopiers, telephones and resource base. All classrooms have interactive whiteboards which are equipped with audio.

[Rutlish School - Virtual Tour](#)

The Progress Centre, housed in the main teaching block, is an area which brings together specialist support for SEN and EAL. It is also where our Learning Support Assistants and Mentors are based as well as the Speech and Language Unit.



Our student intake is comprehensive and the great majority of students are well motivated with strong parental support. Rutlish has a policy of school uniform for all students up to and including Year 11 and a dress code for students in Year 12 and 13.

The support of parents and former students is a strong feature of the school. The Old Rutlishians Association has an excellent purpose-built club house with its own large playing fields a short distance from the school. There is a range of extracurricular activities, including provision for sport. All students are expected to involve themselves in aspects of the enrichment and enhancement programme which is seen as an integral part of their education at Rutlish. The Rutlish Foundation supports the school and local community in a wide variety of ways and is represented on our Governing Body. The School has an active Combined Cadet Force contingent.

Rutlish is a supportive school in which to work with a motivated teaching and support staff and students with great potential. We encourage all staff to deliver their best, and provide support to both those new to the profession, with an established NQT induction programme, as well as those seeking advancement in the profession.

We are proud of our school and of all our students. We look forward to the future with enthusiasm and optimism.



Please visit our website for further information about the School [Rutlish School - Home](#)

Before applying for a role at Rutlish School, please read our Safeguarding and Child Protection Policies [Rutlish School - Policies & Procedures](#)



## SAFEGUARDING AND CHILD PROTECTION INFORMATION

Everyone who comes into contact with children and their families has a role to play in safeguarding children. School and college staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating’.

Safeguarding applies to all children and young people.

- Child protection applies to a group of children who have/are experiencing abuse in their lives.

Safeguarding and child protection is about managing risk.

The governors and staff of Rutlish School fully recognise the contribution they make to safeguarding students and believe that our school should provide a caring, positive, safe and stimulating environment that promotes the social, emotional, intellectual, physical and moral development of the individual student in line with “Keeping Children Safe in Education” and “Working Together to Safeguard Children”. The ethos at Rutlish is that students should feel secure, their viewpoints are valued and they are encouraged to talk and will be listened to.

The aim of this information is:

- To ensure that all adults within our school who have access to students have been checked as to their suitability.
- To support the student's development in ways that will foster security, confidence and independence. Suitable support and guidance is provided so that students have a range of appropriate adults to whom they can turn if they are worried or in difficulties. These include Heads of Year, Tutors and Progress Centre staff, including: the SENCO, the Head and Deputy Head of Inclusion, the EAL Coordinator, the Safer Schools Officer, non-teaching staff such as LSAs and our Learning Mentors.
- To include curriculum opportunities that equip the students with the skills they need to stay safe from harm and to know to whom they should turn to for help.
- To raise the awareness of both teaching and non-teaching staff of the need to safeguard students and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide, via the designated safeguarding leads, systematic means of monitoring students known or thought to be at risk of harm.
- To emphasise the need for good levels of communication between all members of staff.
- To develop a structured procedure within the school that will be followed by all members of the school community in cases of suspected abuse.
- To develop and promote effective working relationships with other agencies such as Education Welfare, Social Services, CAMHS (Child & Adolescent Mental Health Service), Health and the police.



## WHAT RUTLISH SCHOOL CAN OFFER YOU

- Experience of working in an “Outstanding” oversubscribed school: In April 2017, Ofsted rated Rutlish as “Outstanding”. In April 2022 Ofsted carried out a ungraded inspection and confirmed there has been no change to the overall judgement of outstanding. Currently, Rutlish is ranked as one of top non-selective State funded boys’ school in England, based on the progress students made between KS2 and KS4. Our Sixth Form student outcomes place the school in the top 25% for non-selective State funded boys’ schools in England.
- Rutlish School is set in a conservation area close to Wimbledon town centre, with excellent transport links; London Underground, British Rail, several bus routes and the tram are all close by. There is also ample free on-site car and cycle parking for staff.
- Benefits of working for Merton include; enrolment to the Local Government pension scheme for support staff and Inner London Pay for teachers, access to the Employee Assistance Programme for every employee and their family, discounted membership to Merton leisure centres, employee discounts on a range of leisure activities, from days out to magazine subscriptions, as well as hair and beauty treatments, courses at Merton Adult Education, entertainment events and discounts at local restaurants. You could also benefit from Merton’s cycle-to-work scheme and have free membership to the Old Rutlishians Association who have events such as live acoustic nights and comedy nights.
- The benefit of regular CPD.

We are looking for new staff to join us; staff who place raising students’ achievement at the heart of their educational aspirations. I encourage you to consider taking up our challenge and look forward to receiving your completed application form. We welcome pre-visits for any post, since the students and the staff are our best advertisement. Please do not hesitate to contact the school if you would like to arrange a visit.

If you have a commitment to achieving high standards and would like to join our dynamic team, then we look forward to receiving your application. Full details of our vacancies can be found on the school website [www.rutlish.merton.sch.uk](http://www.rutlish.merton.sch.uk)

We are committed to safeguarding the welfare of children and all applicants are therefore required to undertake an Enhanced Disclosure & Barring Service check. In addition, a Prohibition from Teaching check will be completed for all staff.

We fully support the London Borough of Merton’s Equal Opportunities Policy.



## WHAT OUR YEAR 7 STUDENTS SAID ABOUT US

### What's the best thing about Rutlish School?

- The best thing about Rutlish are all the teachers
- The School food is one of the best foods in the world
- The activities and special days like Careers Day and Activities Day and doing practicals in Science
- The best thing about Rutlish School is that the education is unmatched
- Making many new friends, learning new subjects and the sport
- DT, Art, Art Club, Physics, Friends; I can't pick between these
- The amount of extra-curricular activities
- The friendly school community
- The amount of things learnt in a small amount of time
- It feels very homely and I love the teachers
- I am happy, but I can't explain why
- The help/support available for me

### Are you happy at Rutlish School? If so, "why?"

- Yes – the teachers are always there for me if I struggle
- I am very happy at Rutlish because there is loads to do, the teachers are very friendly and no lesson is boring, you would always learn something new
- Yes, because I feel that I have been welcomed and included
- I am happy because I am surrounded by a good community
- Because my learning on some things was not explained properly for years, but now in this school, I learn fast
- No – because I need to wake up at 6.15am – five days a week!
- It's very fun and I'm receiving the best education
- I have so many friends
- We have good facilities and equipment
- Because it is an amazing school and the staff are amazing
- The set-up is really nice and my teachers are really kind
- I don't speak English, but I come here and I speak better
- I am happy at Rutlish because it is a fun and inclusive school
- Rutlish is a nice school which gives everyone a chance
- Because it is helping me succeed as a person

### Can you say something about your favourite teacher?

- Miss is fun and always makes the lesson exciting!
- Sir made me feel welcome and his lessons were always fun
- He is so athletic, makes us laugh and brings happiness to the School
- My favourite teachers are supportive and kind
- One of my favourite teachers always answers a question in detail so that we understand
- They take their own experiences and use them to teach
- She is the best and kindest tutor ever
- I don't have one – all of them are very nice
- Sir is my tutor and is super awesome!!!
- I like all teachers equally; they respect everyone's opinions
- She is funny, kind, appreciative, caring and makes my lessons 1,000x funnier
- Miss is fun – in a sensible way
- Miss, I hope every day of your life will be great. Thank you for being my teacher
- They respect you if you respect them

