



# Twynham School Candidate Pack

Member of  
**Twynham**  
Learning





# Introduction

Twynham School is a thriving and high-performing 11–18 mixed comprehensive, proudly serving over 1,700 students. Situated on the picturesque Dorset-Hampshire border, the school enjoys an enviable location between the stunning beaches of Christchurch and Southbourne and the natural beauty of the New Forest National Park.

As a valued member of the Twynham Learning Trust, Twynham School benefits from being part of a collaborative and ambitious family of schools. This partnership brings significant advantages to our community, including a carefully sequenced, shared curriculum that ensures continuity and progression from Early Years through to Key Stage 5. It also provides rich opportunities for both students and staff to engage in cross-school projects, leadership development, and professional learning.

One of the real strengths of the Twynham Learning Trust is its cross-phase structure, enabling meaningful collaboration between colleagues with a breadth of experience across all key stages and providing a cohesive educational journey for our young people.

At Twynham School, we proudly embody the Trust's core values of equality, humility, and community, which underpin everything we do and help shape a nurturing, inclusive environment where everyone is supported to thrive.

Twynham School enjoys an excellent reputation both locally and beyond for its academic excellence and the exceptional quality of its pastoral care and support. We are a truly inclusive community, dedicated to unlocking the unlimited potential of every child. At the heart of our ethos is a belief that people matter most —we foster a culture where every student is known, valued, and supported to thrive.

Our long-standing tradition of success is underpinned by two key pillars: outstanding teaching and learning, and the strong, respectful relationships that exist between students and staff. These foundations create a warm, aspirational environment in which every young person can flourish.

We serve a student body with an ability profile above the national average, including a significant proportion of very able students. We are also fortunate to work in partnership with a highly supportive parent community, who share our high expectations and aspirations for their children's success.

At Twynham School, how we do things matters. Our culture is built on strong, respectful relationships, a commitment to developing independence, and a genuine sense of joy and fun. This distinctive approach enables our students to flourish in an environment that prioritises academic excellence while celebrating personal growth, curiosity, and enjoyment.

We were delighted that Ofsted judged Twynham School to be 'Good' in every category in April 2024. The report highlighted that

*"Pupils enjoy coming to school and have positive attitudes to learning. The school has recently raised its expectations of pupils' behaviour. They typically learn without disruption and conduct themselves well around the school site. The school encourages pupils to treat others with respect and appreciate difference."*

As a proudly inclusive school at the heart of its community, we were particularly pleased that Ofsted recognised our provision for pupils with additional needs, stating: *"The school makes suitable adaptations to the curriculum for most pupils with special educational needs and/or disabilities (SEND). It has recently strengthened its work to ensure that all*

*pupils’ needs are identified and assessed accurately”.*

We are particularly proud of the high-quality Continuing Professional Development (CPD) we offer, which is carefully tailored to reflect each colleague’s career stage, aspirations, and individual needs. Our CPD programme is rich and varied, encompassing department-led, school-led, and Trust-led opportunities that ensure every member of staff is supported to grow and thrive.

From subject-specific development and SEND training, to the Leadership Matters coaching programme and leadership development delivered by credible, experienced practitioners, our provision supports staff at all levels—from early career teachers to aspiring senior leaders. We have a strong track record of supporting colleagues through National Professional Qualifications (NPQs) and are proud to offer one-to- one coaching from senior leaders across our Trust to help individuals realise their potential and take the next steps in their professional journey.

## Exam Results

At Twynham School, our staff are deeply committed to supporting, inspiring, and empowering students, equipping them with the skills, confidence, and ambition to explore all that life has to offer. We understand that the time students spend with us forms the foundation of their future success, and we are relentless in our pursuit of an education that enables them to thrive academically, personally, and socially.

Examination success is a key part of our work, and we are incredibly proud of our students’ achievements. Year after year, our results at both GCSE and A-Level consistently exceed national averages, reflecting the dedication of our staff and the hard work of our students. In many subject areas, Twynham students significantly outperform their peers nationally, and these outcomes open doors to a wide range of future opportunities.

The impact of these results is clear. Almost all of our GCSE students progress to Level 3 qualifications, with many choosing to remain in our thriving Sixth Form, while others pursue courses at local colleges or further afield. Post-18, nearly 85% of our Sixth Form students continue to university, including a growing number who secure places at top Russell Group institutions and specialist arts colleges. These outcomes reflect not only academic success but the broad, balanced, and aspirational education our students experience.

### GCSE Results Summary

Performance Measure	Twynham exam results 2024
Basics 4+	78.5%
Basics 5+	57%

### A Level Results Summary

Grade range	Twynham exam results 2024
A*-B	22%
A*-C	75%
A*-E	98%

# Curriculum

Our curriculum is ambitious, inclusive, and carefully sequenced to build secure knowledge and enable the application of skills across all key stages. Spanning the 11-18 age range, it is underpinned by the latest research, with a focus on closing gaps, early intervention, and the development of core literacy and numeracy.

We value a three-year Key Stage 3, allowing students to experience a full, broad curriculum before choosing personalised pathways in Key Stage 4. Students are well supported through key transitions with a comprehensive care, advice, and guidance programme, year-group tutor support, and events such as Options Evenings and Parent/Carer Information Evenings.

