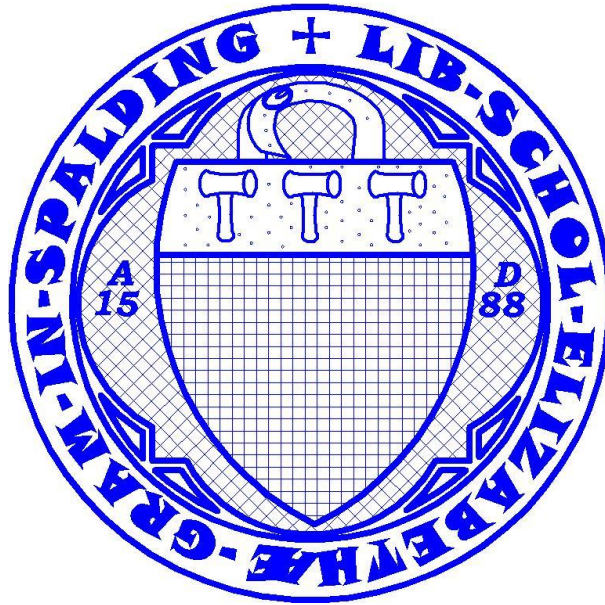


Spalding Grammar School



Appointment to the position of Teacher of Computer Science and ICT

September 2018

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GENERAL INFORMATION ABOUT THE SCHOOL

Founded in 1588 by Royal Charter, Spalding Grammar School was located within a part of Spalding Parish Church, called St Thomas's Chapel, until the 19th century. The School moved to its current site in 1881 and doubled in size when it amalgamated with Moulton Grammar School which closed in 1939. The School now occupies an enviable, spacious site, including 17 acres of Governor-owned playing fields, five minutes from the town centre. Teaching accommodation has been significantly improved and developed in the last twenty years, incorporating a large sports complex, a new English block and Library, a dedicated Business Centre, extended Sixth Form facilities and a multi-purpose Atrium. The School was awarded Academy status in 2013.

The School is academically selective and admits the top 25% of the population as determined by standardised verbal and non-verbal reasoning tests. There are generally four or five forms of entry with an published admission number of 150 pupils. Pupils are taught mainly in mixed-ability groups throughout the School, although setting does operate in mathematics from Year 7, modern languages and science from Year 9, and English from Year 10.

There is a common curriculum for the first three years, in which pupils study the National Curriculum core and foundation subjects. Every student studies a modern foreign language as well as Latin. Pupils also engage in lessons in core physical education and PaCE (Personal and Careers Education).

At GCSE, the majority of pupils will take ten subjects, including three options. A modern foreign language is compulsory. Depending on ability, some pupils will take a second qualification in mathematics; others will take combined science, rather than three separate disciplines. Pupils also engage in lessons in core physical education and PaCE.

The Sixth Form, which is coeducational, has grown in recent years and now attracts many students seeking to join us from other schools. At present there are in the region of 250 students in the Sixth Form, of which approximately one quarter are female. Our curriculum model, in light of post-16 reform, is that all students take three A-level courses, alongside an enrichment elective in Year 12.

The School aims to develop individuals, both personally and academically, and has thus implemented a vertical form system which allows all year groups to come together each day and support each other through a variety of structured activities such as mentoring, personal study, presentations and debating sessions. Evidence suggests that this system is having a positive impact on both lower and upper school students; it helps to develop constructive personal relationships, the ability to co-operate and work with others and the capacity to face the challenges of the wider world. All teachers, as well as some members of the support staff, carry out the role of Vertical Form Tutor within one of the School's six Houses.

A large part of what goes on at the School happens outside the classroom. The School's main sports are Rugby, Football, Hockey, Athletics and Cricket, but numerous other options are available. The School competes very successfully with many other schools in the county and beyond. We have staged a variety of dramatic productions over the years, and several school bands/choirs play frequently at our termly concerts. Many students are involved in the Duke of Edinburgh Award Scheme and are developed through the challenges and opportunities that this affords. We also offer a skiing trip each year, exchanges and work experience activities in France and Germany, as well as several other foreign visits.

