

SIR THOMAS FREMANTLE SCHOOL

CO-EDUCATIONAL SCHOOL FOR STUDENTS AGED 11-19



VARIOUS POSTS September 2018 start

I would like to thank you for your interest in a role at Sir Thomas Fremantle School. The school opened in September 2013 with just under 100 students and by September 2018 will have grown to almost 600 across years 7 to 13. In 2017, the GCSE results showed a positive progress measure and the pass rate in English was 97% and 75% in mathematics. A number of subjects were in the top 5% nationally according to FFT data.

Our expansion has led to the need for more staff. These roles offer new staff the opportunity to work as a member of a supportive and highly team within a school where the behaviour and attitude of students are usually outstanding. Positive relationships lie at the heart of the school and the school in turn seeks to be at the heart of the local community. We expect each of our students to aspire to try their very best in everything that they do. As you will see from this pack and our website and FaceBook page, our school is innovative, very inclusive and hugely ambitious.

We seek to appoint a number of additional teacher who share our values, vision, ambition and passion; someone who will be willing and able to work to help fulfil our ambitious aims. Ideally you will also be confident to teach your subject from KS3 to KS5.

We need staff who, like our existing staff, enjoy a challenge, work well as a team yet are confident enough to lead developments. To me, potential is as important as experience so if you think you might have what we need, please apply.

We believe this is a unique opportunity to work within a school that leads the way in student attitudes and extended curriculum. We hope that you enjoy reading about our school and will want to find out more. You are asked to enclose with your application a letter, of no more than two pages, outlining how your experiences to date prepare you for this role. We very much look forward to receiving your application.

Darren J Lyon—**Headmaster**

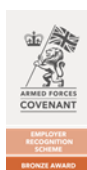


"My wife and I were greatly impressed by the content and vision you presented... our daughter is thoroughly enthused by the thought of being able to join such a fresh, innovative school."

- Prospective parent

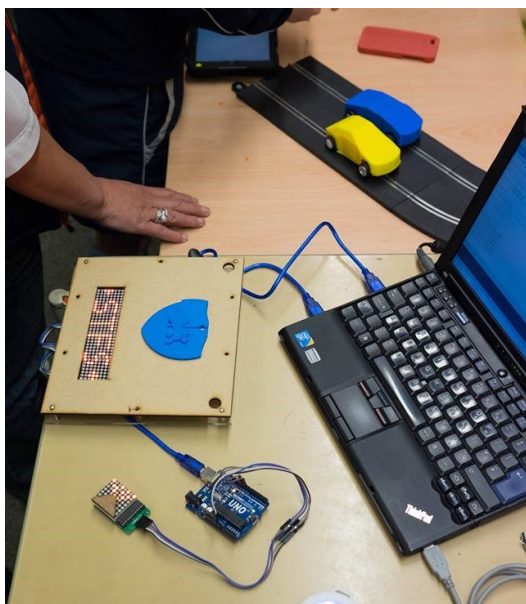
SIR THOMAS FREMANTLE SCHOOL

Be a part of something special!



Teacher(s) of English
Teacher of Chemistry
Teacher of Physics
Teacher of Mathematics
Teacher of Psychology
Teacher of Health & Social Care
Teacher of Computing

Deadline for applications — Mid-day Friday 18th May. Interviews will be the following week.



An innovative approach

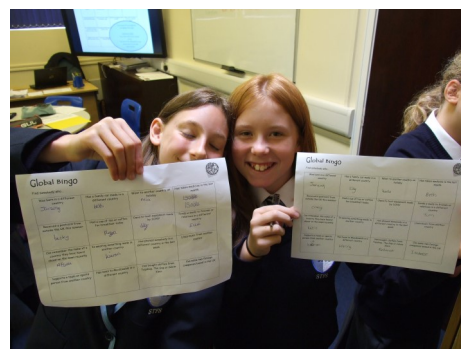
All of our students have access to tablet computers. We work hard to ensure that all of our students develop the skills to become effective independent learners, thereby equipping them for the next step in their education.