Cross-curricular themes—including PSHE, SMSC, CEIAG, and British values—are embedded across subjects and assemblies. Our ever-expanding extra-curricular and enrichment offer, including the Scholars Programme, EPQ and student leadership opportunities, enriches students' development and ensures they leave with lasting, positive memories.

## **Our curriculum exists to serve students as:**

- Scholars – engaging with powerful knowledge to shape their world;
- Young people – accessing opportunities beyond the classroom;
- Individuals – with equity at the core, especially for disadvantaged learners;
- Community members – learning skills for local and national industries;
- Citizens – guided by values of kindness, responsibility, and aspiration.

It is a curriculum designed not only to achieve excellent outcomes but to empower our students to lead fulfilling lives and make a positive contribution to society. It is a curriculum with purpose, heart, and ambition.

## **Pastoral Provision**

Our pastoral system is designed to ensure that every student feels known, valued, and supported. In Years 7–11, students are organised into horizontal tutor groups, enabling year-specific support and a strong sense of identity within each cohort. From September 2025, we are excited to be launching a new House System that will bring with it a wealth of community events, leadership opportunities, and a renewed sense of belonging for both students and staff. This structure will promote friendly rivalry, teamwork, and collaboration across year groups, further strengthening the school's culture and enhancing its distinctive family feel.

Twynham Sixth Form is a very special part of our school. Each year we are delighted to welcome new students from other local schools, joining those who continue from Twynham and The Grange School. Sixth Form students are placed in vertical tutor groups, fostering a sense of community, peer support, and maturity. Across the whole school, there are numerous opportunities for student leadership, with students playing a key role in shaping and contributing to the school's culture and ethos. From mentoring younger students to leading events and initiatives, we actively encourage our young people to take responsibility, develop confidence, and make a meaningful contribution to our school community.



# Staff Benefits

- Free on site parking
- Training and career development as part of Twynham Learning Trust

All colleagues have access to the SpoTLight platform—a one-stop hub for staff benefits and wellbeing support. It offers a wide range of local and national discounts, including:

Local offers: gym memberships, hair and beauty salons, chiropractic care, cycle shops, restaurants, motoring services, and retail/DIY stores.

National discounts: Apple (via UNiDAYS), travel cards, Green Flag insurance, O2, Dell, CSSC membership, and the Headspace wellbeing app.

SpoTLight is just one of the ways we show our commitment to supporting the everyday wellbeing of our staff.

## Staff Wellbeing at Twynham School

At Twynham School, our staff are our most valued asset. We are committed to creating a supportive, nurturing, and ambitious environment where colleagues feel respected, empowered, and able to thrive both personally and professionally. We recognise the clear link between positive staff wellbeing and school improvement, and we are proud to prioritise practices that promote a healthy work-life balance and foster a culture of care.

Our approach to staff wellbeing is rooted in empathy, trust, and open communication, and we strive to ensure that our policies and day-to-day practices are both supportive and sensitive to the pressures staff may face.

We invest in staff wellbeing through a wide range of initiatives, including:

- A welcoming staff room with complimentary tea and coffee available throughout the day. Staff can purchase freshly brewed coffee and prepared food from the school canteen and sixth form coffee shop.
- Access to confidential counselling support, including professional stress management services, telephone helplines, and additional provision such as relationship counselling and weight management support.
- A generous absence policy with up to five days' carers' leave (pro-rata) each academic year, and a culture of care for colleagues on long-term leave, including regular check-ins, cards, and thoughtful gestures.
- Flexible responses to external pressures, recognising that personal circumstances sometimes need understanding adjustments.

We also encourage physical wellbeing and active lifestyles by offering: Discounted gym

- membership at our modern, fully equipped sports centre.

Our organisational structures are designed to support staff collaboration and reduce unnecessary workload:

- Regular team meetings for sharing resources and planning collaboratively, supported by high-quality, centrally developed schemes of learning.
- A structured and supportive induction programme for new colleagues, including Early Career Teachers, ensuring a confident and well-supported start.

We communicate clearly and effectively through:

- An electronic calendar, weekly bulletin, and regular briefings, all aimed at reducing unnecessary email traffic.
- Open, two-way communication, with line management meetings and decision-making structures that allow all staff to be heard. We are committed to ensuring that no concern is too small, and every staff member knows who they can speak to.

We believe passionately in a culture of openness and support, where all staff feel safe to raise concerns, empowered to manage challenges, and part of a team that values kindness, professionalism, and mutual respect.

## Why join Twynham School

Twynham School is a vibrant, high-performing learning community with a strong sense of purpose and belonging. We are proud of our inclusive ethos, excellent outcomes, and the high-quality relationships that underpin all we do. As part of the Twynham Learning family, colleagues benefit from a culture of collaboration, bespoke professional development, and a deep commitment to staff wellbeing. Whether you are at the start of your career or looking for your next challenge, Twynham offers an exciting opportunity to grow, contribute, and thrive in a school that genuinely values its people and aspires to unlock the potential of every student.