



DOVER
COLLEGE

Candidate information
Junior School Teacher
September 2018



Background information on Dover College for applicants

Dover College was founded in 1871 by local businessmen as a school principally for local children but has since developed an international pupil base. Dover College was one of the first schools considered a “Public School” as evidenced by its inclusion amongst only twenty five other such schools in the first edition of the Public Schools’ Yearbook published in 1889. Dover College maintains the original characteristics of its inception - a school which caters not only for a broad range (both academically and socially) of local pupils, keeping its fees affordable to achieve this, but also caters for a significant minority of pupils from overseas. It is a school with an ethos based in regular worship in Chapel in the Church of England traditions and this reinforces the ethos of friendliness and openness that is now well established - it is very much part of the value of a Dover College education. Dover College has nearly always had a Junior School of some description, first at Westmount on the Folkestone Road and more recently opening a new Junior Department in 2001 and in 2011 opening on the same site as the senior school when it was re-named ‘The Junior School’.

We are very much a family school, catering for pupils from age 3 to 18. Many of our pupils have siblings at the school, and in some cases their parents were here too. Pupils and parents are very loyal and supportive of ‘their’ school. We have a reputation for outstanding pastoral care and as a result pupils are remarkably tolerant and understanding of one another. It is important to us that every child is valued within our community. Good academic results are not enough: we seek to provide young people with the necessary skills and self-confidence to become well rounded, balanced adults who will make a positive contribution to those around them. We expect pupils and staff to be sympathetic to our Christian ethos and values, although we welcome and value those of other faiths too.

Our curriculum, which is currently undergoing a root-and-branch review as part of the College’s development plan, Project 150, is creative, well planned, wide ranging and enriching. Its balance and focus on individual development, helps us to stimulate an enquiring mind, establishing key skills and a wealth of experience in our pupils that will be of great benefit to them for the future. The College gains outstanding results at A Level and BTEC with excellent value added results at GCSE.

We understand that a well-rounded education is about more than what happens in the classroom or on the sports field, and that’s why we offer and encourage our pupils to participate in a wide variety of outstanding extra-curricular opportunities. Dover College enjoys an excellent reputation for a broad range of sport, games and other activities and opportunities. We seek to stretch the most able, whilst providing opportunities for all pupils to undertake an activities programme, which aims to provide them with enjoyment, confidence, skills and fulfilment. Music forms a pivotal role in all that we do, and the school has a choir and music school which encourages pupils to express themselves through music. We offer after-school care for day pupils until 5.30pm and work hard to ensure that our boarders are given all the opportunities they need to have experiences which are full and varied. We believe that providing such opportunities helps to develop self-esteem, and encourages important life skills such as leadership, teamwork, commitment and determination, as well as cultivating a sense of duty, and understanding of others. What happens outside the classroom also has a positive spin-off in lesson time, helping to engender an ethos of mutual respect between teachers and pupils. The successful candidate will be expected to make a contribution to current activities and initiatives and to develop new ones.

In 2016, the College launched a consultation concerning its new development plan. Far reaching and comprehensive, the plan will see a period of unprecedented growth at the College alongside many changes and developments to the schools buildings. Driven by the College’s academic purpose, the plan is set to be launched in the summer of 2018.

Candidates are encouraged to clearly celebrate their conventional, and unconventional, interests on their application. Appointments will be made subject to a full DBS check and the receipt of satisfactory references. Fee reductions are available for children of staff both in the Junior and Senior School. Accommodation may be available.

For more information, please see the school’s website:
www.dovercollege.org.uk

The Role

Junior School Teacher

Dates	Job start - September 2018
Salary	According to skills and experience
Location	Dover
Contract type	Full-time
Contract term	Permanent

Are you prepared to think differently?

Dover College seeks to appoint an enthusiastic Teacher to join the Junior School is at a very exciting stage in its development. The Junior School is an already successful one and this is looking to develop further to be outstanding. The post would suit either a very experienced teacher or an NQT as we offer an excellent NQT program and a fully supportive environment to foster personal and professional development.

Our ideal candidate will be capable of engaging students with a wide range of abilities. You will be passionate and inspiring and want to share that with your pupils. The successful candidate will be expected to contribute fully to the extra-curricular life of the school.

