



# TEACHING AT THAMES

Recruitment Guide

*"I admire the Head's vision for a left-field, quirky, creative, genre-defying place."*

**thames**  
Christian School

# The Thames Vision

At Thames we believe that the teenage years are a valuable time to lay a foundation for success in life. While academic achievement is crucial, we also emphasise the importance of learning how to make good choices, build positive relationships and develop the resilience to overcome challenges.

At the heart of our Christian ethos is the belief that each individual is valued. It is this that enables pupils to grow in confidence and maturity. Understanding who they are helps them to build positive relationships with others and be equipped for life and discover their identity and purpose.

The key to our success is the way that our staff take the time to understand every pupil both academically and personally to release their potential. Pupils develop the wisdom, confidence and resilience to become authentic leaders who are able to rise above challenges. They learn to make good choices and understand that every choice has consequences.

The development of excellent character is the essential partner to academic and social success. Our focus on developing personal qualities, integrity and interpersonal skills is evident to everyone who meets Thames pupils and it sets them apart when competing for school places and jobs. For this reason the vast majority of our pupils are offered places at their first choice of sixth form.



*“I enjoy the supportive, caring and flexible management team combined with high expectations of pupils and staff to work and develop together as a team and individuals.”*

*Our aim is that each pupil understands they have innate value as an individual, and a sense of purpose as a member of the school community.*

*Our aim is that each pupil recognises and is passionate about nurturing their unique gifts, skills and talents throughout their time at school and beyond.*

*Our aim is to prepare each pupil for life by embracing academic preparation, good character and understanding of the world.*

## The School

Thames is a thriving mainstream school with a two stream entry founded in 2000 for pupils aged 11-16. Its close proximity to Clapham Junction station means that pupils come from a wide catchment area. The school is working with Wandsworth Council and Taylor Wimpey on plans to relocate to a brand new purpose-built premises in September 2020. This will expand the school to a three stream entry with a sixth form.

We teach pupils of a broad range of abilities: highly academic pupils alongside those with mild to moderate specific learning difficulties such as dyslexia, dyspraxia and Asperger syndrome. Many parents choose Thames for its strong and caring Christian ethos. Fees are very competitive when compared to other London day schools and the school is committed to discounting a significant number of places to aid affordability. The inclusivity of abilities, ethnic and socio-economic backgrounds enables pupils to thrive in a setting that reflects the diverse and dynamic make up of London.



Our Christian ethos is relational and pupils thrive due to proactive pastoral care and excellent relationships between staff and pupils. Progress and achievement are prized across the ability spectrum. Working collaboratively is fundamental to each pupil's success and we value the support of our parents.

Whilst many pupils come from Christian homes, other faiths are welcomed and represented.

The staff team is comprised of excellent teachers who are passionate about their subjects and whose warmth fosters enthusiasm in the pupils. High quality teaching and small well behaved classes enable the teachers to build a rapport with each individual, nurture their talents and inspire them to achieve.

As a result pupils excel in a wide range of subjects from the traditionally academic to the creative arts and technology. Pupils typically perform at least a grade higher than those of the same ability in an average school. On average 44% of grades are A\*/A and 88% A\*/C. Pupils' academic success reflects their personal growth and means that they have no difficulty gaining places at their first choice of sixth form, often at top independent and grammar schools. The school has won many awards over the years, including the Good Schools Guide Award for "Best GCSE results for girls in History at an English Independent School".

Additionally, pupils participate in a rich programme of co-curricular activities, external events, competitions and local and international trips including an annual trip to Tanzania, where they work alongside villagers in one of the poorest areas of the world to bring them clean water and health. This trip won the Independent Schools Association Award: Outstanding Contribution to International Understanding.

All staff play a part in these aspects of the school's life, with opportunities to lead activities and to develop interests old and new, in school and on visits both in the UK and abroad.



## The Opportunity

The success of Thames and its expansion to a third stream and A level means that in the next three years we are looking to recruit teachers in all subject areas: English, Maths, Sciences, History, Geography, Business Studies/ Economics, MFL, Religious Studies, Art & Design, Design & Technology, Computer Science, Textiles, Drama and Music. We appoint teachers with different levels of experience, from those with many years teaching experience right through to others who are new to the profession. We welcome people who are changing careers and bring experience from other sectors.

