

# Rutlish School



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## RUTLISH SCHOOL

Watery Lane, Merton, SW20 9AD

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www.rutlish.merton.sch.uk

Headteacher: Ms L. Howarth

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 continues to be an oversubscribed school. In September 2024, Ofsted rated Rutlish as “Outstanding” in all five areas of judgement. Rutlish School is proud to consistently be one of the top schools nationally, being in the top 2% of schools nationally for progress at GCSE and the top 8% for attainment. Rutlish is the second highest performing non-selective boys' school in the country for progress and the highest performing boys', non-selective school in London and the highest performing of all secondary schools in Merton, consistently achieving outstanding results.



### A PLACE TO ACHIEVE REAL SUCCESS

**Respect**

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.

**Equality**

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.

**Aspiration**

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.

**Learning**

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 130 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

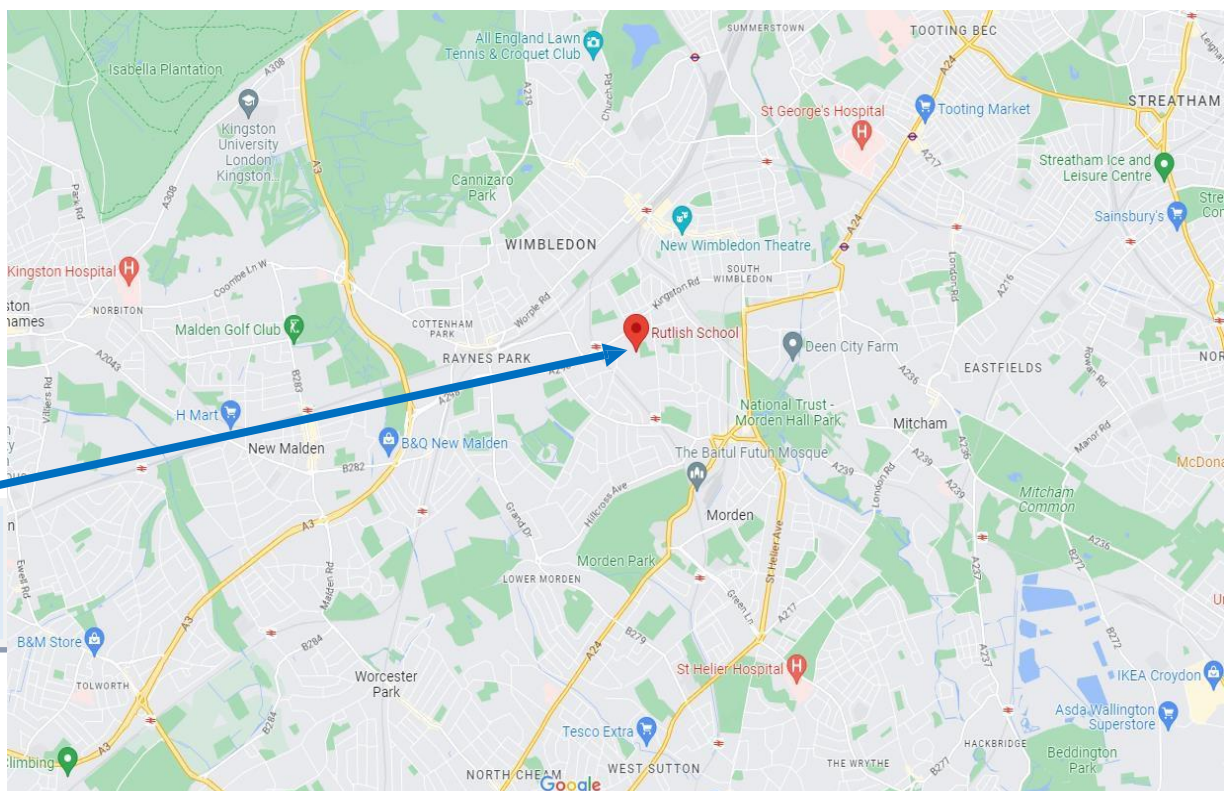
*Laura Howarth*  
Headteacher

## 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 1480.

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.



