

Teacher of Social Sciences

Recruitment Information

COMMITTED TO EXCELLENCE

GREENSHAW HIGH SCHOOL

GREENSHAW
HIGH SCHOOL



A Warm Welcome

from the Headteacher



Dear prospective colleague,

Thank you for your interest in joining Greenshaw High School. This is a truly unique opportunity to play a key role in shaping the provision of secondary education and lifelong learning opportunities within Greenshaw.

Our school is a highly over-subscribed 11 to 19 mixed comprehensive secondary school and sixth form situated in Sutton, South West London. 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.

At Greenshaw, we believe that we have a key role to play in enabling the students entering our school to be happy and successful members of society by the time they leave. We have two equal priorities: great student wellbeing and fantastic exam results. In 2018, Greenshaw High School celebrated the best ever GCSE results achieved by students of the school and in our sixth form in 2018, students achieved results in the top 25% of the country. However, I do not want these results to come at the cost of young people's wellbeing. Staff are conscious of the pressures on young people in the modern world and aware of the importance of promoting student welfare. We maintain a department of non-teaching staff to support students with mental and wellbeing.

Our staff play an integral part of in the achievements of the school and its students. Should you join us, you will work alongside an exceptionally committed and professional staff, 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 an employer, we offer a range of staff benefits, including excellent CPD opportunities and career progression, automatic entry in to a recognised pension scheme and employer contributions, a cycle to work scheme, gym membership, eye care vouchers and other corporate discounts. Since October 2018, both staff and students also benefit from a two week October half term.

If you feel that you have the skills, experience and drive to help support the school's vision and its students then please do read on. I look forward to welcoming you in person at Greenshaw High School soon.

Yours sincerely,



Nick House, Headteacher

GREENSHAW
HIGH SCHOOL



Introduction to Greenshaw High School

Greenshaw High School is a highly over-subscribed 11 to 19 mixed comprehensive secondary school and sixth form situated in Sutton, South West London. Greenshaw High School converted to Academy status in June 2011 and is part of the Greenshaw Learning Trust. Throughout its history, Greenshaw has been popular with parents of children of all abilities and there continues to be a large demand for places. There are currently 1700 students on roll, with over 200 staff providing teaching, pastoral care and other support across the school.

We are a successful and popular school with an established record of nurturing high levels of attainment in its students. We provide a first rate teaching environment that challenges all students to achieve their very best and an individual pastoral support programme to guide them in this endeavour.

At the heart of our enterprise are our core values, with their emphasis on equality of opportunity, respect for others and the value of learning. Upon these foundations we have built a thriving educational establishment, where students have flourished and continued to study a wide range of subjects at some of our country's most prestigious universities.

We welcome the fact that, year on year, a growing number of students aspire to join our school. We are matching this burgeoning demand with an expansion of the facilities that are available and the courses that are on offer. We are firmly of the belief that the quality of teaching and learning and the level of pastoral care we provide are of the highest quality.

Specialist facilities allow us to make use of the latest technologies and resources. We have an all-weather sports pitch, music centre, studios for art, drama and dance, a gymnasium, a sports hall equipped with an eight lane climbing wall, a multi-gym, a number of IT suites, specialist science laboratories and a reading lounge. As our student numbers have increased, a new purpose-built extension building opened in September 2016. Staff facilities include a newly refurbished staff room, a number of new staff work rooms with IT facilities, staff shower rooms, a free-to-use gym (outside of school hours), and secure cycle storage.

In choosing Greenshaw as the place to start or continue your career, you will be on the right path to a successful future.



"The best community of teachers that I could ever have hoped for. The patience, care, loyalty and commitment of a group of people who have walked alongside my son through his tribulations, challenges and successes in his time at the school" – *a parent.*

GREENSHAW
HIGH SCHOOL



Our vision

We are absolutely committed to achieving excellence. In our school this should always encompass the twin aims of high wellbeing for young people and adults, alongside academic excellence. Maintaining both of these can present challenges, but it is our clear ambition.

Our learning

As a comprehensive school, we hold dear the idea of curriculum breadth. We want all of our students to experience a wide range of subjects from maths, English, sciences, humanities and languages, but retain a place for the performing and creative arts. We will offer broad pathways in our comprehensive schools that suit students' prior attainment, and will always find the right course for our learners, rather than suiting any particular government performance measure.

We also accept our social responsibility to educate our students about important areas that do not fall neatly into subject categories, but are critical to young people being empowered citizens and intellectually capable. This includes the books we read in tutor time, and the homework scheme we call *The Big Ideas that Shaped the World*.

Our ethos

We believe that consistent hard work will always beat any notion of 'talent', without hard work. We aim to train all of our learners into the regular completion of homework, and constant hard work through the school day – and beyond – to build the habits necessary for success.

