Ridgewood School
Recruitment Pack

Position:
Teacher of English

Prepare for the road ahead

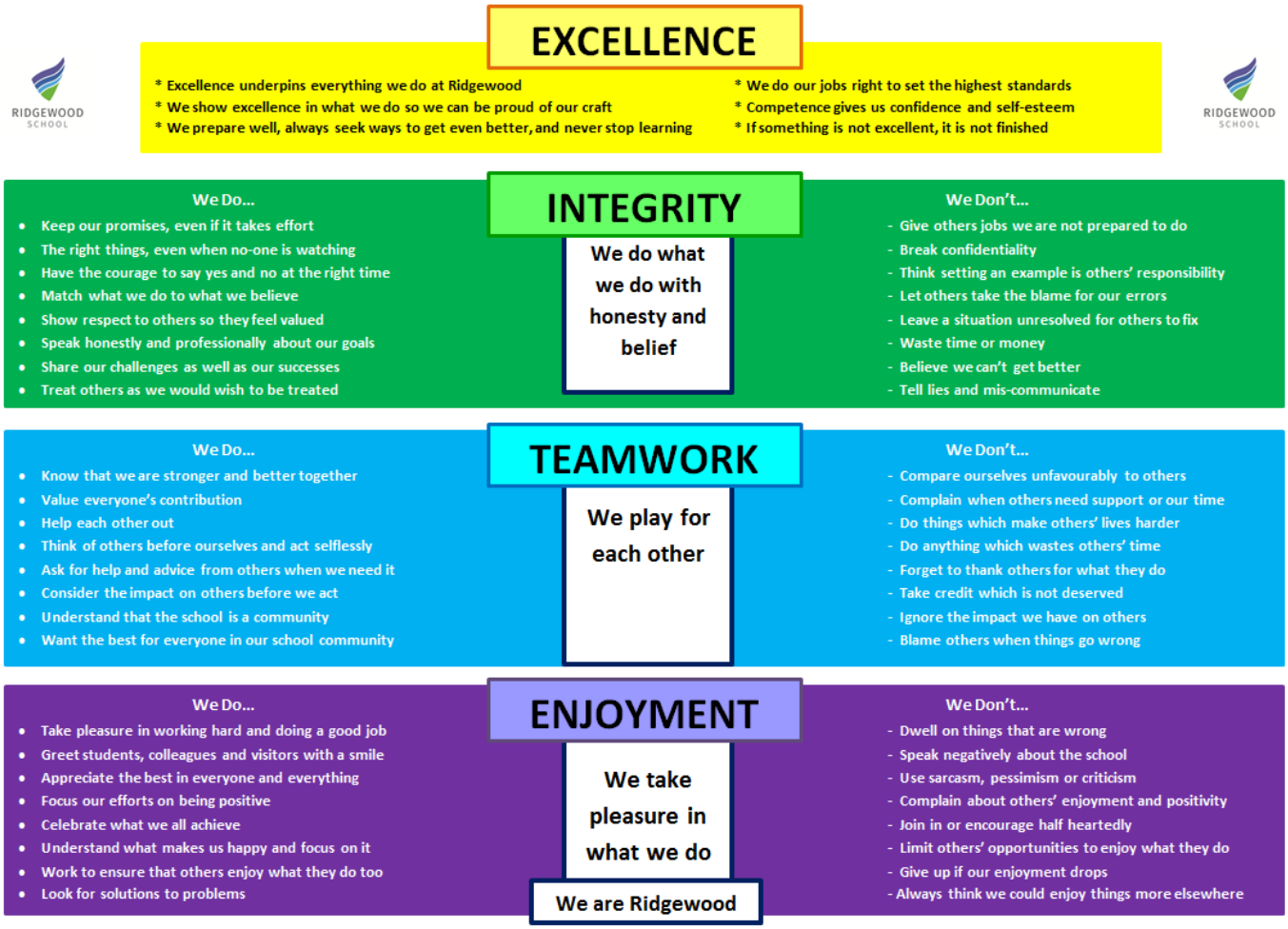
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Ridgewood School – Values and Ethos

Our Values

We educate the whole child. Ridgewood School seeks to provide all its students with the opportunities and support which enable them to achieve and exceed their potential, not only in terms of academic achievement, but as a valuable member of the school community, and of the wider society beyond.