A warm and welcoming atmosphere characterises the school and the mutual support of the team is immediately evident. Expectations of staff are high, but equally, personal workloads are carefully considered by the supportive leadership team. There will be significant opportunities for career development and further responsibilities. The well behaved mixed ability classes and range of SEND needs mean that teachers become highly skilled. Staff derive a great sense of satisfaction in seeing pupils grow and succeed.

All teaching staff have a regular mentoring session with a member of the senior leadership team and are supported by a well considered CPD programme. Thames has a strong track record of mentoring NQTs and training teachers via Schools Direct in partnership with the Institute of Education and the University of Buckingham. Career progression is evidenced by the fact that several of the Senior Leadership Team started their teaching careers at Thames as NQTs or Schools Direct trainees.

We have a stable staff team. Support staff and teaching staff are valued equally for their part in the overall success of the school and there is a strong sense of camaraderie and fun!

People enjoy working here!



*"I like the love for the 'whole child' and the value placed on the deeper agenda of growing citizens of the future rather than just schooling for grades, which is depressing and destructive."*

# Professional Duties

Successful applicants will teach across KS3 and KS4 expanding to KS5 in 2020. Career development opportunities are excellent as Thames expands into its new purpose-built premises and adds a third stream and sixth form in 2020.

In order to fulfil the role, the successful applicants should expect to:

- Lead or assist the development and implementation of a strategic vision for their subject through long, medium and short term planning and monitor progress.
- Suggest and implement strategies to improve engagement and progress.
- Develop appropriate schemes of learning for Key Stage 3, 4 and 5.
- Plan and deliver well structured lessons and ensure that high standards of behaviour are maintained in the classroom.
- Provide differentiated work, with a variety of learning styles as appropriate, to meet the needs of all pupils.
- Ensure the effective deployment of learning support staff's skills where appropriate.
- Teach their subject areas in KS3, KS4 and KS5.
- Prepare pupils for GCSE/IGCSE and AS/A2 exams.
- Set and mark homework in line with the school policies.
- Carry out and record appropriate assessment of pupils at all stages in accordance with Assessment for Learning and monitoring progress.
- Run co-curricular Able, Gifted and Talented or support activities as may be required including entering external competitions.
- The requisition and maintenance of subject resources.
- Arrange and take part in relevant trips.
- Establish rapport with parents via regular reporting through formal reports and other informal regular contact as required.
- Work effectively with the senior leadership team, other subject teachers, specialist staff and administration personnel.



*“I like the reward of seeing children flourish and respond to the opportunities given.”*

## Wider Responsibilities

- Contribute to the maintenance of the school ethos including standards of discipline and the implementation of the Safeguarding policy.
- Uphold the policies of the school.
- Carefully follow the procedures of the school, including ensuring Health and Safety and Safeguarding procedures are followed at all times.
- Act as a form tutor with responsibility for monitoring the welfare, discipline and progress of pupils within the tutor group.
- Contribute to the school's Wellbeing (PSHE) programme as required.
- Supervise pupils outside lesson times as required.
- Attend parents' meetings and other school events such as open days, plays, concerts, etc as part of supporting the wider work and activity of the school. These may from time to time take place on a Saturday or in the evening.
- Participate in INSET days and staff meetings.

The above list is illustrative rather than exhaustive and the person appointed must expect to undertake other tasks and duties as may, from time to time, be requested by the Head.

*"We thrive on mentoring because we are trusted to do our job and we get the support to improve and adapt to changes. It is easy to follow advice from people who also work hard and have your best interests at heart."*



## Person Specification

Our staff are professional with a commitment to working in a school with high standards and a distinct Christian ethos.

### Successful applicants will have:

- An affinity with young people, a commitment to their safeguarding and welfare and a desire to serve them.
- The ability to form and maintain appropriate relationships and personal boundaries with pupils.
- The ability to communicate well with stakeholders including parents.
- Relevant qualifications.
- A willingness to deliver excellent differentiation strategies for mixed ability classes.
- A passion and ability to teach and share subject knowledge in dynamic and exciting ways in a subject up to KS4/KS5.
- Experience of a range of teaching strategies and assessment strategies would be an advantage.
- High personal standards of integrity, conduct, punctuality and dress.
- A strong attention to detail and good planning skills.
- A willingness to be involved with school events and to engage with the wider school community.