Our social responsibility

A marker of our educational excellence will be our students' social impact. This means within the immediate community around our school, across Sutton and more widely, even on the international stage. This could include volunteering, raising funds or making other forms of contribution. We want excellent academic results that allow students to enter the next phase of their education, but also productive citizens as they move in to adulthood.



GREENSHAW
HIGH SCHOOL



Examination results

Greenshaw High School is justly proud of its success over many years in achieving the very best for its students. The school enters students across the full attainment range for examinations. It is therefore clear that the results represent significant achievements.

Our Progress 8 score is +0.38, which is above average. This puts us in the top 17% of schools in England. Our Attainment 8 measure is 54.7% points, which is well about the average score of 44.3 points.

A level results

At A level, results in 2018 demonstrated a competitive and strong performance from our sixth form students, with 21% of grades at A*/A, 49% of the grades A*/B and 75% A*-/C. The high number of A* grades came from a range of subject areas including in the arts and design courses

GCSE results

In 2018, Greenshaw High School celebrated the best ever GCSE results achieved by students of the school. Despite the huge changes to GCSE specifications, designed to make each more difficult, and the significant reduction in coursework, Greenshaw's students put in a record breaking stint of revision, practice and exam performance. If the previous indicator of success for schools was applied to these results, then 77% of students would have achieved five GCSE passes, including English and maths.

The core subjects of English and maths saw excellent results. One in three students achieved at least a grade 7 (an A grade in the previous system) in maths, and an even higher proportion in English. 57% of students achieved a grade 5 or above in both English and Maths GCSEs. A range of other subjects including the sciences, geography and history also performed superbly. For example, nearly half of all students in biology, chemistry and physics achieved a 7 or higher.

"We are so thrilled and proud of what our daughter has achieved – she has had the support of a great school who really did have her best interests at heart. Many thanks to you all." – *a parent*





GREENSHAW
HIGH SCHOOL



Our commitment to you

At Greenshaw High School, we recognise that our staff are our most important asset and that the quality and commitment of our staff is critical to the school's success.

Conditions of service for all staff are in accordance with the Conditions of Service for School Teachers in England and Wales for teaching staff and National Joint Council for Local Government Services for support staff.

The Greenshaw Learning Trust has been recognised under the Valued Worker Scheme as meeting all six of the Valued Worker Scheme principles. The Valued Worker Scheme is a joint initiative promoted by NASUWT, GMB, Unison and Unite, and promotes the adoption of policies and practices that demonstrate an employer's commitment to treating all employees fairly, equitably and with dignity through the adoption of six principles:

1. Enabling all employees to have a safe, secure and enjoyable working environment;
2. Ensuring the wellbeing and dignity at work of all employees;
3. Providing CPD for all employees;
4. Providing good pay and conditions which include a commitment to the living wage (as defined by the Living Wage Foundation);
5. Having formal agreed mechanisms for consultation and negotiation, working in partnership with employees and trade unions;
6. Ensuring policy development and working practices are informed by the use of information and evidence.

valued worker scheme

As a school, we are committed to promoting the health and wellbeing of all of our staff. All staff are provided with access to our Employee Assistance Programme (EAP). This is a free, confidential service, which provides useful information, practical support and counselling on a wide range of work, family and personal issues. The EAP is available to all members of staff at the school and can be contacted 24 hours a day, 7 days a week, 365 days a year

In addition to the Employee Assistance Programme, our staff benefits include excellent CPD opportunities and career progression, automatic entry in to a recognised pension scheme and employer contributions, a cycle to work scheme, gym membership scheme, eye care vouchers and other corporate discounts.

Our commitment to your career

Greenshaw High School is committed to providing excellent CPD opportunities and career progression for all staff. We are a school that prioritises staff training and development 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.

GREENSHAW
HIGH SCHOOL



By investing in staff development through seminars and meetings, and conducting research projects, our staff 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.

Starting your teaching career at Greenshaw High School

We recognise that starting your teaching career and choosing a school to support you during your NQT induction year can be a daunting task. That is why we make 7 specific commitments to all of our NQTs during this crucial first step in their teaching careers:

1. A dedicated senior professional mentor;
2. Weekly purposeful practice of techniques and strategies;
3. Evidence-informed induction on the science of learning;
4. Strong focus on pedagogical content knowledge;
5. Maintaining a sensible workload a priority;
6. Supportive behaviour management system;
7. High levels of professional trust and integrity.



GREENSHAW
HIGH SCHOOL



Teacher of Social Sciences required from September 2019

Main/Upper Pay Scale (Outer London)

Full time/Part time and Permanent contract

Applications from NQTs are welcome

About the Social Sciences Department

Economics, Psychology and Sociology are popular and successful subjects at GCSE and A level. The whole department is passionate about these subjects, both in terms of how they can benefit students academically and also in how both subjects can improve student's understanding of people and groups. They give students the skills to interpret and analyse all information that is given to them in order for them to make more objective decisions and judgements.