Ethos and Aims

- To raise the aspirations of students so they desire to achieve and exceed targets set for them, both within and beyond the classroom.
- To engender a sense of collaborative purpose, so students and staff work together to achieve their best.
- To care for students as individuals and to respect their talents, aspirations, strengths and unique qualities.
- To provide opportunities for students to be engaged, interested and challenged by what they do and learn, every day.
- To continually strive for improvement in all areas, through hard work, resilience and determination.

Letter from the Headteacher

Dear applicant,

Thank you for your interest in the position of Teacher of English at Ridgewood School.

At Ridgewood, we seek to appoint staff who are fully committed to securing students' success, and who love what they do. It is important to us that you enjoy your time working at Ridgewood, and that you feel able to give 100% in a supportive, innovative and high-energy environment. Our team of staff and governors are dedicated to ensuring that all our students reach their full potential, and that staff also feel they can be the best they can be.

The successful applicant will join a school community of friendly, committed and enthusiastic teaching and support staff. We believe that the best results come when we all work together, and we hope that the successful applicant will soon become part of our community and feel part of our inclusive ethos.

Ridgewood School is very proud of what it offers both students and staff. The opportunities students are given to develop their talents and skills are matched by the opportunities staff receive to develop their practice, enhance their knowledge and become better teachers every day.

I hope you feel that Ridgewood is the right school for you. We believe there is a lot we can offer those who choose to come and work here. If you would like to arrange a visit to the school, please speak to Frances Hamlet who will be happy to arrange it. I look forward to receiving your application.

Yours sincerely,

Maggie Dunn

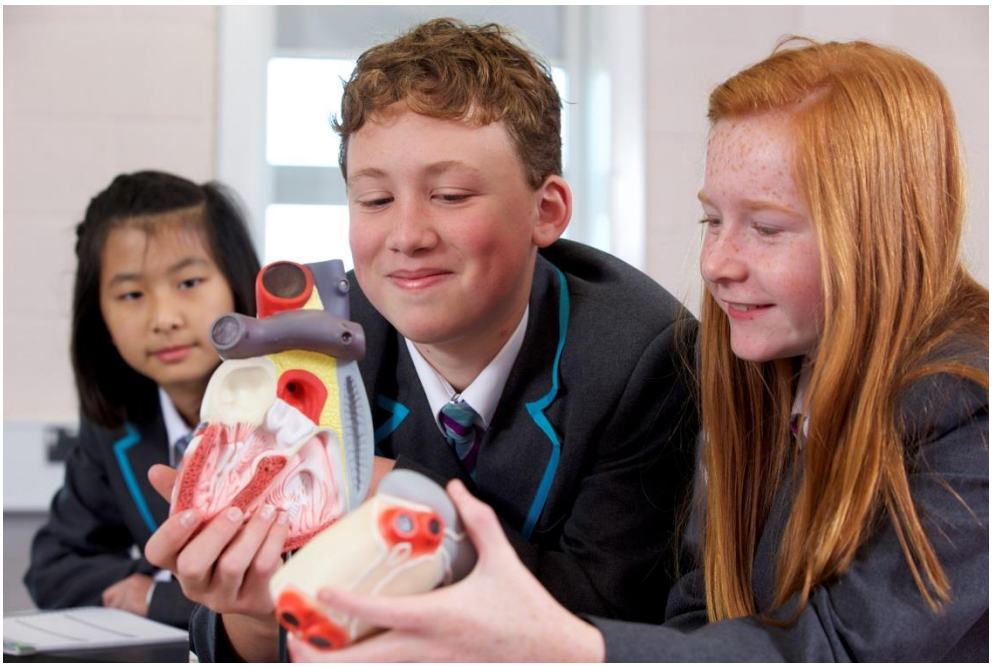
Headteacher
Ridgewood School

About Ridgewood School

"We want every student who leaves Ridgewood School to aspire to achieve beyond what they thought they could do when they first started with us. Our core values emphasise high standards, pride in everything we do, and working together as school community to achieve the best, both inside and beyond the classroom. Nobody at Ridgewood settles for second best. It is important to us that our students not only achieve great results, but develop as people who are ready to meet any challenges they face in the future with confidence and self-assurance. We want to give our students opportunities that let them grow both intellectually and personally, and enable them to develop their own unique characters. Students at Ridgewood are given the means to contribute to both our school community and the wider community beyond. We educate the whole child so that students immerse themselves wholeheartedly in school life, and leave with a desire to contribute to society.

We offer our students an environment in which they can flourish, and see the results of their own hard work pay off. With the help of our dedicated staff, they can prepare for the road ahead and begin their journey into adult life equipped with the skills they need to ensure a happy and successful future."

