

Candidate Information Pack:



Head of Department

Wymondham High is a high-performing Academy in the historic medieval abbey town in the heart of Norfolk



Our vision is to develop happy and successful people who accept responsibility, demonstrate determination and act with humility.

Wymondham High Academy

an Ofsted outstanding school at Sixth Form

Folly Road | Wymondham | Norfolk | NR18 0QT
01953 602078 | www.wymondhamhigh.co.uk

Dear Applicant,

"The Principal, Governors and the Trust have a shared vision for the school that is based upon high aspirations for it's pupils. Leaders are committed to ensuring that pupils continue to make good and improving progress."

Ofsted, November 2017

I write to welcome you to the application process for a post at Wymondham High. It gives me enormous pleasure to lead this school and I am exceptionally proud of, and moved by, the efforts and energy of my colleagues and students. The dedication, diligence and determination exhibited humbles me daily and our collaboration in pursuit of building on our work is exciting.

We seek to appoint teachers and leaders who are confident and warm, who possess charisma and who recognise that organisation, open-mindedness, structure, clarity, diligence and a sense of vision are vital ingredients in a successful life as a teacher. I encourage you to read our website, to interrogate our Ofsted report and to consider whether the school appeals. If invited to interview, you will find us transparent and

keen to open all doors in all senses, so that you have a thorough insight into what constitutes being a teacher at Wymondham High. In reading all our material you might like to reflect on the fact that it has all been created by someone who, possibly, like you, once wrote an application.

Wymondham High is a busy, dynamic school where little happens by chance: it is a place for enthusiasts who believe that all things are possible. Our school is a place where people new to the profession thrive. I am very proud of that. We seek, of course, to provide a 'job' but we are infinitely committed to building people's careers at Wymondham High Academy and establishing sustainable opportunities for staff development. Many of our teachers proceed to be leading practitioners in their fields and our subjects

perform exceptionally well because of great teaching.

If any matters regarding the application are unclear, please contact the school's HR Manager, Joanna Gillard-Eastop, via email hr@ietrust.co.uk or by telephone on 01953 602078. Please submit your application at the earliest convenient moment; we look at all applications as they arrive and reserve the right to progress them at any stage. I hope that the quality of your application leads to an interview and thus gives us the opportunity to share our school with you.

Yours sincerely,



Jonathan Rockey
Principal

“School leaders have an accurate understanding of the school’s strengths and weaknesses. They use this to identify and focus on the right priorities for development, and rigorously monitor the success of their improvement plans.”

Ofsted, November 2017

We are seeking an inspirational Head of Department who secures the highest standards of teaching and learning from their team through exceptional classroom practice and leadership. The successful applicant will join a highly successful team of teachers and have the benefit of their own teaching room.

Subjects across the school benefit from charismatic leaders. Exciting and innovative teaching is enabled by the scaffolding of colleagues’ skills through comprehensive continuous professional development which encompasses everything from bespoke workshops to the opportunity to observe colleagues, including our leadership team. Entirely committed to

comprehensive education, our school treasures the opportunities which attend a diverse spectrum of students and values its ability to offer colleagues a breadth of teaching experience of students who are consistently excellent in their behaviour and attitude to learning. Our facilities are excellent and include industry quality recording studio, observation galleries, purpose-built Art facilities and a £4 million building programme about to begin. These are exciting times at Wymondham High Academy.

Colleagues and students benefit from our commitment to extra-curricular activities and the broadening of student experience. In addition to exceptional student

productions, we boast a choir and orchestra whose talents have enabled them to tour extensively. We are, justifiably, a Musical Futures School. Our sporting achievements are also something of which we are very proud. We have what are widely regarded in the Eastern region as the strongest football and rugby teams for our age groups. Remaining virtually unbeaten in these sports over recent years is a substantial achievement.

Our students and pupils also take their wider social responsibilities very seriously, with volunteering a commonplace activity [including through our extensive and highly successful Duke of Edinburgh Award programme]. Charitable work for Leonard Cheshire Homes and Macmillan Cancer Research are an integral part of who we are through the long-established House system.