Classrooms are all equipped with large screen LED TVs and staff have both laptop computers and tablets.

Staff are encouraged and fully supported to utilise new technologies fully to share resources with students, parents and other teaching staff. We also use a range of social networks including Facebook and Edmodo.

Our students all learn the skill of 3D design and printing and we have a 100% pass rate at GCSE in Smart Product Design and Manufacture which combines computing, electronica and design and utilises our impressive set of 3D printers.

A well ordered, friendly, modern and supportive teaching environment



Small teaching groups - 20 per class

Pastoral Care

Staff and students become members of a House on joining the school. The House system is at the core of our school and provides a framework for a programme of healthy competition and rewards.

Our annual Awards Evening will ensure that students see the importance we attach to effort and achievement across the whole spectrum of school activities, academic and otherwise.

We believe that all students are capable of extraordinary things. Our challenge is to help them to discover these talents and to ensure that they are allowed to develop fully.

Outstanding pastoral care including high quality home/school communication is key to our success.



The school is home to a Combined Cadet Force (RAF). Applications from teachers with either relevant experience or just an interest in either this or the Duke of Edinburgh's Award Scheme would be particularly welcomed.

Excellence in the classroom

We believe that all of our students deserve the very best in their classroom experience. This means recruiting the best teachers, buying the best resources and insisting on the highest standards from staff and students alike.

We have a very traditional curriculum, focusing on the core subjects whilst also recognising that a wide and diverse curriculum is vital if all students are to succeed. We have a longer teaching day than many schools with six lessons each of fifty five minutes plus a compulsory enrichment hour daily.

In KS3 Mathematics and English is taught every day, highlighting the importance we attach to these subjects. Our longer teaching day ensures that other subjects do not miss out.

The time spent with the form tutor each day is vital and we believe that vertical tutoring allows all of our students to take positive example and support from older students.

Our House system also ensures that healthy competition plays an important part in all aspects of our school life.



A school committed to the community

Frequently Asked Questions

What level would I be teaching?

Core subjects are taught to GCSE and A' Level, so staff will eventually have the opportunity to teach groups from Year 7 to Year 13. A number of subjects such as Psychology, Media, Theatre Studies and Health & Social Care are only offered at post-16.

How would Sir Thomas Fremantle School help me progress in my career?

We are fully committed to providing high quality ongoing CDP for all of our staff. We will work closely with local training schools ensuring that our staff are kept up to date with all developments in teaching and learning. We also believe that the our school will provide staff with unparalleled opportunities to develop their own skills and experience.

Does STFS pay structure follow the nationally agreed pay scales?

The school broadly follows the national pay scales. The Trust Governors are committed to offering rewards for excellence and responsibility and therefore they will retain flexibility to award financial bonuses where appropriate.

It looks like a long school day, what hours will I be expected to be in school?

All staff are required to be in school by 8:20am and are also expected to attend until the enrichment concludes at 4:30pm. Most staff meetings take place during these times. Some staff may have additional hours negotiated as part of their contract. Holidays are generally in line with Buckinghamshire schools. A willingness to accept an amount of flexibility of working hours is however, a pre-requisite of any teaching post at the school.

What computers are staff allocated?

All teaching staff are allocated both a laptop and an iPad.

Job titles:

Teacher(s) of:

English

Chemistry

Physics

Mathematics

Psychology

Health & Social Care

Computing

Key responsibilities

- Be responsible and accountable for the day-to-day teaching and outcomes of students and classes within your curriculum area.
- Be (or have the potential to become) an excellent classroom practitioner, achieving and exceeding the national 'teachers' standards'.
- Have an impact on educational progress beyond your assigned students and subject specialism.
- Assist in the smooth running of the school at all times, including break duties and other duties as required.