– Maggie Dunn, Headteacher



Training and Development Opportunities

At Ridgewood, we believe that the effective training, support and development of our staff enables them to be the best they can be, and to give our students an exceptional teaching experience. Ridgewood offers its staff bespoke packages which are tailored to their career point and path, and which encourage them to become reflective, enthusiastic and expert practitioners.

Our CPD is varied and matched to the needs of our staff, both teaching and associate. Teaching staff engage in whole school training in teaching and learning, understanding our school systems and quality assuring data, as well as benefitting from Hyperion, our coaching programme which focuses on classroom practice over a seven week cycle. Our Lead Practitioners take staff through a personal journey where they seek to develop a specialist area of their practice and become accomplished and confident practitioners.



At Ridgewood, we also benefit from a dedicated Leadership Coach who develops training and support for all our staff. Training, coaching, shadowing of roles, one-to-one support, project-based development and a range of other forms of CPD can be organised by our Leadership Coach in order to support staff to develop effectively in their jobs, and to understand how to make the next step in their career.



Our unique Oracle Leadership Development Programme offers all staff the chance to access training based on their own needs and aspirations, and matches training available to our ten Ridgewood Leadership Traits, which have been developed to promote effective leadership in all areas of the school.

Setting high expectations	Managing and leading people
Showing ambition	Change management
Understanding the school's effectiveness	Introducing new initiatives
Taking risks	Developing a leadership style
Reflecting on and debating experiences	Driving and sustaining improvement

Staff benefit from being able to select CPD to undertake at a time which suits them, and in a format which matches their learning style. All CPD is also recorded centrally, so staff have a comprehensive record of the training they have taken part in each year, and can use this to develop their own training package as they progress through their career.

Our Curriculum



Our academic curriculum aims to offer students of all abilities and talents an opportunity to develop their knowledge and skills across a wide variety of subjects. We are committed to providing a curriculum which is challenging yet accessible, and which fosters a love of learning, as well as enabling students to achieve success in exams and assessments. Students follow a two-week timetable in order to maximise learning time. We regularly review our curriculum, to ensure that the needs of all our students are being me. More details of each subject can be found on our website.



Our Extra-Curricular Opportunities

Because we value a rounded education, our students have access to an extremely wide range of extra-curricular opportunities and trips. We firmly believe that students get out of school what they put in to it, so we encourage our students of all ages to get actively involved in the many clubs on offer.



Trips

Experiencing 'real world' versions of what students are taught in a classroom helps embed learning and broaden students' knowledge and understanding. Our geographers undertake field trips to the Holderness coast and the Yorkshire Dales, whilst our English and Drama students get the chance to watch professional theatre productions of the texts they study in lessons, last year seeing *Cymbeline* and *Rebecca*, amongst others. Productions by the Royal Shakespeare Company are also streamed live to the school, meaning our students only need venture as far as our Faraday auditorium in order to experience world class theatre! Our Engineering students get to see how engineers work on a massive scale, and visit current building projects to witness first-hand the theory they learn in class.



