

The background of the entire page is a collage of three vertical photographs. The leftmost photo shows a young man with light brown hair in profile, looking towards the right. The middle photo is a solid green rectangle. The rightmost photo shows a young woman with dark hair and glasses, looking towards the left. Below the green rectangle, the school's logo and name are displayed.

Recruitment Information

GREENSHAW 
HIGH SCHOOL

A warm welcome

Dear prospective colleague,

Thank you for your interest in working at Greenshaw High School. Our school is a highly over-subscribed 11 to 19 comprehensive school situated in the London Borough of Sutton. I take immense pride in the work of all of our staff and students, and having been at the school since 2001, continue to be amazed by their achievements.

We have achieved outstanding outcomes for learners of all abilities in a wide range of subjects over many years, but we are never complacent. Our shared vision is to continually raise the standard of teaching and learning, while ensuring that our learners and staff work in a school that cares about people. This nurturing ethos, allied to innovation in areas such as assessment and pedagogy, has led to significant expansion of pupil numbers.

Should you join us, you will work alongside an exceptionally committed and professional staff. You will be guided by experienced middle leaders who will equip you with the support, training and resources you require to become the very best in your chosen area.

As a member of Greenshaw High School we also offer a number of non-contractual benefits, including excellent CPD opportunities and career progression, a childcare voucher scheme, a cycle to work scheme, and a pension scheme.

If you are interested in finding out more about us please do not hesitate to visit us prior to your submitting your application.

Whatever you decide, I would like to wish you every success in your future career.

Yours sincerely,



Nick House Headteacher





GREENSHAW 
HIGH SCHOOL

...be remarkable

Introduction

Greenshaw is a highly over-subscribed 11 to 19 comprehensive school situated in Sutton. At Greenshaw, we have a tradition of combining both high expectations for all our students and a curriculum that is forward-looking and appropriate to the needs of the 21st century. Greenshaw became an Academy in June 2011. Throughout its history, Greenshaw has been popular with parents of children of all abilities and there continues to be a large demand for places. We are proud of our success as a genuine comprehensive school and of our reputation for providing a dynamic education within a happy and caring environment. We believe in ensuring all members of the school respect each other, take responsibility for their actions, and forge strong relationships with each other.

Greenshaw takes the lead in many national and local initiatives and has gained recognition for our successes. Despite sustained outstanding outcomes for learners of all abilities in a wide range of subjects, we are never complacent. Our shared vision is always to strive for excellence, and to continually raise the standard of teaching and learning.

We look to recruit outstanding teachers so that we can offer the best opportunities for all our learners. We are already privileged to have an excellent, highly collegiate and dedicated staff, and the value we place on individual development is reflected in the quality of our professional growth programme. This nurturing ethos, allied to innovation in areas such as assessment and pedagogy, has led to plans for significant expansion.

Curriculum Aims

Greenshaw's curriculum embraces everything the students experience at school. Our fundamental aim is to meet the individual needs of all students across the full ability range by delivering a differentiated and supported curriculum which has high expectations, encourages active learning, delivers academic success and builds self-worth. More specifically, the principal aims of the education provided by lessons, extended work and curriculum enrichment activities are as follows:

- to help all students to achieve their full potential in all areas of learning and experience, through a broad and balanced curriculum which is differentiated according to the varying ability and motivational needs of the students;

OUR VISION

We are a forward looking school without limits;
a dynamic community; welcoming to all;
a family that values the journey and the destination.

We all take responsibility, believe in each other,
strive for success and lead by example.

We are ambitious, sharing an exciting vision,
building lives for the future.

