



Wycombe High School

→ Girls' Grammar School ←

At Wycombe High,  
we look beyond.

## Appointment of Teacher of English

**REQUIRED FOR APRIL OR SEPTEMBER 2020**  
(or an immediate start for an exceptional candidate)

**MAIN SCALE OR UPPER PAY SCALE**

*We are seeking exceptional candidates  
and an additional payment is available  
for candidates of this calibre.*



# The Role

We are looking for an inspiring Teacher of English. The successful candidate must be able to teach English across the three secondary school key stages, including A Level English. The successful applicant will be a strong classroom teacher with a successful track record of adding value to their own classes and their department, or an NQT.

professional staff who eagerly contribute to school life. Our students are passionate about learning, motivated to succeed, and demonstrate exemplary behaviour. The number of students studying A Level English at Wycombe High School is high.

**“We receive consistently high quality teaching. Marking is very thorough and students can explain how the targets set may assist them in making good progress”**

**“When analysing poetry, the contextual factors open students’ eyes to the broader ‘picture’ of literature”**

Join a School which goes the extra mile – not only for its students – but also to look after its staff. Wycombe High is a school which rewards talent and hard work. It is an ambitious and compassionate community with highly

We are ambitious, for ourselves and our students, and recruit staff who relish the challenge of being part of a school that goes above & beyond. In return we offer a culture which supports and energises people to do their best work, where staff nurture one another and share ideas, where work life balance and wellbeing are encouraged and supported.

## KEY DATES

**20 FEBRUARY 2020, 8:00 AM**

Deadline for Applications

Candidates will be advised by the end of the day on Friday, 21 Feb 2020 if they have been successfully shortlisted for interview.

**WEDNESDAY 26 FEBRUARY 2020**

Interviews

Candidates who have not heard from us by then should assume their application has been unsuccessful on this occasion.



# The Person

We are looking for the right person to fill this vacancy; you are looking for the right school to work in. The characteristics that we are looking for include:

- ◇ Good honours degree in a relevant subject
- ◇ Qualified Teacher Status
- ◇ Very strong practitioner or, in the case of an NQT, very much on the way to this
- ◇ Excellent subject knowledge
- ◇ Familiar with current subject developments
- ◇ Keen to be involved in curriculum development
- ◇ Committed to the ethos of Wycombe High School
- ◇ Ambitious for self, department and students
- ◇ An ability to enthuse students and colleagues
- ◇ Able to work in a fast-paced and ambitious environment
- ◇ Confident user of IT to enhance teaching and learning
- ◇ Recent relevant professional development
- ◇ Evidence of good relationships with young people and adults
- ◇ Excellent communication skills
- ◇ Able to work calmly and effectively under pressure
- ◇ A shared approach to problem-solving and achieving goals
- ◇ Ability to analyse data effectively
- ◇ Strong organisational, personal time-management and planning skills

*Find out more information here:*  
[Staff Development | Wycombe High School](#)

## KEY DATES

**20 FEBRUARY 2020, 8:00AM**  
 Deadline for Applications

**26 FEBRUARY 2020**  
 Interviews



# The Department

English is a highly popular subject and this is evident in the large number of students who choose to continue English Literature at A level (50 plus per year group). Expectations are high in the Department and we have a successful track record in terms of examination results, both at GCSE and A Level. In 2019, 87% of all A Level grades were A\*-B and 78% of all GCSE Literature grades were 9-7 (72% English Language).

The English Department is a committed and successful one, consisting of 8 specialist teachers. The Department shares a strong sense of union and purpose, a passion for English and ensures a high-quality learning experience. All staff are encouraged to develop professionally, to improve and extend their knowledge, skills and experience, share outstanding and innovative practice and contribute to the development of an exciting, challenging and supportive learning environment. Comprehensive schemes of work are in place and we have developed excellent student resources that support student learning and stretch more able students.