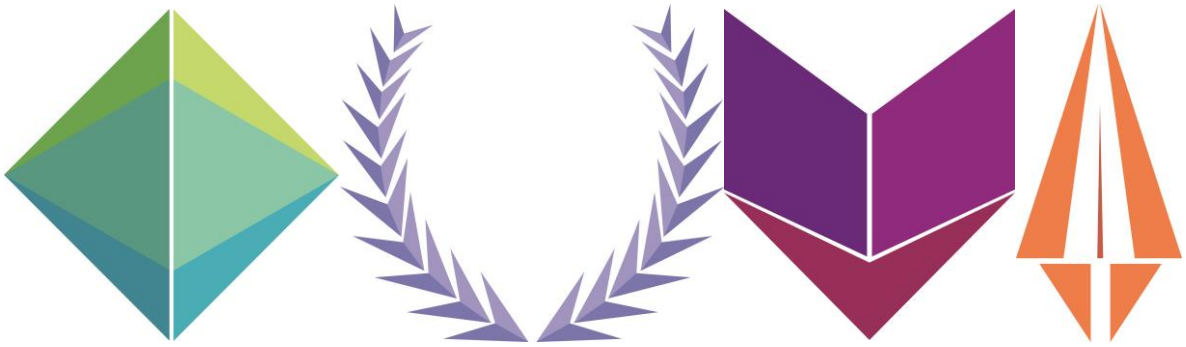
Clubs

Within school, there are over thirty clubs that students can join. These range from those aimed at students who enjoy sport (badminton, hockey, rugby, football, netball, basketball) to those for our aspiring businessmen and women, including the prestigious Young Enterprise initiative. We are also lucky enough to have our own dedicated Lego Suite, where we offer clubs, competitions and programming. For students interested in performing arts and the theatre, activities take place on a daily basis. The Theatre Lighting Tech Group learn the skills behind lighting a stage production, whilst the PATCH students receive a bespoke weekly arts provision, covering singing, dancing and acting, and culminating in a range of spectacular concerts throughout the year. We also submit entries to Connections, a high profile National Theatre competition, and the South Yorkshire Road Safety competition, which we won two years in a row. Our Music department is thriving, offering everything from African drumming to our contemporary choir 'Vocal Beatz'. Our brand new suite of iMacs also enables us to offer cutting edge tuition in music technology alongside our more traditional string ensemble and concert band.



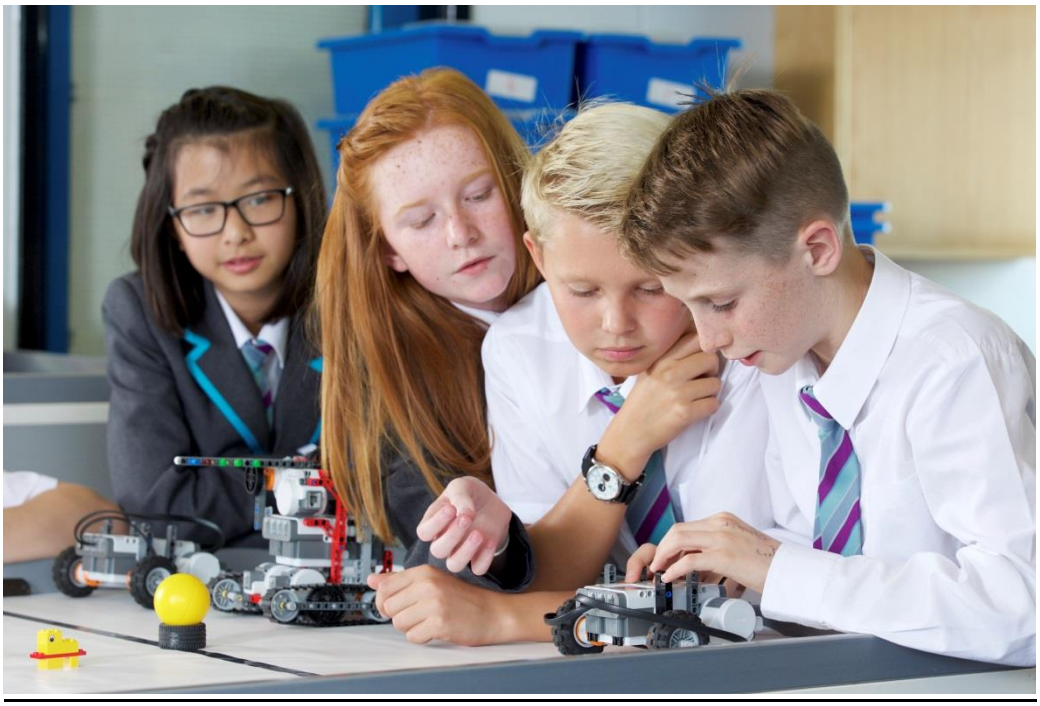
Our House System

Our house system is all about ensuring that students become well-rounded individuals who contribute and get involved, whatever their talent or passion. It provides every student in the school with a plethora of opportunities to engage in competitions, support and mentor others, represent the school in a range of activities, and learn what it means to be part of a community. We are extremely proud of our house system.



Overview of our House System

When students arrive at Ridgewood, they are assigned to one of four houses: Imperatrix, Voltigeur, Ambidexter or Margrave. These houses reflect both our geographical location in Doncaster, and the history of the area. Each house is led by a Head of House. This role is taken by a member of our Post-16 community who takes on responsibility for overall leadership of the house, and who co-ordinates a team of prefects from years 7-11. Prefects are also leaders; they co-ordinate house-based events and may help out throughout the year at events such as Open Evening and with our Y6 visitors during Transition Week. To be a prefect or Head of House is to take on a position of great pride.



Our Rewards and Character Curriculum

Ridgewood has its own unique approach to PSHE (personal, social, and health education) which we call our 'Character Curriculum'. This is delivered by a form tutor in a designated session at the end of each day. Students get the chance to speak to their form tutor as their primary pastoral point of contact, and to undertake a range of stimulating and thought-provoking activities which are designed to help them understand their own personal development, and to become better citizens.