- to help all students secure the maximum possible success in public examinations;
- to help students to develop a wide range of mental attributes such as will advantage them in their chosen career and aid them in the development of their learning throughout their lives;
- to help students to acquire a wide range of physical and practical skills and to help them utilise those skills in a variety of different contexts;
- to engender in students a love of learning for its own sake, helping them to recognise the pleasure and enjoyment that can be gained from the acquisition of new knowledge and understanding and the development of new skills;
- to help students to develop such qualities of character and personality as will help them to take their place as active citizens in a pluralistic, multicultural, democratic society;
- to help students to develop an awareness of moral values, to recognise the existence of moral values other than their own and to respect the moral values implicit in the ethos of the school;
- to help students to acquire knowledge and skills that will contribute to their development as mature adults, helping to prepare them for their future lives at home, at work, at leisure and in continuing education;
- to create a curriculum that allows for progression and continuity within and between key stages and which is coherently implemented and organised;
- to facilitate equality of access to the curriculum for all students;
- to teach the curriculum through a wide variety of teaching styles and through the creation of learning situations appropriate to the needs of the students;
- to create an environment that is conducive to learning, where students feel free to adopt a positive attitude towards their education and where all forms of success and achievement are recognised and celebrated.

Your school's culture of high expectations and the staff belief in you provide you with an excellent platform for learning and help and prepare you successfully for life beyond school.

Ofsted

Examination results

Greenshaw emphasises excellence for all: within an atmosphere of success everyone is challenged to reach higher levels of attainment. Our growth mind-set philosophy encourages all of our students to achieve their potential.

Greenshaw celebrated outstanding A level results and excellent GCSE results in 2017, with a significant number of students achieving the top grade of A*.

At A level in 2017, 28% of grades were A*/A and over half were at A*- B. The overwhelming majority of students' attained grades that gained them entry to their first-choice university, of which in 2017 one third were Russell Group institutions.

In 2017, Year 11 students celebrated some excellent GCSE results following the introduction of numbered grades, as well as the traditional letters of A* to G. We are delighted that our students achieved 32 of the top grade 9 in the first year of the new examinations. If this year's results were compared to those using previous measures, 73% of students would have achieved 5 A*- C grades, including English and Maths.

At both KS4 and KS5, the school's outcome for both GCSE and A Level are both significantly above national average in a wide range of subjects, and for all groups of students.

Our Commitment to Your Career

We are a school that prioritises staff training and development. We are a learning community, and believe that all members of staff should have a thorough induction and an inspiring programme of training and professional development.

Wednesday afternoon lessons end an hour earlier, allowing our training to be done within the school day, rather than in twilight sessions. We call this part of the week 'Professional Growth', and it is divided between departmental sessions on subject pedagogy, and broader professional enquiry in areas such as assessment, mind set and language. This Professional Growth programme has recently been awarded Silver status by the Teacher Development Trust, an award that has been gained by only forty other schools.

By investing in staff development through seminars and meetings, and conducting research projects, our staff members are up to date with the latest thinking and practice in education. This in turn enables them to provide the best learning opportunities for the students of the school, which is our core purpose.

"It was obvious that both you and [the staff] were hugely committed and caring – and it's been a while since we've come across people who love their jobs so much."

Healthy Schools researchers



Religious Studies Department

Teacher of Religious Studies required from September 2018

Full time and Permanent contract

Main Pay Scale (Outer London) 1 – 6

Applications from NQTs are welcome

About the Religious Studies Department

This is an excellent opportunity for a passionate and enthusiastic Religious Studies teacher to join a dynamic department. The Religious Studies Department is a thriving, positive team which aims to ensure that all students think critically about their beliefs and the views of others, and to engage fully in developing as responsible, tolerant and informed young people. The department offers opportunities for all staff members to engage fully in professional growth, and to really excel as a classroom teacher.

All students at Greenshaw study Religious Studies in Years 7 to 11. Results at both GCSE and A Level have been consistently excellent. The approach taken to teaching Religious Studies is one which aims to encourage students to learn more about the global society in which they live; examine their own beliefs; analyse a variety of views; consider life's big philosophical questions; and examine their own decision-making and behaviour through a study of contemporary issues. We invite students to look at issues both in their local community, in the UK and by using topical international examples from across the world.

