INFORMATION FOR CANDIDATES

COLFE'S SCHOOL

RICHARD RUSSELL
Headmaster

MESSAGE FROM THE HEADMASTER

Colfe's is a happy school. We are academically selective and academically ambitious but grounded in reality. We are independent but not exclusive; we are a school where pupils and staff from all walks of life can feel comfortable and included, while being intellectually and professionally stimulated. Our pupils are well-rounded, independent and ambitious, and are prepared for their life beyond school. One parent told us that Colfe's is a '360-degree education': a balance of academic, pastoral, and co-curricular.

The achievements of our pupils would not be possible without our teachers. You will play a vital part in inspiring our pupils and giving them the best possible passport to what happens next. We know that you can only achieve this if you are fulfilled, happy and supported in your role, and we are committed to providing the highest calibre of support for professional and personal development.

Thank you for your interest in teaching at Colfe's, I am delighted you are considering progressing your career here. We look forward to your application.

"Unassuming but not to be underestimated, Colfe's produces independent, talented, driven young people ready to make their mark."

GOOD SCHOOLS GUIDE

HISTORY

Established in 1652, Colfe's is an academically selective co-educational school for children aged 3-18. Set in a leafy corner of south-east London, Colfe's has around 1300 pupils across both the senior and junior schools.

With a reputation for academic excellence and outstanding pastoral care, our ethos is as a real-world school, grounded in its local community. We are proud of our 360-year history but not burdened or defined by it. Academic standards are high. In 2023, 95% of students went on to their first-choice university including Oxbridge, medical school and Russell Group institutions.

We offer outstanding scholarship opportunities, including academic and co-curricular scholarships at Year 7 and Year 12. We are particularly proud to offer the groundbreaking Leatherseller Scholarship Programme, providing fully funded, means-tested Sixth Form scholarships awarded to talented pupils based on academic potential and economic need.

Colfe's Senior School has around 850 pupils. Entry is at Year 7 following the 11+ Entrance Examination. Approximately a third of the Year 7 pupils transition from the junior school, with two-thirds external candidates. Of these, the split is approximately 50-50 from independent and state-maintained primary schools.

Colfe's achieves excellent public examination results. In 2023 our pupils achieved outstanding results well above the national average at both GCSE and A-level.

EXAMINATION RESULTS 2023

58%

of A-levels were graded at A*/A, rising to 88% at A*/A/B

37%

of GCSE grades were graded 9, with 80% graded 9/8/7

FACILITIES AND CO-CURRICULAR LIFE

We have an abundance of green space, a performing arts and media centre, purpose-built theatre, sports centre with a full-size swimming pool and two additional extensive sports grounds. In sport, we compete in netball, rugby, hockey, swimming, water polo, cricket, football, athletics, cross-country, tennis and biathlon. Theatre productions, concerts and musical performances, art and photography exhibitions and dance performances punctuate the year. Pupils take part in many academic competitions from French debating to Maths Olympiads.

Our dedicated Outdoor Education programme includes residential and day-long courses for pupils across the school. Enrichment trips, events and expeditions take place throughout the year, from museums and galleries, theatre productions and concerts to scientific symposiums and academic institutions. Trips abroad range from the ruins of Pompeii and natural wonders of Iceland to cultural trips to the most exciting European cities. These activities are only possible with staff involvement, and we support and encourage staff to participate.

Co-curricular opportunities are plentiful, with an extensive range of clubs, societies and House activities.

"Teachers' guidance supports pupils' progress, giving confidence... this enables pupils to be well prepared academically and mentally to perform at a high level in public examinations."

INDEPENDENT SCHOOLS INSPECTORATE REPORT 2023

WORKING AT COLFE'S

The wellbeing, personal and professional development of our staff is fundamental, and we value every member of staff for the part they play in the success of the school.

Our staff community is supportive, inclusive and vibrant. Staff are relaxed without being casual, and professional without being stuffy. A Colfe's teacher is dedicated and passionate, and will recognise, nurture and develop the potential in every child. Our support staff are talented professionals welcomed from a wide range of backgrounds.

