



Year 3 or 4 Teacher

Required for September 2018

Year 3 Teacher

The advertisement in the TES is as follows;

An enthusiastic and talented teacher for a Year 3 or 4 class to join an outstanding team in a forward-looking and dynamic prep school.

Closing date: **Tuesday 1st May 2018 at 9.00am**

Thomas's London Day Schools

Thomas's London Day Schools educates over 2000 children at four schools – Thomas's Battersea, Thomas's Clapham, Thomas's Fulham, and Thomas's Kensington, and in one kindergarten in Battersea. Thomas's Academy, formerly New Kings Primary School, is a very welcome, recent addition to the Thomas's family of schools.

It is our prime concern that children at Thomas's are happy. We provide for their education by giving each child dignity and self-esteem through a sense of achievement, be it academic, artistic, or sporting. The central belief is that all this and more can be achieved if we can be kind to one another

In these preparatory years we offer a broad curriculum covering a wide range of subjects and skills so that by the time they leave us our pupils will have begun to identify individual areas of talent. In a positive and stimulating environment we ensure that each child achieves the best academic results of which each child is capable.

Thomas's Clapham

a. The School and its facilities

The school occupies a site on Broomwood Road between Wandsworth and Clapham Commons. It is housed in a Grade II listed building which was built between 1904 and 1908 as the site for Clapham County Girls' School. Thomas's Clapham opened as a school for boys and girls in 1993

aged 4–13. There are currently 647 pupils on roll. Philip Ward took up post as Headmaster in September 2012. Before that he was the Headmaster of Feltonfleet, in Cobham, for twelve years.

The facilities at Clapham include a superb Drama studio and fully equipped theatre space, and separate Art, Pottery and Design Technology centre, which was newly built in 2001, and an impressive building housing the Reception classes, which was built six years ago. Exciting new outdoor play and learning areas have been created, as well as *Mindfulness Place*, an enchanting garden dedicated to the school's commitment to teaching Mindfulness.

The Masterplan for a significant refurbishment of the top floor (KS3) teaching areas and the provision of a new and revitalised spaces for catering and dining, is well developed. The Year 1 and 2 classrooms were completely refurbished during the summer of 2016. The Year 3, 4 and 5 classrooms underwent their own transformation during the summer of 2017, along with the IT room, and some areas of the Music Department. The recent and on-going investment in digital learning is significant and exciting.

Demand for places in the school is considerable, with most children arriving into the school in Reception. Around twenty girls and boys join the school in Year 7 from Thomas's Fulham. One class of children leave at 11+ for London day and boarding schools, the majority stay until Year 8, sitting 13+ exams for the London day schools, Common Entrance (92% A*–B in 2017) or Academic Scholarship. 54 academic and Co-curricular Scholarships were won in 2017. Approximately 80% leave for boarding schools at the end of Year 8.

b. The Clapham Way

The approach to teaching and learning (the Clapham Way) is exciting, progressive, and challenging. Change is eagerly embraced by colleagues and pupils who share a passion for learning and finding new and better ways of doing things. Creativity, thinking skills and instilling a thirst for independent learning are at the heart of our approach. Traditional and didactic teaching methods would feel alien at Thomas's Clapham, and standards and expectations are high. Continuous professional development is a strongly established culture within the school.

Academic standards are very high, but there is a strong and vibrant co-curricular programme with a strong emphasis on breadth. The school was recognised by Ofsted in February 2018 as Outstanding in each category.

c. Inspiring every child, and the future

Inspiring every child, the five year strategic development plan, was launched in September 2013. As well as its focus on development in a number of key areas, *Inspiring every child* promotes a values education based approach to inspiring learning, living and leading in every area of the school community.

One consequence of the strategic plan is that the PHSCE programme was replaced in September 2014 by a new whole school *Inspiring Living* course, focusing on well-being and healthy living.

Another is that we are currently carrying out a complete review of our broad curriculum. Research and evidence based enquiry will help us to reshape and balance the curriculum to ensure a relevant C21 teaching and learning experience for every child in the future. We rolled out a revised

curriculum in September 2016, characterised by enquiry based learning throughout the school, and the teaching of a character skills woven into every aspect of the curriculum which we call the 8C's. A commitment to teaching Growth Mindset has been very well received.

The Middle School (NC Years 3 and 4) at Thomas's Clapham

Thomas's Clapham is divided into 3 stages, the Lower School, (Reception to Year 2), The Middle School (Years 3 and 4) and the Upper School (Years 5 – 8). Within a large and vibrant school, this allows the Head of each area of the school and their staff to tailor the curriculum specifically to the academic and pastoral needs of the children at each stage of their development.

The Middle School is led by Mrs Charlotte McConnell (Assistant Head – Middle School). She is supported in managing the welfare of each year group by a Year Leader for each of Year 3 and 4 respectively. There are a maximum of 4 classes within each year group in the Middle School and staff support each other with planning, organisation and sharing areas of expertise. Enquiry based learning is strongly embedded in the Lower, and the Middle Schools.