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 ECT (Early Career Teacher) 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, 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) and the police.

## WHAT RUTLISH SCHOOL CAN OFFER YOU

- Experience of working in an “Outstanding” oversubscribed school.
- 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 schemes and have free membership to the Old Rutlishians Association which has events such as live music 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 (November 2025)

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

26% of students answered "the food and canteen"  
Meeting new people and making new friends  
The school history  
Sports  
The teachers are always trying to help  
We have a great community and place to learn  
The learning resources  
The wide array of clubs  
The open fields and facilities  
Composing songs  
Ping-pong



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

35% of students answered "friends"

Because of the respect

I have made new friends and everyone is very nice, kind and patient

Because the school treats you like an adult and teachers are strict

It makes me feel safe

Yes because they have the best teachers

There are clubs that can help with my learning

Because everyone is kind to me

Yes it is fun but the weight of the bags is hurting my back!

I am happy because for the first time in school I am happy

Yes because the teachers are inclusive and kind. The food is amazing and the grounds are good

Yes. I get to be creative all the time and I can see my progress clearly and my friends make me laugh

Yes because the school is friendly and is improving and challenging my skills

Yes because they do lots of events they are very welcoming and supportive

The school helps you get disciplined and will help you with a good education to reach success as you grow older

I'm happy because I'm progressing in life stages

I am very happy at Rutlish because of the many new and exciting things you can do there

I am because this school helps challenge me and put me with an audience that I work well with

Yes, because I like the food and how good people are to me and it makes me feel safe

### What's the best or funniest thing that's happened since you joined Rutlish

Our Tutor!

Activities day

Getting set 1 in English

The clubs that are free

Meeting my new best friend

I have made new friends and had good laughs with them

I scored 2 goals for Rutlish A team

I have very kind and funny friends at Rutlish School, and the funniest things always happen with them

The funniest thing that happened since I joined Rutlish is when a bird pooped on my blazer

So many funny memories. I can't even remember half of them.

I made new friends and became the Anti Bullying Ambassador

I spent my birthday with my new friends and had a birthday in a different school (Rutlish)

The best thing that has happened to me ever since joining Rutlish is when I met all my new friends!

I got in the B team for football and I played a match for A team and won - I represented my school





### What's your favourite subject?

My favourite subject would be either music, physics or DT because I enjoy making stuff

RE - mainly because of the nice teachers

My favourite subject is art because I love drawing and want to be an architect when I grow up

I like PE as I like moving around

My favourite subjects are Mathematics and Science but if I had to choose it would be Mather

DT is easily my favourite subject because I really like the teacher and it is really fun

I don't really have one - all of them I don't mind

English because I'm in a low-ish set and I am trying my hardest to move up

My favourite subject is PE and I really enjoyed it when we did badminton

Mathematics or PE. I can't decide

Probably computer science and DT

Maths because my teacher is funny



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

22% of students mentioned the word "kind" in their response

Miss is fun and serious at the same time

Miss because she is very kind and when we make a mistake she says its ok and helps us

My form tutor, very entertaining, kind and fun

I don't have a favourite teacher, I like them all in different ways

My maths teacher is very nice and helpful to not only me, but everyone in the class

I really appreciate how kind, patient and helpful my favourite teachers are — they always make learning enjoyable

I don't do favouritism

They are just really nice and relaxed

I like all the teachers that teach me

Miss is very helpful in tricky situations

I have many favourite teachers so I can't choose one of them

Miss is a very awesome teacher in Design Technology

I like the kitchen staff because they make great food

My favourite teacher made me feel really welcome when I joined this school and has always been really kind to me

All the teachers because they are the best

Probably my tutor because she is kind, funny, not strict and thoughtful

All the SEN teachers as they are all nice

I don't have a favourite staff member: there are too many to choose from

Miss is the absolute best teacher out of everyone - no offense other teachers

Miss because she helps me when I don't understand in lessons. I enter confused and leave understanding

He is very kind and he helps me cheer up when I'm not feeling great

Sir is a great guy because he supports everyone regardless of ability and he is a great personality and I am lucky to

have him as my tutor