Like our pupils, Colfe's staff are diverse, ambitious, enthusiastic, and willing to have a go. Staff are supported to follow their passions and interests, and there is always something happening, whether it's a staff football tournament, joining the staff band ColfePlay or an author talk. Staff are encouraged to join societies or sports teams, get involved in House and co-curricular activities or join the many enrichment trips that take place in London, across the UK and abroad.

A high level of structured support and guidance (meeting statutory requirements) is provided to graduates, trainees and Early Career Teachers to ensure progression towards the successful completion of their training or induction period. We pride ourselves on the level of support and care given to teachers in the early stages of their careers.

TEACHER BENEFITS

- **Competitive salaries**
- **Generous pension provision**
- **Protected time for training and professional development**
- **Free lunches**
- **Free use of sports centre, including fitness suite and swimming pool**
- **Support with extracurricular involvement**
- **Wellbeing support**
- **Use of a Microsoft Surface digital device**
- **Fee concession (subject to usual Admissions policy)**
- **Cycle to Work scheme**
- **Excellent transport links to central and outer London**

WHAT OUR STAFF SAY

Colfe's is the friendliest school that I have ever worked in! It is a positive and supportive atmosphere for both staff and students and it is fantastic that staff from all parts of the school work together to support the pupils.

JOANNA SANSOME Director of Teaching and Learning

Colfe's has a lot of opportunities for development and growth, and there are many ways you can contribute to the ethos of the school, either by joining activities or groups or initiating your own ideas. It is a supportive workplace, with a positive LGBTQ+ and racial inclusion policy and an active Equity, Diversity, and Inclusion Group.

JO ARITI-ALAMONDE Teacher of Physics

The community atmosphere at Colfe's, where both students and staff strive to better themselves and each other, has made it an environment I love to be in. Before I joined Colfe's, I was not sure how long I wanted to stay in the teaching profession; now, I cannot imagine doing anything else!

DAVID TITCOMBE Teacher of Classics

The students at Colfe's are genuinely happy to be here and I have been impressed by their ambition and enthusiasm. The senior leadership team are approachable, supportive and they encourage staff to pursue professional development opportunities.

KATY WALSH Head of Computer Science

Colfe's is a welcoming and supportive place, where in addition to the fulfilment of teaching in the classroom, colleagues enjoy spending time with each other. I would say that the two things that really make Colfe's stand out from other schools are the excellent new teacher training programme and a supportive SMT who see their role as helping you to solve problems rather than creating them.

HARRY BIGGS Head of Classics

Colfe's is a great place to work, with collegiate staff who are always happy to help each other and great pupils who make every day worthwhile. There are plenty of opportunities beyond the classroom such as becoming involved in clubs, outdoor pursuit trips or being a form tutor. Every day is different and there is never a dull moment.

DEIRDRE FEDDES Teacher of Art

POLICIES

It is the school's policy to recruit for each vacancy using objective criteria describing the skills, knowledge and experience requirements necessary for the role and to make appointments regardless of sex, race, colour, nationality, national or ethnic origins, religion or belief, sexual orientation, age or perceived age or disability or of an applicant's trade union membership or non-membership. Wherever possible, existing employees will be invited to apply for promotion opportunities when a suitable vacancy arises. Staff concerned with recruitment will ensure that they comply fully with the school's equal opportunities policy at every stage of the recruitment process.

It is the policy and practice of the school to provide equal employment opportunities to all employees and applicants. The school does not discriminate on the basis of sex, race, religion or similar, philosophical belief, colour, nationality, ethnic or national origin, marital status, sexual orientation, age or disability. In addition, all the school's policies relating to recruitment, training and development, remuneration and compensation, benefits, promotion, demotion, transfers, disciplinary and severance matters are based solely on the qualifications and general performance of each individual and are administered to ensure equality of opportunity for all categories of employees.

"Pupils have a strong sense of right and wrong and understand the importance of respect and tolerance."

INDEPENDENT SCHOOLS INSPECTORATE REPORT 2023

CONTACT

For more information please contact:
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Recruitment policies can be viewed on our website:
colfes.com/about/staff-vacancies