Through this we hope to contribute to the spiritual, moral, social and cultural development of students; community cohesion on a local and national level; promotion of equal opportunities; encouragement of diversity; and critical thinking and writing skills essential to success in the workplace. This is really important to all members of the Department as we are committed to ensuring that Religious Studies offers a unique opportunity to prepare students for living in an increasingly diverse society,

In Year 9, 10 and 11, students study a course entitled Social and Religious Studies which prepares them for the AQA Specification A Religious Studies GCSE, focusing on Christianity and Islamic beliefs and practices, and philosophical and ethical themes. RS remains a very popular and respected A-level, achieving excellent results in the study of Religion, Philosophy and Ethics.

Job description

The successful candidate will:

- Teach Religious Studies up to Key Stage 4 (the ability to teach Key Stage 5 is desirable)
- Play a central role in the Religious Studies department, contributing to extra-curricular activities including workshops, extension programmes, revision sessions, competitions, trips and open days
- Make a vital contribution to the efficient running of the Religious Studies department including setting and marking examinations, assisting in moderation of coursework and undertaking administrative tasks as delegated by the Head of Religious Studies

- Continue to develop the high standards of work and expectation of student progress within the department
- Enhance the quality of teaching and learning in the Religious Studies department and wider school through sharing resources and good practice, lesson observation, collaborative teaching, and mentoring
- Adhere to the school's principles of teaching, learning and assessment
- Take responsibility for professional learning and fully engage in the school's Professional Growth Programme
- Promote high levels of written and oral academic language and develop students' knowledge of the world
- Set the highest standards and behavioural expectations in lessons and around the school
- Maintain the highest standards of professional conduct and to act as a role model to young people
- Select, use and prepare appropriate resources that maximise the impact of teaching on student learning
- Actively liaise with all specialist support available to provide appropriate provision for students with different learning and/or behavioural needs, but to remain accountable for the progress of those students
- Undertake such duties and responsibilities as may be reasonably requested by the Headteacher in accordance with the relevant Pay and Conditions document

Person Specification

The successful candidate will:

- Have the ability to teach Religious Studies (up to Key Stage 5 would be an advantage)
- Be a graduate with a good degree classification in Religious Studies or a related subject, and possess an appropriate teaching certificate
- Have excellent subject knowledge and a genuine passion for teaching Religious Studies
- Demonstrate detailed knowledge of current curriculum and pedagogical developments in the teaching of Religious Studies and the wider curriculum
- Have a desire to further raise overall achievement in Religious Studies through promoting the highest standards of teaching and learning
- Have a flexible approach to the teaching of Religious Studies that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievements
- Demonstrate a commitment to following the school's principles of teaching, learning and assessment
- Be willing to take responsibility for professional learning, and fully engage in the school's Professional Growth Programme
- Have sound skills as a classroom practitioner
- Have the ability to communicate effectively, both orally and in writing, with pupils, parents and colleagues
- Have the ability to work effectively within a team and to make an active contribution to the success of the department, including co-planning and peer review
- Have a willingness to participate in extra-curricular activities
- Demonstrate a commitment to the role of tutor as a central figure in the life of a student and their parents/guardians
- Demonstrate a commitment to comprehensive education and to the active promotion of equal opportunity
- Demonstrate a commitment to safeguarding and promoting the welfare and development of young people and demonstrate a positive attitude to helping them achieve their potential

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification. **When you complete your statement of suitability, you should mention any experience you have had which shows how you could meet these requirements.**

How to apply

Please visit our website www.greenshaw.co.uk for further details and to download an application form.

Completed application forms should be submitted by email to recruitment@greenshaw.co.uk or by post to the HR Department, Greenshaw High School, Grennell Road, Sutton, Surrey, SM1 3DY.

A statement of suitability must be submitted with the application form.

Please note that we do not accept CVs.

Closing date: 10am, Wednesday 21st March 2018.

Interviews will be held on Monday 26th March 2018.

The school reserves the right to commence the interview process at any time prior to the closing date, so early application is recommended.

Pre-application visits to our school are welcome. Please contact recruitment@greenshaw.co.uk to arrange a visit.

Greenshaw High School is committed to safeguarding and promoting the welfare of children therefore appointment to this position requires an enhanced DBS disclosure.