We work closely with our learning centre (school library) staff and author visits, poetry & creative

workshops, reading clubs, etc. are all part of our provision to inspire a lifelong love of reading and writing.

## OUR AIM FOR ALL STUDENTS:

- ◇ Develop a love for the English language and for literature
- ◇ Become independent thinkers
- ◇ Be able to voice their views confidently and articulately
- ◇ Produce fluent, focused, accurate and coherent arguments in their writing
- ◇ Take responsibility for their own learning and the evaluation of their own development

*If you would like to find out more about this position, the School and/or the English Department, we would be delighted to answer any questions.*

*More information is also available on our website: [Vacancies | Wycombe High School](#). Visits prior to interview are welcomed.*

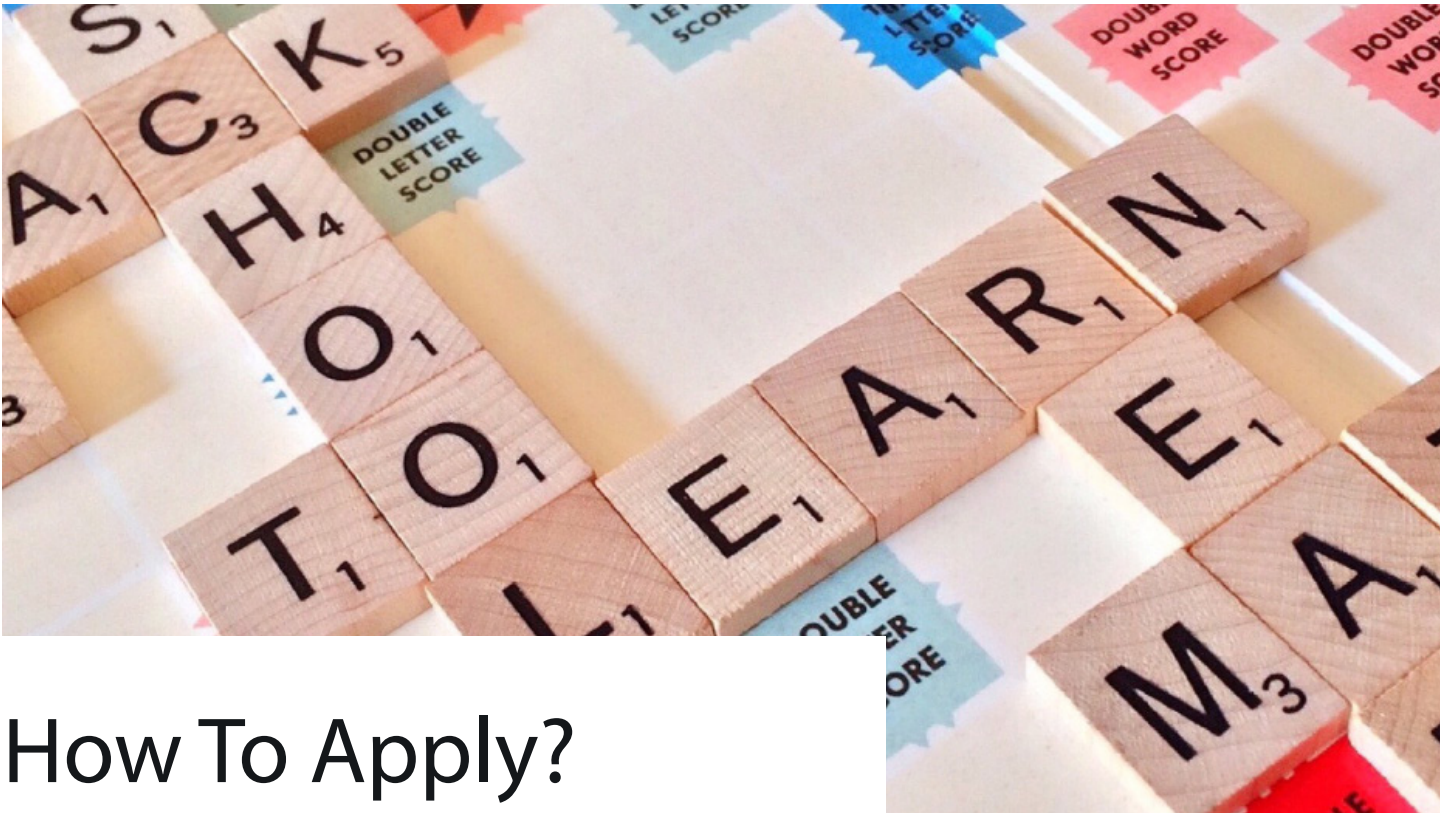
## KEY DATES

**20 FEBRUARY 2020, 8:00AM**

Deadline for Applications

**26 FEBRUARY 2020**

Interviews



# How To Apply?

*The Application Form can be found on our website:*  
[www.whs.bucks.sch.uk/vacancies](http://www.whs.bucks.sch.uk/vacancies)

*To apply for this post, please complete the application form and a letter supporting your application. In your letter you should:*

1. State your reasons for applying for this post
2. Outline the experiences that you believe have prepared you for this post
3. Describe the skills and strengths that you will bring to the school, paying particular attention to the person specification above.

Please note that the application form must be completed in full. It is not sufficient to substitute a CV for all or any part of the form. You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form. We will be pleased to show prospective applicants around school during the week before the deadline for applications. If you are interested in a preliminary visit of this kind you should ring the school for details.

## SEND COMPLETED APPLICATION TO:

Mrs S Cromie, Headteacher,  
 Wycombe High School,  
 Marlow Road, High Wycombe Bucks, HP11 1TB  
[hr@whs.bucks.sch.uk](mailto:hr@whs.bucks.sch.uk)

## KEY DATES

**20 FEBRUARY 2020, 8:00AM**

Deadline for Applications

## REFERENCES

Please note that it is our practice to take up references before shortlisting for interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre- appointment checks.