The School's principal aim is to ensure that all students and staff have every opportunity to attain their potential intellectually, socially and personally. Relationships between staff and students of all ages are exemplary, and there is a friendly and orderly atmosphere which, in combination with a stimulating academic environment, develops the qualities that lead to successful examination results.

Staff have the use of a modern staff room, complete with catering and reprographic facilities. Many staff who join the School speak of the warmth with which they have been received and they consider it a very friendly place to work. Continuing Professional Development for the staff, under the guidance of a dedicated Staff Tutor, is of paramount importance and there are many opportunities for individuals to both develop their practice and advance their career. The teaching

and learning environment is supported by a dedicated team of support staff who work in harmony with the teaching staff to create a mutually supportive work place.

The School operates as a cohesive community. The Parents' Association is very strong; it enriches the life of the School through a wide variety of events, as well as raising in excess of £10,000 for the School each year. Support for charities and community projects is also very positive, with substantial sums raised each year. The Governing Body is also highly supportive of the School and its members are often a visible presence around the place.

Located in South Holland, Spalding is a pleasant market town in a largely rural area within easy reach of Peterborough and the A1. The people are very friendly and the pace of life is relaxed. There is a local entertainment venue, the South Holland Centre, in the town which provides a variety of live entertainment. House prices compare very favourably with those in most other parts of the country and there are a number of primary schools within the local area which provide for all abilities and faiths. The town is also served by our sister grammar school (Spalding High School) and a comprehensive school.

THE COMPUTER SCIENCE AND ICT DEPARTMENT

The Computer Science and ICT Department is a popular department: approximately 75% of Year 9 students choose to study either subject at GCSE. There are 105 students in the current Year 11 taking ICT or Computer Science. In Year 10 we only deliver the Computer Science qualification and have three groups totalling 53 students. Student take-up at A Level is equally strong: there are students studying ICT in Years 12 and 13 alongside our first cohort of Year 12 students following the Computer Science qualification.

The department is also successful in the results it secures: in 2017 students achieved; 38% A*-A and 87.5% A*-C at Computer Science GCSE; 48% A*-A and 93% A*-C at ICT GCSE; and A-Level ICT students achieved 56.3% A*-B and 100% A*-E.

Students are taught in two purpose-built, recently refurbished (August 2015) suites. The department team is made up of two full-time specialist teachers.

In Years 7 - 9 and at GCSE students are taught Computer Science. From September 2017 both ICT and Computer Studies are offered at A Level.

JOB DESCRIPTION

Salary:

SGS Pay Range (£22,917 - £39,017, depending on experience)

Accountable to:

Head of Computer Science and ICT

Responsible for:

Teaching computer science and ICT throughout the School.

Achieving the highest possible standards from students, developing students' skills, maintaining and developing subject-specific knowledge and skills and contributing to department and pastoral teams within the school.

Specific Responsibilities:

We seek to appoint a committed and enthusiastic teacher. The successful applicant will be a well-qualified, specialist teacher who has high expectations of his/her own professional practice and of all students, is determined to develop students' skills in computer science and ICT, works to achieve the highest possible standards from students, and supports each student in reaching his/her potential.

- a) Curriculum: you will teach computer science and ICT throughout the School, including at GCSE and/or A level. You will be responsible for maintaining good subject knowledge in those subjects.
- b) Teaching and Learning: you will plan and teach well-structured lessons that promote subject-specific skills and knowledge. You will develop and implement a varied and effective range of teaching strategies that promote the highest standards of students' learning within your lessons. You will differentiate in your teaching to both stretch and challenge the most able while supporting less able students.
- c) Students' Progress: you will be accountable for the progress of students in your classes. You will be aware of students' prior attainment and current achievement, encourage students to set aspirational targets and guide each student to reflect on their progress and take agreed steps to improve.
- d) Assessment: you will make accurate and productive use of assessment following the Assessment Model that is well-established within the department. You will provide relevant data about students' progress for the Head of Department, meeting the school reporting cycle deadlines.
- e) Reporting: you will communicate effectively with parents with regard to students' progress at formal reporting periods and when required.
- f) Professional Development: you will take responsibility for improving your teaching and students' learning through appropriate internal and external development opportunities. Your development will be managed by your line manager through the Appraisal process.
- g) Behaviour Management: you will have high expectations of students' behaviour for learning as set out in the school's Code of Conduct and enforced through the Behaviour Policy.
- h) Extra-curricular Contribution: you will make a regular and varied contribution to the School's already established and strong extra-curricular timetable. This will include an appropriate share of evenings and Saturday mornings, in pursuit of training sessions and suitable fixtures