Leadership and management

- Support and implement the school's vision and ethos
- Contribute to, implement and evaluate the success of the School Development Plan relevant to your subject area.
- Ensure policies are translated into practice within your teaching area and bring to the attention of the senior leadership team any which may need revisions or amendments.
- Together with the Subject Lead for your area, contribute to the school self-evaluation process for your curriculum area, including lesson observations, monitoring of school standards and bringing about improvement as appropriate, contribute to the writing of self-evaluation and policy documents.
- Promote cross curricular approaches to teaching and learning.
- Support, promote and lead school trips and visits as appropriate.
- Be an effective role model within your team in terms of teaching, behaviour and classroom management

Teaching and learning responsibility

- Have overall responsibility and accountability for standards within your subject area ensuring curriculum continuity, consistency, balance and progression
- Develop, demonstrate and promote effective teaching and learning activities for the full age and ability range

Monitoring and assessment

- Together with your subject lead, contribute to, monitor and review the impact of teaching and student progress through the analysis of data, ensuring the use of information for planning and target-setting across your subject area.
- Monitor standards, including recorded work as relevant to your subject area across the school, and reviewing long- and medium-term planning.

Manage resources

- Contribute to and evaluate schemes of work within your subject area.
- With your subject lead, manage, monitor and accurately account for any budget for your area
- Evaluate, organise and monitor the use of resources

Staff development

- Take a lead role in identifying your own training needs and provide support for colleagues within your area of subject responsibility, promoting a whole-school approach.
- Act as a role model, mentor or consultant to non-specialists and/or colleagues as appropriate and encourage collaboration, co-operation and teamwork
- Ensure that you keep up to date with developments within your subject area and disseminate information to colleagues as appropriate.

For the right candidate, additional responsibilities may be available.

Person Specification - Subject Teacher

Qualifications & Training

Essential	Desirable	How assessed
A good honours degree in a relevant subject	Ability to teach at KS3, KS4 and KS5	Application form
A recognised teaching qualification	Ability to teach a second subject	

Experience

Essential	Desirable	How assessed
A track record of achievement as an excellent classroom teacher, achieving the 'teachers' standards'	A strong set of results from GCSE and A' Level teaching	Application form; personal statement; references; interview
Evidence of taking responsibility for own professional development	Experience of personal involvement in extra-curricular activities	
Evidence of outstanding teaching skills – having an impact on students' learning, raising achievement and adding value.	Experience of setting up new subjects	
Knowledge of current developments in teaching and learning		
Evidence of working with other professionals as part of a team		

Knowledge & Professional Qualities

Essential - you can ...	Desirable	How assessed
Identify and develop inspirational learning Experiences in and out of school.	Competence across a wide range of ICT.	Personal statement; assessed tasks; interview; references
Make informed use of assessment to differentiate learning.	Interests that can be offered as enrichment activities	
Use ICT effectively to support and enhance Learning.		
Identify and implement effective strategies for Intervention.		
Use information and data to raise achievement for all ability levels.		
Communicate and present to a range of audiences.		

Do you have what it takes to help us make our school outstanding?

- Do you have a genuine passion for teaching and learning in English?
- Can you inspire young people to achieve the very highest outcomes?
- Do you understand the importance of learning beyond the classroom?
- Are you committed to utilising the very best in modern technology to support learning?
- Do you believe that all students are capable of extra-ordinary things, regardless of individual starting points?
- Do you enjoy a challenge and have the determination to see things through?

If you can answer yes to all of these questions then we want to hear from you.

Sir Thomas Fremantle School

Contact Us

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Visit us on the web at
www.sirthomasfremantle.org



Sport at the centre of what we do

A key aspect of both our core and extended curriculum is our focus on sport. We aim to offer a wide range of individual and team sports for young people of all abilities. We are committed to establishing relationships with local sports clubs and will support our students to develop their interests as far as they want to.

We are therefore keen to employ staff who can offer support to our sports clubs and activities. We believe that positive relationships developed on the sports field can be influential on classroom relationships and therefore we encourage all staff to become fully involved in our enrichment programme.

A key part of our school year is the opportunity to take part in outward bound activities through annual residential trips and the Duke of Edinburgh's Award from Year 9. All of our staff are encouraged to help.

If sport or adventurous activity isn't your thing, please don't be put off. Our enrichment programme is extremely varied and an ability and desire to offer something beyond the classroom is far more important than a specific sporting interest or experience.