*“I love it, as I can actually teach without being interrupted.”*



### Successful applicants will be:

- Supportive of the school's Christian ethos and values of diligence, proactivity, courage, compassion, respect, openness and good humour.
- Able to respond constructively to coaching, mentoring and feedback.
- Emotionally resilient.
- Willing to work as part of a team within their department and wider school staff.
- Willing to take on specific projects and see them through to completion.
- Positive, flexible, motivated and humble.
- Well organised.
- Able to develop and contribute to the extra-curricular activities of the department.



## Salary, Hours and Benefits

Salary will be dependent on the responsibilities of the position and the experience and qualifications of the successful candidates. Salaries are reviewed each year to ensure they remain competitive. Salaries are paid by BACS transfer on or around the 27th of each month, or the previous working day, in twelve equal payments.

### Hours

Teaching staff are expected to be in school for 8.00am and the school day ends at 5.00pm (4.00pm on Fridays). However, staff are expected to work as required to fulfil the duties of this role both before and after school hours. Staff are allowed some flexibility over actual hours worked in school to suit their lifestyle and family commitments.

### Benefits include:

**Staff Fee Remission** Staff are eligible for fee remission, part-time staff are eligible to a reduction on a pro-rata basis. The continuance of school fee remission is at the discretion of the Board.

**Workplace Nursery** From September 2020, the new building is being designed to accommodate a Workplace Nursery to cater for preschool children aged 6 months and older. Currently all payments made for childcare in a workplace nursery are tax deductible and by offering childcare 39 weeks of the year around school hours staff will make significant financial savings on childcare.

**Enhanced sick pay arrangements** The school offers additional support to staff via its sick and family friendly policies.

**Private Medical Insurance** Staff are eligible to join the schools private medical insurance with BUPA, part time staff will have the premiums paid pro-rata. All staff may extend the cover to their families at their own expense.

**Pension Scheme** Staff are automatically enrolled into a pension scheme administered by Scottish Widows. Employer contributions may be supplemented by employee contributions but this is entirely at the discretion of the employee.

**Chromebooks** Staff are given the use of a Chromebook laptop computer.

*“I really like the Google techiness.”*





## Application

Posts will become available at various times from September 2018 to September 2021. Applications are welcome from experienced teachers, NQTs and those wanting to train to become teachers via a salaried route. Thames has an excellent CPD programme, a strong track record of mentoring NQTs and training teachers via Schools Direct in partnership with the Institute of Education and the University of Buckingham.

### To apply for post that is being advertised

Fully completed application forms, together with your CV, should be returned to the school by post or by email to [info@thameschristiancollege.org.uk](mailto:info@thameschristiancollege.org.uk) as soon as possible. Our standard application form must be completed, CVs on their own will not be considered. Applications will be considered on receipt and interviews may occur at any stage.

### General registration of interest for post that may arise

If you would like us to contact you when a post in your subject is becoming available please send us your CV now to register your interest.

### Equal Opportunities

It is the policy of Thames Christian School to provide equal opportunities for all qualified individuals regardless of race, colour, religion, ethnic or national origin, sexual orientation, age, gender, medical condition or disability.

### Safeguarding

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, all convictions, cautions and bind-overs, including those as “spent” must be declared. The successful candidate will be required to complete a Disclosure & Barring Service application. References will be sought on short-listed candidates and we may approach previous employers for information to verify particular experience and qualifications. The successful candidate will also be required to provide original certificates of qualifications and may be required to undergo a medical examination prior to taking up the post.

## Location

Thames is located just a few minutes’ walk from the highly accessible transport hub of Clapham Junction (Zone 2) with its excellent rail connections from Victoria, Waterloo and many parts of both North and South London and the London Overground network. The location of the new building will be on Grant Road just a minute’s walk from the station’s rear exit.

At least 15 different bus routes are also placed within walking distance of the school’s front door. By car, we are just off the South Circular, with on-street parking nearby.



*“We work hard and we are  
rewarded with quality time  
to do our job to the best level.”*

**thames**  
Christian School

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