This role will require an excellent knowledge and understanding of the National Curriculum for English and Mathematics. A sound knowledge of cross-curricular and creative learning is essential.

- Strong organisational skills;
- Flexibility and versatility;
- Inspirational teaching combined with a passion for the subjects that really captivates the students; and
- A willingness to ensure that all pupils across the ability range are provided with opportunities to be stretched and challenged.

For an informal discussion about the role, please contact Mr Brett Fairclough, Deputy Head (Academic) on 01304 205969 or email: Faircloughb@dovercollege.org.uk.

An application form may be downloaded by visiting: www.dovercollege.org.uk/about-us/job-vacancies

Completed application forms should be accompanied by a covering letter addressed to the Headmaster, Mr Gareth Doodes (C.V.s will not be considered without an application form) and should be marked Private and Confidential to: HR Department, Dover College, Effingham Crescent, Dover, Kent CT17 9RH

Alternatively, email to: jobs@dovercollege.org.uk

Closing date for applications:

Noon, Monday 5 February 2018

With interviews week commencing Thursday 8 February 2018.

The College is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to satisfactory DBS clearance and satisfactory employment references which will be taken up prior to the commencement of the post.



Job Description:

Title	Junior School Teacher
Reports to	Deputy Head Academic and Deputy Head Pastoral
Purpose:	To teach engaging and inspiring lessons to pupils of all abilities. To contribute fully to the Dover College community.

Teaching Responsibilities and Duties

- To teach for allocated periods during each week;
- To teach inspiring and engaging lessons;
- To promote a love of learning and encourage children's intellectual curiosity;
- To work as part of the team to develop schemes of work in accordance with school policy, and taking into account the requirements of and changes to the curriculum, recent inspection findings and research evidence;
- To participate willingly in a range of school functions and Open Days;
- To monitor and evaluate progress and achievements and outcomes in classes that they teach by, analysing data in line with school policies;
- To enhance the learning experience of pupils by arranging visits or other curriculum- enhancing activities as appropriate, and in accordance with school policies;
- To develop cross-curricular links across all subjects;
- To establish, maintain and develop appropriate resources for the teaching of the class and the provision of a stimulating learning environment;
- To participate in activities and extra-curricular responsibilities;
- To demonstrate an up-to-date knowledge of learning and teaching by taking account of wider curricular developments, as relevant.

Curriculum Development

- To keep up to date with national developments in the subject area;
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.

Communications

- To ensure effective communication/consultation as appropriate with the parents of pupils;
- To provide information on pupil progress and department developments.

Pastoral System

- To act as a Form Tutor and to carry out the duties associated with the role;
- To contribute to PHSE, citizenship and enterprise;
- Be an appropriate role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of students;
- To ensure the Behaviour Management system is implemented in the Junior School so that effective learning can take place;
- 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 pupils' needs in order to inspire, motivate and challenge;
- Maintain positive and productive relationships with students, exercising appropriate authority;
- Have high expectations of behaviour, promoting self-control and independence of all learners.

Additional Duties

To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example

Health and Safety

- To take reasonable care of your own health and safety;
- To abide by health and safety laws and legislation and Dover College health and safety policies

Safeguarding

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS) as well as other security and reference checks. These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post-holder must not have any spent or unspent convictions that would prevent working with children.

Person Specification

Education and Qualifications

- Qualified Teacher Status (PGCE/QTS or equivalent)
- Degree level qualification or above
- Other relevant professional qualifications
- Evidence of involvement in relevant CPD

Experience and Knowledge

- Teaching experience (would suit an NQT)
- Passion for creative learning
- Excellent subject knowledge of National Curriculum for English and Mathematics
- Knowledge of curriculum developments and initiatives
- Effective assessment and tracking of pupil progress
- Excellent understanding of connected/cross-curricular learning
- Delivers quality extra-curricular activities
- Experience of teaching in an independent school would be advantageous

Skills and Abilities

- Right to work in the UK
- Ability to engage pupils in effective learning to secure positive outcomes
- Ability to use a range of effective learning styles with learners in teaching
- Strong organisational skills
- Excellent communication skills
- Good IT knowledge in Microsoft Office applications to include Word, PowerPoint, Excel
- Work effectively under pressure
- Ability to effectively use pupil performance data to secure progress in learning