Successful teachers and leaders at Wymondham High Academy are committed, industrious and open to development, not only within the confines of the classroom but within wider school life.



TEACHER | PERSON SPECIFICATION

We seek the following in our teachers and have identified for you from where we anticipate gaining the information

		Application	Interview/ Selection Process	Reference prior to interview	Post offer check
1.	Graduate (or equivalent).	✓			
2.	QTS.	✓			
3.	Experience of teaching at KS3, GCSE and A level.	✓	✓	✓	
4.	An extensive interest in subject beyond the classroom	✓	✓	✓	
5.	Evidence of being an outstanding teacher.	✓	✓	✓	
6.	Profile of outstanding results.	✓		✓	
7.	ICT competency.	✓		✓	
8.	Exemplary health and attendance.				✓
9.	Confident, sophisticated speaker and presenter.		✓	✓	
10.	Attention to detail, organisation, energy and drive.	✓	✓	✓	
11.	Exemplary professional dress and demeanour.		✓	✓	
12.	Highly developed classroom management skills.		✓	✓	
13.	Exemplary subject knowledge.	✓	✓	✓	
14.	The ability to inspire and lead others.	✓	✓	✓	
15.	The confidence to work independently and the capacity to be self-critical.	✓	✓	✓	
16.	Understanding of the place of the environment in learning.		✓	✓	
17.	Organisational skills.	✓	✓	✓	
18.	Sensitivity to situation/context.		✓	✓	
19.	Understanding of how to assess progress in students' work and in their books.		✓	✓	
20.	Understanding of the place of the environment in learning.		✓	✓	
21.	An understanding of the Ofsted framework in relation to quality of teaching.		✓	✓	
22.	Sophisticated written skills.	✓	✓	✓	
23.	Desire and potential for further professional development.		✓	✓	

THE PERSONAL STATEMENT

Candidates applying for our *Head of Department* vacancy are required to evidence in their personal statements their experience and subject knowledge. Where there is a specific area of specialism or industry experience, candidates are asked to acknowledge this and articulate how they have (or how they might) put this into their own teaching practice to create outstanding and inspirational lessons. Any current areas of interest, texts that you have read and periodicals or journals to which you subscribe are all of interest to us in this part of the application.

The Personal Statement is also a place for candidates to write about what they consider to be the essential hallmarks of outstanding teaching. Amongst other things, we are interested in hearing examples of lessons in which you have done any of the following:

- 1. Planned for exciting and inspirational moments of learning, that are out of the ordinary;*
- 2. Been able to build relationships with students that support the learning process;*
- 3. Utilised independent study time to maximise student progress;*
- 4. Deployed a range of resources to enrich learning;*
- 5. Been able to respond to and amend students' misconceptions and use feedback to stimulate learning;*
- 6. Responded to the specific needs of students in your classes;*
- 7. Utilised contact with parents to support learning.*

In addition to examples of lessons, we wish for candidates to comment on how they might best adopt the school's ethos. Wymondham High prides itself on its professional values. We take formality very seriously and our staff dress code is intended to reflect a sincerely held view of the professionalism and seriousness of our work. School leaders have created an environment in which colleagues enjoy the fact that their lessons are rigorously and thoroughly analysed. We are dissatisfied with the mediocre, with the dull and with the pedestrian and we are consistently and unapologetically driven to ensure that all lesson experiences are innovative and imaginative. We value the self-critical professional who leaves the school day thinking of the ten things that could be improved. We are a driven place, living off the energy of self-improvement and whilst we understand that perfection is an unlikely destination, the prospect of the journey towards it is its own excitement. We understand the level of care, industry and talent required to make successful lessons and, rather than finding 'quick fixes', or short cuts, we take pleasure from the demands we are set.

Wymondham High is a school like no other. The leadership team generally, and the Principal in particular, are the very fingerprint of the school's identity, having a hand in all that happens at Wymondham High. Candidates applying for the post at our school should apply because are keen to join a driven, dedicated community of professionals, not afraid of the industry and hours required to make all students successful.

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