When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

## SAFEGUARDING

Wycombe High School is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service (DBS).

Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people.

All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

**26 FEBRUARY 2020**

Interviews



# Pay and Conditions

## PAY SCALE

UPS or Teachers' Main Scale. An additional and generous payment is available for an exceptional candidate, with the skills to drive the department onto an even greater level and who is aligned with the ethos, vision and values of our School:

[Our Ethos | Wycombe High School](#)

## EQUAL OPPORTUNITIES

Wycombe High School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.

Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice.

## KEY DATES

**20 FEBRUARY 2020, 8:00AM**

Deadline for Applications

**26 FEBRUARY 2020**

Interviews

The Headteacher is responsible to the Governors for monitoring this policy. The school operates an Equality Cohesion Scheme.

## SMOKING AND ALCOHOL

The school operates a no-smoking policy. Smoking is not permitted at any time on the school site. The consumption of alcohol on the school site is not permitted during the hours of the timetabled school day and thereafter only at the Headteacher's discretion during authorised school events.

## DRESS CODE

The school has a dress code for staff: staff should dress in a business-like and professional manner, similar to the dress styles which are the norm among service industry professionals who regularly meet the public, such as bank staff. Discrete piercings in the lower ear only are allowed; and no visible tattoos, in line with expectations for students.

At Wycombe High School, we

Look beyond the traditional grammar school.  
Look beyond league tables and examination results.  
Look beyond stereotypes and conventions.  
Look beyond a world where futures are fixed.

At Wycombe High, we look beyond.



Wycombe High School

↔ *Girls' Grammar School* ↔

Marlow Road, High Wycombe  
Buckinghamshire, HP11 1TB

T: 01494 523961

E-mail: [office@whs.bucks.sch.uk](mailto:office@whs.bucks.sch.uk)

Visit our website at [www.whs.bucks.sch.uk](http://www.whs.bucks.sch.uk)

Follow us on Twitter @WycombeHighSch