The children are in classes of no more than 20 in the Middle School, and stay with their form cohort for most lessons. The form teacher is responsible for teaching Mathematics, English, History, Geography, R.E. and *Inspiring Living* as well as overseeing the pastoral care of their form, and supporting Games, and the Outdoor Education programme. The children are taught by specialist teachers in all co-curricular areas. The Middle School is supported by two Learning Assistants.

Job specification – Year 3 or 4 Teacher

The successful candidate for this post will be a KS2 primary specialist with QTS or post graduate training relevant to the post, either experienced in or trained to teach a Year 3 class.

a. Accountable

- To the Assistant Head (Head of Middle School).

b. Responsible

- For a Year 3 or 4 class.

c. Key areas of responsibility

- To fulfill all the duties and responsibilities of a Year 3 or 4 form teacher.
- To promote high quality teaching and learning, providing clear structures for lessons which maintain pace, motivation and challenge.
- To set high expectations for pupil behavior, establishing and maintaining a good standard of discipline within a positive and optimistic environment where well-focused teaching and positive, productive relationships are the norm.

- To ensure that the classroom is an invigorating environment for effective learning, embracing pupils' work on paper, display and in the general atmosphere created in the classroom.
- To plan effectively to ensure that pupils have the opportunity to meet their potential, taking account of the needs of every child.
- To teach general subjects, and support the specialist teaching (Music, Art and DT, Drama, IT, French, PE and Games are taught by specialist teachers).
- To write academic reviews and reports as required, and monitor and evaluate pupils' learning, liaising closely with the Assistant Head (Head of Middle School).
- To develop open, easy and professional relationships with colleagues.
- To be accessible and amenable to regular parental contact, and develop open, easy and professional relationships with parents.
- To maintain and manage the physical resources in the learning area.
- To undertake supervisory duties, attend assemblies, and school lunch, and to cover for absent colleagues.
- To run an assigned weekly club.
- To help with Year 3 or 4 games.
- To help with Year 3 or 4 drama productions.
- To attend staff meetings, School INSET, and attend professional courses to enhance teaching effectiveness and qualifications.
- To establish a safe environment that supports learning and where pupils feel secure and confident.
- To contribute to the rich and varied extra-curricular programme.
- To play a full part in the life of the School, including attendance at events as required by the Headmaster (eg parent teacher meetings, the Carol Service, *Celebration and Farewell* etc).
- To support and contribute strongly to the corporate life of the school (eg contributing material to newsletters, the school magazine, the web site, attending events etc).
- To comply with all Health and Safety requirements.
- To ensure the best possible practice.
- To carry out other duties that may reasonably be required by the Headmaster.

d. Person specification

We want to appoint a qualified Year 3 or 4 class teacher. A sense of humour, adaptability, a commitment to teamwork, and a strong desire to make a difference are vital to our philosophy. A can do, will do attitude must be the driving intent of the successful teacher, allied to a sensitive and sympathetic approach to the overall role.

In addition to candidate's ability to perform the duties of the post, the interview will also explore the issues relating to safeguarding and promoting the welfare of children including;

- Motivation to work with children and young people
- The ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to the use of authority and maintaining discipline

The Thomas's Clapham day is dynamic and busy, and we shall certainly look for, and reward, a strong commitment to the whole life of the school.

We would be delighted to welcome applications from colleagues currently working in the maintained sector. However, understanding our high expectations, a commitment to working very hard, and clear evidence that you are going to get fully involved in the life of this excellent school is paramount. You need not have worked in a prep school before, but you do need to understand and have empathy with the ethos and spirit of prep schools and independent education. You need to be in full sympathy with all that we are about.

Other areas of School life

All teachers appointed to Thomas's Clapham are expected to contribute fully to the extra-curricular and pastoral life of the School.

Pastoral care is a strong feature of life at the school, and all teachers are expected to share in this responsibility, probably as a Form Teacher or as a Tutor.

The wider life of the school – The School expects its teachers to contribute whole-heartedly to other aspects of school life by drawing upon their own interests and enthusiasms. The richness of the school depends upon teachers who, for example, coach games, support and organise clubs and society meetings, or take children on trips and residential expeditions.

Salary and support

A competitive salary and conditions are offered.

This post offers a very exciting opportunity to work in one of the outstanding prep schools in the country.

Safeguarding and Child Protection

The successful candidate will be expected to commit to the following;

Thomas's London Day Schools is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring check.

Applications

A brief letter of application, and a completed and signed application form, should be addressed to the Headmaster, Philip Ward, as soon as possible.

The Headmaster would be delighted to talk on the phone to any candidate who would like to know more about the post. He can be contacted either at the School by phone (020 7326 9301) or by email – pward@thomas-s.co.uk.

Details of the post and application forms are available on the Thomas's London Day School web site www.thomas-s.co.uk/Working-at-Clapham or you can email the Operations Manager, Mrs Viki Stanton – vstanton@thomas-s.co.uk.

Interviews will take place on **Friday 4th May 2018**.

PC Ward
March 2018

This role falls within the category of regulated activity, therefore you will be required to have an enhanced DBS check and a barred list check. Should you receive any cautions or convictions whilst in our employment these must be reported immediately to your line manager. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and work in accordance with our child protection policies and procedures.

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact will be to adhere to and ensure compliance with the school's policies at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he/she must report any concerns to the school's Safeguarding Officer or Deputy.