Assemblies also link these ideas together, and are a chance for students to celebrate what they have learnt and discovered about British values and our twenty-first century society. Importantly, Character Curriculum time is used to deliver our 'Prevent' agenda and to ensure that students are aware of the dangers of radicalisation.

Our Character Curriculum enables us to deliver our vision for PSHE: 'everyone striving to be the best citizen they can be'.



ALTUS

The Latin word 'altus' means high, noble or profound. We thought this was an appropriate way to describe the students who achieve this status at Ridgewood, and so we developed the Altus reward scheme in order to recognise outstanding effort and attitude. As well as having a Latin meaning, we have also attributed the qualities of our Altus students to each letter of the word:

A is for attitude
L is for leadership
T is for teamwork
U is for understanding
S is for success

After each round of Creating Futures data has been entered and distributed to students and their parents, those students who are on or above target in every subject, and who display a 'Motivated' or 'Outstanding' attitude in all their subjects, will be rewarded with an Altus badge in a special Altus assembly.

Behaviour for Learning

Our Behaviour for Learning policy (BfL) ensures that students are able to learn and work without distractions, and that praise is at the forefront of every lesson. It has four simple rules which students must follow:

- Remain on-task at all times
- Remain silent when the teacher is talking
- Speak to other people in a pleasant way
- Do not touch another student

Those students who do not follow these rules will receive consequences which may lead to an after school detention if the rules are consistently broken. Students who follow the rules will receive praise from their teachers, and will be eligible for the Altus reward system. We strive to create an environment where teachers can teach, and students can learn.



Sixth Form

Our Sixth Form provision is first class and our results are a testament to the excellent teaching that students receive, and the commitment and hard work of all our Sixth Form students. Over 90% of our Sixth Form students go on to study at university, with one in three gaining a place at a prestigious Russell Group university (which is twice the national average). Over 90% of our students progressed onto their first choice university in 2017. We believe our students leave Ridgewood not only ready for the academic challenges that lie ahead, but with the skills and attributes to become active citizens and confident leaders.

Facilities

We have excellent facilities, many of which are uniquely available to our Sixth Form students in our Faraday Sixth Form Centre.

- A purpose built Sixth Form Centre which includes subject-specific classrooms
- Purpose built Science and STEM laboratories
- Resource centres housing key texts, journals and access to bookable equipment such as tablets and digital cameras
- Several IT suites
- A 200-seat, multi-use auditorium
- A mix of study and social spaces
- A café

As well as the facilities in the Sixth Form Centre, students have access to main school facilities.

- A gymnasium, a full sized sports hall, a fitness room, three 5-aside football pitches, one 9-aside football pitch, two 11-aside football pitches, one full sized rugby pitch, three netball courts and four tennis courts
- An iMac suite featuring 26 iMacs with MIDI keyboards with Sibelius, Garage Band and Logic Pro X software
- Six fully restored music practice rooms (benefitting from an electric drum kit, keyboard, guitar, bass, microphone and multi-channel amp)
- Laser cutters, 3D printers, CNC Milling machines, and a range of state of the art engineering facilities
- A kiln for clay work
- Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people



Activities and Events

Duke of Edinburgh Gold Award

A highly prestigious, nationally recognised qualification offered to all Sixth Form students, D of E enables students to develop a vast range of skills, both physical and mental, and they are supported by specialist, highly trained staff.

Young Enterprise

Students involved with the Young Enterprise programme at Ridgewood have won almost 40 awards in just four years – an amazing achievement. The programme provides students with the opportunity to run their own business, source finance, manufacture a product and sell it to members of the public.

PELP (Professional Educational Leadership Programme)

PELP provides an exciting opportunity for Sixth Form students to mentor younger pupils in specific subjects. This is a bespoke programme tailored to develop the skill set of Sixth Form students and enhance the academic progress made by younger students.

Sports Leaders Award Level 3

For those studying PE at Sixth Form, there is an opportunity to take part in the Sports Leaders Award programme. As part of this scheme, students have the opportunity to lead on a particular area of sport, and to design and deliver sessions to others to help improve fitness.

National Citizens Service (NCS)

Ridgewood School is proud of having formed an exciting partnership with the Doncaster Rovers Club Foundation in order to provide students with opportunities to take part in the NCS programme. Students complete the scheme during the summer holidays and spend two weeks away from home; the first week involves a residential activity and the second week is spent volunteering within local charities.