Attributes

- A 'can do' helpful attitude
- Commitment, honesty and dedication
- Able to work flexibly, some earlier starts, evenings and weekends will be required in support of wider school functions from time to time
- Confidence
- Adaptability
- Sense of humour
- Enthusiastic and committed to excellence and high standards
- Willingness to contribute to the work of the team

Safeguarding and protection of Children

- Understand role in the context of safeguarding children, young people and vulnerable adults
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Suitability to work with children

Equal Opportunities

- Commitment to the values of promotion of Equality and Diversity

Assessment process

- Application Form
- Verification of certificates
- Verification of teacher status by DfE
- Interview
- Lesson observation
- References
- DBS and other pre-employment security checks
- Verification of identity

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Noon, Monday 5 February 2018**

**Interviews commencing:
Thursday 8 February 2018.**



Information about Dover and Kent

Dover College is situated at the gateway to Europe in what is arguably one of the most beautiful and undiscovered parts of the UK. An hour by fast train to London and with direct access to the UK motorway system, Kent is a beautiful place to live. Dover town is going through an exciting period of regeneration, and the College is intrinsically involved in this process.

In Dover, the White Cliffs provide breathtaking walks along a cliff-backed beach or a cliff-top trail to the South Foreland Lighthouse, the National Trust Visitor Centre and Samphire Hoe.

Overlooking the Port of Dover, Dover Castle is alive with vibrant furnishings, every-day artefacts and costumed actors. The audio-visual displays of the castle's Secret Wartime Tunnels evoke an underground hospital and the retreat from Dunkirk. Meanwhile, the Dover Museum provides a new twist on cross-channel ferries: a 3000 year-old, sea-going Bronze Age boat.

In Deal, 20 minutes north of Dover, you can find a town of immense charm, a high street to compete with London, mazy smugglers' lanes and independent shops. Buzzing cafes and pubs sit alongside a photogenic seafront that's home to a sweeping pier and quirky maritime clock; the Timeball Tower.

Sandwich is a further ten minutes' drive, filled with mediaeval architecture and boasting some of the best-preserved half-timbered houses in the country. Traditions linger too: listen out for the tolling of the curfew bell every night at 8pm. The Secret Gardens of Sandwich provide fragrance, tranquility, a Lutyens house and Gertrude Jekyll design.

This strip of Kent is home to some truly great golf. Royal St George's hosted the 2011 Open Golf Championships, while Kingsdown and Walmer is a challenging downland course. For two more testing links courses head to the Royal Cinque Ports or Prince's Golf Club; it also offers top-notch food at The Brasserie on the Bay and sleek rooms in The Lodge.

For more information about Dover and the surrounding area please visit the following:

- www.visitkent.co.uk/
- www.canterbury.co.uk/
- www.english-heritage.org.uk/visit/places/dover-castle/

- www.telegraph.co.uk/lifestyle/reinvent-the-high-street/10547216/Reinventing-the-high-street-Deal-wins-high-street-award.html
- www.nationaltrust.org.uk/the-white-cliffs-of-dover

House Prices in Dover (taken from Rightmove 14.01.2016)
The majority of sales in Dover during the last year were terraced properties, selling for an average price of £136,729. Semi-detached properties sold for an average of £190,865, with detached properties fetching £266,486. Dover, with an overall average price of £169,541, was similar in terms of sold prices to nearby River (£164,482), but was cheaper than Whitfield (£223,802) and Capel-Le-Ferne (£286,357). Overall sold prices in Dover over the last year were 11% up on the previous year and 11% up on the 2007 level of £152,890.

House Prices in Deal (taken from Rightmove 14.01.2016)
Last year most property sales in Deal involved terraced properties which sold for on average £222,885. Semi-detached properties sold for an average price of £213,169, while detached properties fetched £345,761. Deal, with an overall average price of £228,985 was cheaper than nearby Walmer (£242,899), Kingsdown (£355,406) and Sandwich (£280,150). During the last year, sold prices in Deal were 4% up on the previous year and 12% up on 2008 when the average house price was £204,468.