We take great pride in this school in our outstanding care for all students. You will be a Form Tutor leading a vertical tutor group of students aged 11 – 18 years; as such you will be each student's guide at their side.

PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Good Honours degree • Qualified Teacher Status 	<ul style="list-style-type: none"> • Additional qualifications to extend knowledge and skills in Computer Science and ICT 	<ul style="list-style-type: none"> • Application Form
Previous Experience	<ul style="list-style-type: none"> • Teaching Computer Science and ICT across KS3 and KS4 • Excellent classroom management skills • Ability to deliver outstanding teaching and learning within Computer Science and ICT 	<ul style="list-style-type: none"> • The ability to teach Computer Science and ICT to KS5 would be advantageous • Experience of teaching gifted and talented students at all key stages • Experience of intervention processes to raise achievement • The ability and a willingness to teach an additional subject 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Skills and knowledge	<ul style="list-style-type: none"> • Excellent personal organisational skills • Fluent communicator • Ability to use ICT for teaching and learning and in the tracking and monitoring of student learning 	<ul style="list-style-type: none"> • Knowledge of recent curriculum development • Experience of using Assessment for Learning 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Collaborative working	<ul style="list-style-type: none"> • Is willing to work with organisational procedures and processes to meet the required standards for the role 	<ul style="list-style-type: none"> • Experience of developing successful working relationships with staff, parents, students, governors and the wider community 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Self-motivation	<ul style="list-style-type: none"> • Is resilient and demonstrates the ability to work well under pressure, managing time effectively • Is committed to continual personal and professional development • Is reflective and learns from past experiences 	<ul style="list-style-type: none"> • Has undertaken CPD activities with demonstrable impact 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Form Tutor	<ul style="list-style-type: none"> • A teacher who actively supports the school's commitment to vertical tutoring at Spalding Grammar School • Commitment to supporting the personal development of all students within the tutor group 	<ul style="list-style-type: none"> • Experience of vertical form tutoring 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm, drive and a love for the job • A good sense of humour • Ability to organise, plan and prioritise time effectively • Commitment to the school's safeguarding policies and standards • A passion for students and learning • Excellent record of health, punctuality and attendance • A commitment to raising attainment within an outstanding selective school 		<ul style="list-style-type: none"> • Application Form • Interview process • References

APPLICATION PROCESS

Applicants wishing to view the School and the Computer Science and ICT Department in advance of making an application are invited to do so. Please contact Debbie Haslam, the Headmaster's PA, if you would like to make such an arrangement.

Applications should be made by:

- Completing the School's application form (CVs will not be accepted as an alternative to a completed form)
- Providing a supporting letter (on no more than two sides of A4, font size 11 if typed). The letter should include how you meet the person specification and how your skills and experience to date make you the ideal candidate for this post.

Applications should be sent either by email, to dhaslam@spaldinggrammar.lincs.sch.uk, or by post, to:

Mrs D Haslam
Headmaster's PA
Spalding Grammar School
Priory Road
Spalding
Lincolnshire PE11 2XH

The closing date for applications is **Tuesday 17 April 2018, 12 noon**

Applicants will be informed as to whether they have been invited to interview by **Friday 20 April**

Interviews will take place in the **week beginning Monday 23 April**

I thank you for your interest in Spalding Grammar School and I look forward to hopefully receiving your application.

S M Wilkinson
Headmaster