MOOCs

In addition to their scheduled lessons, students at Ridgewood School have the opportunity to complete a Massive Open Online Courses (MOOC). MOOCs are online courses offered by a variety of renowned universities from around the world, and enable students to access a variety of subjects.

Camps International

New this year will be the exciting opportunity to take part in a once-in-a-lifetime trip to Tanzania, co-ordinated by Camps International. As part of the programme, students will volunteer for two weeks within a Tanzanian village, helping to develop vital infrastructure including schools, medical centres and houses. They will spend a further week taking part in a PADI scuba diving course, leading to their first PADI qualification.

Internships

Students in Year 12 complete a week-long internship within a professional working environment and we are fortunate to have access to a wide range of internship providers from finance to the motor industry, and healthcare settings to education. We work closely with our students at all stages of the process to ensure that they are matched to the appropriate internship placement.

The internship scheme truly enables students to expand their horizons, experience a taste of the careers they wish to pursue and in some cases, provide opportunities for a taste of independent living. Vital relationships have been developed as a direct result of internships, particularly in the field of medicine where students have the opportunity to live away from home for a week whilst working at The James Cook Hospital in Middlesbrough. Students are not confined to the local area for their placements, and some have taken this chance to complete placements in France and Spain. As well as providing students with a unique window into a potential future career, the scheme has also allowed them to establish key contacts and points of reference that they can use throughout their careers.

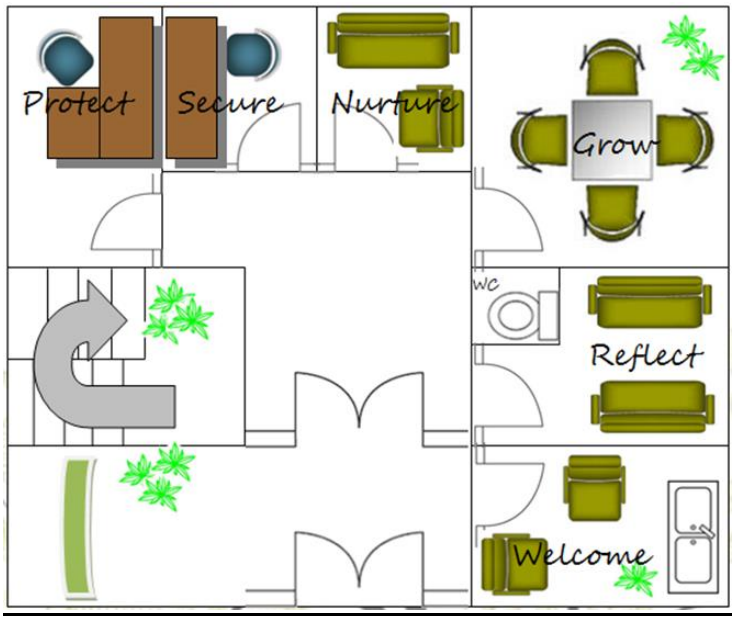
Validus

We are extremely proud to be able to offer our staff and students Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people and staff.

Validus provides a programme of holistic support, including qualified counselling support, professional and targeted support for young people experiencing issues, and specialist support for those pupil experiencing stress, anxiety, depression and low mood. It also raises the profile of wellbeing for all young people and staff and effectively supports our wider school teams. This outstanding facility enables us to effectively coordinate safeguarding, child protection, welfare and health concerns through one central hub and to provide opportunities for working with families and the wider community. It is also an appropriate and confidential venue for external agency workers working with young people and their families in school. Each room in Validus has a dedicated purpose designed to meet young people's specific needs.

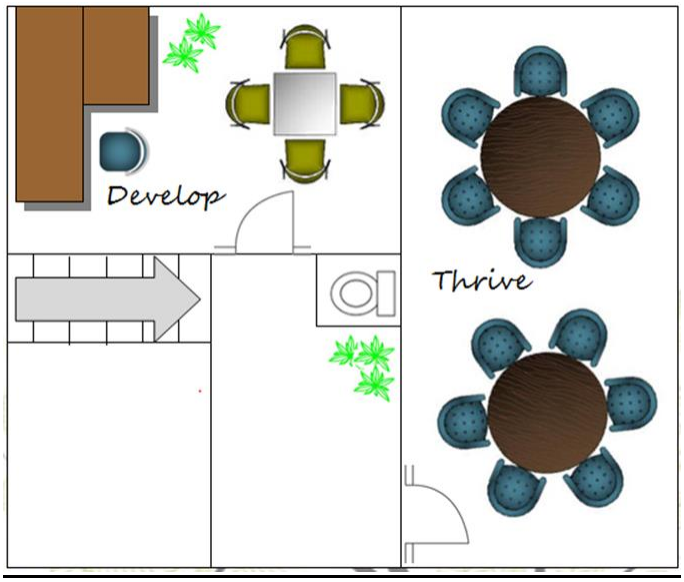
GROUND FLOOR

Protect: safeguarding officer base
Secure: administrative base
Nurture: individual safe space
Grow: multi agency base/workshop room
Reflect: counselling room



