

# PINNER

## HIGH SCHOOL



### SUBJECT TEACHERS

### CANDIDATE INFORMATION PACK

Inspiring Learning

Dear Applicant,

I could not be more excited about Pinner High School, present and future. I have the best job in education: leading a new project with supportive local schools committed to sharing their expertise; an aspirational and involved community; a fabulous site, part way through a major refurbishment. The future is exceptionally bright.

I am now looking for exceptional colleagues who can join me on this journey. Our opening year was a great success, with very positive inspections from the Department for Education, the Harrow Academies Trust and independent consultants 'B11' noting that we 'have the model for an Outstanding school'. We were delighted to be featured in the Parliamentary Review 2017, showcasing best practice in education nationwide. At the end of our first year, parents, students and staff all rated us as 'Outstanding' in all categories. More important than all of that, we have happy students who are keen to learn, who have settled well into a busy and active secondary school life.

Whilst our opening year has been extremely successful, our new colleagues will help lift us to new heights. As we grow from 300 to 1,162 students and complete our refurbishment programme you will ensure our students continue to make exceptional levels of progress and receive first class pastoral care, with access to the highest quality enrichment activities: everything that is involved on our school motto 'Inspiring Learning' that makes our school an excellent, inclusive one for the whole community.

Whilst setting up Pinner High School is immensely rewarding, establishing a new school is certainly challenging. Before opening I created a uniform, met with our local Councillors and Member of Parliament, selected the type of flush mechanism for the toilets, and developed expertise in drainage solutions for DT classrooms. Now open, the school feels more familiar, but a role at Pinner High School is a varied one that will expand your professional horizons. Our first group of students are our trailblazers, and our new colleagues will need the same pioneering mind set: a flexible approach, a 'can-do' attitude and a determination to make an impact on a successful, growing school. The ability to offer more than one subject may be an advantage.

No matter how strong the foundations, an organisation is only as good as its people. The Pinner High School that we build together is one where colleagues are valued for the contributions they make to the lives of our young people. Over 500 people have applied to work at the school since it was proposed, and I have exceptionally talented and hard-working colleagues. We achieved the Investors in People Health and Wellbeing Award in our first year of opening, and new teachers will share a commitment to a healthy work-life balance.

If Pinner High School sounds like it is right for you, complete the application form in full and submit a personal statement, of no more than two sides of A4. A target from our most recent Department for Education 'new school monitoring visit' is to "maintain the momentum of our innovative and exciting school". In your personal statement explain why you want to work with us, why you are the best person for the role, and what you would do to address this target if you are appointed. Applications must be emailed to [careers@pinnerhighschool.org](mailto:careers@pinnerhighschool.org). Please include your name and the role for which you are applying in the subject line of the email and in the file name with which you save your application.

I look forward to hearing from you.

Chris Woolf, Headteacher

## SUBJECT TEACHER

Reports to:	The post holder will report to the relevant Head of Department and Head of Year.
Start date:	1 September 2018
Salary:	Main Pay Scale or Upper Pay Scale as appropriate
Hours:	Full time
Leave:	As set out in STPCD and / or Burgundy Book

We encourage you to read our website carefully and familiarise yourself with our prospectus, this candidate information pack and the application form for the post.

Pinner High School opened in September 2016. It will admit 180 Year 7 students each year; so having 900 Year 7 – Year 11 students in 2020/21. Its onsite sixth form, for up to 250 students, will admit its first Year 12 students in 2021/22. Pinner High will have its full complement of year groups in 2022/23. There will be 12 additional places for students with Autistic Spectrum Disorder. (So the total roll will be 1,162 if all year groups and the ASD places are full). Pinner High School is located on Beaulieu Drive, HA5 1NB. The site is adjacent to the site of Cannon Lane Primary School, which is currently expanding from 3 forms of entry to 4.

Pinner High School is part of The Harrow Academies Trust, a multi-academy trust established by the seven secular high school academies within Harrow. These high schools, together with Whitmore High School (which is a community school maintained by Harrow Council), have a strong track record of collaboration, including establishing Sixth Forms, the age-of-transfer that saw Year 7 join high school (instead of middle school), academy conversion in 2011, and establishing The Jubilee Academy (an alternative provision free school) in 2013.

The Harrow Academies Trust also includes Harrow View Primary School, which is a primary school that will be constructed as part of the major housing / regeneration project in Harrow on the site of the current Kodak site.

## **JOB DESCRIPTION**

The following job description is not necessarily exhaustive; it will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the postholder.

While this post is expected to be based predominately at Pinner High School it may involve work with and at all schools within the Trust as the Trust develops.

## **INTRODUCTION**

At the heart of a successful school is the provision of high quality teaching and learning, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development and well-being. A subject teacher plays a key part in this provision by a commitment to the school's ethos, by working effectively in subject and pastoral teams and by delivering high standards of teaching and learning. In this way, s/he assists the school in reaching its targets and objectives.

## **CORE PURPOSE**

To teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well-being, and bring life to the school motto of 'Inspiring Learning'.

## **KEY RESPONSIBILITIES**

- To be committed to and to promote the school's vision, aims, objectives and values.
- To maintain and contribute to the development of school policies. Within school and subject policies, to:
  - effectively teach National and School Curricula within the school's Teaching and Learning Policy;
  - set appropriate homework;
  - mark work, assess, record, track and report pupil progress, using available data;
  - provide a stimulating learning environment;
  - have due regard for maintaining health and safety and security in the areas s/he uses;
  - To be a member of a pastoral team and, if required, a form tutor, carrying out the associated responsibilities.
- To assist with the effective operation of subject and year teams by, individually and with others:
  - developing schemes of work, resources, teaching and learning strategies;
  - contributing to team review, monitoring and evaluation and the development of working practices;
  - participating in working groups, ad hoc projects;
  - taking part in other professional development activities;
  - attending meetings as necessary.
- To undertake any other duty as specified by the School Teachers' Pay and conditions Document not mentioned in the above.
- To comply with any reasonable request from a leader/manager to undertake work of a similar level that is not specified in the job description.
- The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

## **NOTES**

The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post.

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust.

All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. Successful applicants will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

## **PERSON SPECIFICATION**

The person appointed will have:

1. Good honours degree in relevant subject
2. QTS
3. Enhanced DBS
4. Evidence of excellent teaching at KS3, KS4 across the ability range
5. Evidence of being able to personalise learning
6. Used data to monitor and raise achievement
7. Evidence of consistent use of AFL techniques
8. Involvement in departmental development
9. Involvement in extra curricular activity
10. Evidence of ongoing CPD
11. Positive behaviour management skills
12. Excellent communication and interpersonal skills
13. Strong ICT competence and the ability to use ICT to enhance learning
14. Problem solving skills
15. Organisational skills/ ability to meet deadlines
16. A commitment to student safeguarding and well being
17. A commitment to equal opportunities
18. Ability to inspire and enthuse
19. A willingness to share in the school's educational vision
20. Evidence of being a strong team player
21. Self-motivation and a sense of initiative
22. An open and transparent work ethic
23. Flexibility
24. Professional conduct and personal integrity
25. Excellent attendance and punctuality