Many of our past students have gone on to study Economics, Psychology and/or Sociology at top universities in the country, providing them with a huge and varied range of career opportunities.

Teacher of Social Sciences - Job Description

The main duties and responsibilities will include:

1. Teaching Psychology and Sociology up to Key Stage 4 (up to Key Stage 5 is desirable);
2. Playing a central role in the Social Sciences department, contributing to extra-curricular activities, revision sessions, competitions, trips and open days;
3. Making a vital contribution to the efficient running of the Social Sciences department including setting and marking examinations, assisting in moderation of coursework and undertaking administrative tasks as delegated by the Director of Social Sciences;
4. Continuing to develop the high standards of work and expectation of student progress within the department;
5. Enhancing the quality of teaching and learning in the Social Sciences department and wider school through sharing resources and good practice, lesson observation, collaborative teaching and mentoring;
6. Adhering to the school's principles of teaching, learning and assessment;
7. Taking responsibility for professional learning and fully engage in the school's Professional Growth Programme;
8. Promoting high levels of written and oral academic language and develop students' knowledge of the world;
9. Setting the highest standards and behavioural expectations in lessons and around the school;
10. Maintaining the highest standards of professional conduct and act as a role model to young people;
11. Selecting, using and preparing appropriate resources that maximise the impact of teaching on student learning;
12. Actively liaising 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;
13. Undertaking the role of form tutor;



14. Committing to and supporting the school's policy and practice in relation to safeguarding and child protection;
15. Undertaking such other duties and responsibilities as may be reasonably requested by the Director of Social Sciences, Deputy Headteacher or Headteacher in accordance with the relevant Pay and Conditions Document.

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified.

The job description, in consultation with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Teacher of Social Sciences - Person Specification

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.**

	ESSENTIAL	DESIRABLE
Education, Qualifications and Training	• Hold an appropriate teaching certificate and Qualified Teacher Status • Hold a recognised degree (or equivalent) with a good classification in a relevant subject	
Experience and Knowledge	• Excellent subject knowledge and a genuine passion for teaching your subject • Detailed knowledge of current curriculum and pedagogical developments in the teaching of Social Sciences and the wider curriculum	• Experience teaching Key Stage 5
Aptitude and Skills	• Ability to teach your subject area up to Key Stage 4 • Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning • A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement • Demonstrate a commitment to following the school's principles of teaching, learning and assessment	• Ability to teach your subject area up to Key Stage 5 • Ability to teach Economics



	• Have an effective approach to behaviour management, setting the highest standards and behavioural expectations • Have sound skills as a classroom practitioner • Willingness to participate in extra-curricular activities • Willing to take responsibility for professional learning and fully engage in the school's Professional Growth Programme • Ability to communicate effectively, both orally and in writing, with students, parents and colleagues • Able to work effectively within a team and to make an active contribution to the success of the department, including co-planning and peer review	
Additional Requirements	• Have high professional standards and expectations • Demonstrate a commitment to the role of tutor as a central figure in the life of a student and their parents/guardians • Ability to appropriately deal with confidential information • Demonstrate a commitment to comprehensive education and to the active promotion of equal opportunity • Desire to enhance and develop skills and knowledge through CPD • Demonstrate a commitment to safeguarding and promoting the welfare and development of young people and help demonstrate a positive attitude to helping them achieve their potential • Recognition of the importance of personal responsibility for Health and Safety • Commitment to the school's ethos, aims and its whole community	

GREENSHAW
HIGH SCHOOL



The Application Process

How to Apply

All details, including the Application Form, Job Description and Person Specification can be found on the school's website: www.greenshaw.co.uk. Pre-application visits to our school are welcome. Please contact recruitment@greenshaw.co.uk to arrange a visit.

The completed application form should be accompanied by a statement of suitability of no more than two sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

The completed application form and statement of suitability should be returned to recruitment@greenshaw.co.uk. Alternatively, hard copies can be submitted by post to HR Department, Greenshaw High School, Grennell Road, Sutton SM1 3DY.

Applications must be received no later than **12.00pm on Tuesday 23rd April 2019.** Applications received after the deadline will not be included.

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

Shortlisting

Shortlisting will be finalised on **Tuesday 23rd April 2019**. Shortlisted candidates will then be invited by telephone to attend an interview. Please make sure that you have clearly indicated day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

Interviews

Interviews will be held during the **week commencing Tuesday 23rd April 2019**. The interview process will consist of a teaching observation and a formal interview; candidates may also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

Notification of Outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.