FIRST FLOOR

Thrive: large workshop space and programme room
Develop: strategy and safeguarding/inclusion and SEND clinics



Job Description

RESPONSIBLE TO: Head of Department

RESPONSIBLE FOR:

- To carry out professional duties including the responsibility for an assigned class including the day-to-day work and management of the class and the safety of the students during both on-site and off-site activities.
- To be responsible and accountable for achieving the highest possible standards in work and conduct.
- To promote the aims and objectives of our school and maintain its philosophy of education, ensuring the promotion and safeguarding of the welfare of our students within school.

MAIN DUTIES AND RESPONSIBILITIES:

- You are required to carry out the professional duties of a classroom teacher as set out in the current School Teachers' Pay and Conditions Document.
- You are expected to demonstrate consistently high standards of personal and professional conduct.
- You should also have due regard to the current Teachers' Standards which your performance will be assessed against as part of the appraisal process.

Teaching

- Maintain an up to date knowledge and understanding of the professional duties and responsibilities of teachers and the statutory frameworks.
- Plan teaching and differentiate appropriately to build on existing student capabilities demonstrating knowledge and understanding of how students learn by having a clear understanding of their individual needs e.g. EAL, disabilities etc.
- Use a wide variety of strategies to create a positive learning environment and maximise achievement for all students.
- Apply a range of teaching and learning strategies to reduce individual barriers to learning and to meet student needs.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons, taking account of students' prior levels of attainment.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Regularly review the effectiveness of your teaching and assessment procedures and their impact on students' progress, attainment and wellbeing.
- Be accountable for the attainment, progress and outcomes of the students you teach.
- Work with other staff on curriculum and/or student development to secure co-ordinated outcomes.
- Demonstrate an understanding of, and take responsibility for promoting, high standards of literacy including the correct use of spoken English (irrespective of your specialist subject).
- Make accurate and productive use of assessment to secure students' progress.
- Mark and monitor students' class-work and homework, providing regular and constructive oral and written feedback, and set appropriate targets for students' progress.
- Use a range of monitoring and assessment strategies to evaluate student progress and to improve your own planning and teaching.
- Support and promote the school's ethos, aims and core values in order to promote the welfare, progress, attainment levels and continued development of the school and its students.
- Participate in arrangements for preparing students for external examinations.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for students using praise, sanctions and rewards in a consistent and fair manner.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge students.
- Maintain good relationships with students, exercising appropriate authority.
- Be an appropriate role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- Have high expectations of behaviour, promoting self-control and independence of all learners.

General

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures to support the school's values and vision.
- Play a key role in assemblies, open evenings and other major school events.
- Work as a team member and identify opportunities for promoting productive relationships with colleagues and for sharing the development of effective practice with them.
- Further support the climate for learning, improve the school's ethos and maintain our culture of achievement and high expectation.
- Develop effective working relationships with schools, partners, and other agencies.
- Follow the school's safeguarding policies and procedures to create and maintain a safe environment for student learning.
- Participate fully in CPD activities and appraisal arrangements.
- Any other reasonable duties as requested by the Headteacher

RIDGEWOOD SCHOOL

Person Specification

ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EDUCATION, QUALIFICATIONS AND VOCATIONAL TRAINING • Qualified teacher status or QTLS • Academically strong with a good degree • Evidence of current CPD activity	• Relevant professional management qualifications or ICT qualifications etc	Application Form Certificates Verification by DfE Interview
RELEVANT EXPERIENCE • Evidence of successful teaching • A proven track record of successfully delivering a least 'good' teaching with evidence of student progress • Experience of using effective systems for quality assurance to support raising achievement • Experience of the assessment requirements for the subjects/curriculum areas • Experiencing of incorporating ICT into learning opportunities • Experience of accurately assessing student progress	• Experience of Post 16 teaching • Experience of teaching in more than one school • Proven track record of achieving high outcomes for students at KS5	Application form Interview References
KNOWLEDGE AND SKILLS • Excellent interpersonal and general communication skills • Good knowledge of the secondary curriculum and national priorities • Ability to develop and maintain a well organised and creative learning environment • Knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies • Skills in developing and maintaining effective partnerships within the school community • Knowledge of current safeguarding issues	• Ability to include ICT within delivery • Skills in delivering specialist subject area	Application form Interview References

PERSONAL ATTRIBUTES • Ability to work independently and as part of a team • Ability to prioritise workload to meet deadlines • Good communication skills • Good interpersonal skills • Sound judgement, tolerance and respect for others • High standards of professional self-presentation in dress/appearance, administration and behaviour/style	• Innovative, imaginative and have initiative	Application form Interview References
PHYSICAL ATTRIBUTES As assessed and advised by Occupational Health		Medical Questionnaire Medical examination if required
The post is subject to a satisfactory record check being undertaken by the Disclosure & Barring Service		

Job Advert

www.ridgewoodschool.co.uk

Teacher of English

Salary: MPS/UPS

To start: January 2018

As a Good school with an Outstanding Sixth Form, staff and students at Ridgewood enjoy the use of some of the very best facilities available in the country. We are enjoying a trajectory of continued success and look forward to welcoming a successful applicant who can join us on our journey. We became a standalone academy in 2011, and we are incredibly proud of the progress we have made as a school, having laid strong foundations for further improvement going forwards. This is a full time role but part time may be considered.

Our school motto, 'Prepare for the road ahead', represents our belief in preparing our staff and students for their future, not only in terms of academic achievement, but also in terms of the training, enrichment and experiences which make us all model citizens. Our school values – Excellence, Integrity, Teamwork and Enjoyment – underpin what we do and contribute to our ethos in everything we undertake as a school community. We set our standards high and do not compromise, because we believe in the best for everyone.

In a year when students across the country faced the challenge of more rigorous GCSEs, our students achieved extremely well, with 69% of students gaining GCSE passes in both Maths and English, and 13 students achieving the new prestigious Grade 9, placing them in the top 3% nationally. In a year when A*s and As dropped across the country, Ridgewood's students bucked this trend and saw more top grades than ever. 27% of students achieved 9-7 in English compared with 13.6% nationally and 22% achieved 9-7 in Maths compared with 15.5% nationally. This success was also mirrored by our outstanding A-Level results, where one in every three grades was A* or A and 90% of students went on to university education.

We are seeking to appoint an exceptional Teacher of English to work alongside our friendly and caring faculty of dedicated teachers. As an innovative practitioner, you will bring new ideas and enthusiasm to a dynamic faculty whilst learning and developing under our excellent leaders. You will have access to an exceptional Behaviour for Learning system, driving student progress, alongside a truly outstanding, bespoke CPD programme. The successful candidate could have the opportunity to develop his/her practice through teaching some of our dedicated and high-performing A Level students, and to benefit from our Outstanding Sixth Form with its exceptional facilities. Our English department is thriving with excellent results, innovative T&L and teachers who have a real love for the subject. Lessons are engaging and fast-paced, and students enjoy their learning and value the passion and commitment of their teachers. The successful applicant who joins this team will be hardworking and highly motivated with excellent subject knowledge.

We are committed to offering the staff who work at Ridgewood every opportunity to become the best they can be. Our training packages, for staff at all stages of their careers, are second to none. As well as our Hyperion programme, designed to give teachers one-to-one coaching to develop specific aspects of their classroom practice, we also offer a range of individual and group development opportunities. We employ a dedicated Leadership Coach, whose role is to co-ordinate and deliver CPD for both teaching and associate staff, so we therefore can offer our staff a unique opportunity to develop personally and professionally. NQTs and RQTs are supported through their early years of teaching as they embed excellent classroom practice, developing and experienced teachers are prepared for positions of leadership and responsibility, and senior staff are trained to reflect on and evaluate their practice whilst simultaneously developing others. We can match training and development to everyone's needs and wishes.

Are you a seeking an energetic, vibrant working environment, working alongside supportive colleagues who share your passion for teaching, and a dedicated team of senior leaders committed to whole school development? If so, Ridgewood School is for you.

For full details, to discuss the role or to request an application pack, please contact Frances Hamlet at Ridgewood School on hamlet_f@ridgewoodschool.co.uk or by phoning 01302 783939. We welcome visits from potential candidates – please contact Frances to arrange this.

The closing date for this post is Monday 16 October 2017.
Please return your application form as soon as possible to appls@ridgewoodschool.co.uk

Ridgewood School reserve the right to close this advert prior to the closing date above.

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. This post is subject to an enhanced DBS check. The school operates a no smoking policy.