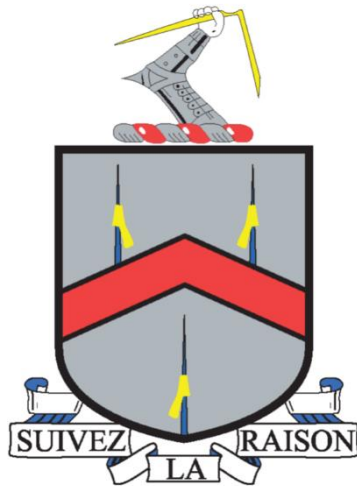


# **Ermysted's Grammar School**



## **Applicant Information Teacher of Economics**



# Ermysted's Grammar School

Headmaster: Mr M J Evans

27 March 2017

Dear Applicant,

## Teacher of Economics

Thank you for your interest in the above post. Economics is a popular subject at Ermysted's Grammar School and demand is growing year on year.

Ermysted's Grammar School is an outstanding, heavily oversubscribed selective school with 815 boys on roll, including 238 in the Sixth Form. Our students are bright, inquisitive and enthusiastic about learning. The school has a long and proud tradition of academic success and each year our senior students leave for the most-competitive courses. Many of our current senior cohort are destined for Russell Group universities or medical schools and over a dozen students are holding offers for the universities of Oxford and Cambridge. But regardless of their destination, we are proud of the achievements of all of our students and of the role the school has played in shaping their character and developing their abilities.

We are seeking to appoint an innovative and enthusiastic practitioner who has the passion and ability to promote high standards of teaching and learning across the subject. This pack includes the job description and person specification as well as information about the school and the faculty. Further information can be found on our school website.

I hope that you will decide to apply. Please download details and an application form from the 'Current Vacancies' page of our website (click [here](#)). Please note that only applications submitted in the school's application form will be considered. Please submit your completed application form by email to [ktamsons@ermysteds.n-yorks.sch.uk](mailto:ktamsons@ermysteds.n-yorks.sch.uk). In case of difficulty in downloading or completing the application form, please contact the school directly.

The closing date for receipt of applications is **12:00 pm on Tuesday, 25 April 2017**, with interviews for short-listed candidates to be held shortly thereafter.

Ermysted's Grammar School is committed to safeguarding and promoting the welfare of students. We expect all staff to share this commitment and an enhanced DBS disclosure will be sought.

May I wish you every success if so and thank you for the time and effort I know you will put into your application.

Yours sincerely,

**Michael Evans**  
Headmaster

## Application checklist

Please read these notes before completing the application form.

1. Only applications submitted on the School's application form will be considered.
2. We would prefer you to fill in your application electronically and submit by email. (You will be asked to sign a hard-copy if appointed.)
3. Complete the application form **as fully as possible**. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet. Please note that your application form will be photocopied for the Selection Panel; therefore, clarity is essential.
4. Please give the full name and title of both of your referees and ensure that the full address, telephone numbers and email addresses are included. Your referees will be contacted directly by the school if you are short-listed. Please note that it is our practice to take up references before interview, whenever possible.
5. Please submit your application form by **12:00 pm** on the closing date to [ktamsons@ermysteds.n-yorks.sch.uk](mailto:ktamsons@ermysteds.n-yorks.sch.uk).
6. If short-listed, you will receive either a phone call and/or email inviting you to attend for interview. It is important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you. If you require any assistance in attending for interview, please let us know in good time so that we may make appropriate arrangements.

Please note that it is not our practice to inform applicants that they have been unsuccessful in being called for interview. If you do not receive an invitation to interview, we thank you for your interest in the post.

7. We are fully committed to equality of opportunity and aim for our staff to reflect the school community. It will help us to monitor the success of our recruitment strategies if you complete the equal opportunities monitoring page of the application form. The information you provide will be treated as confidential and will not be made available to the short-listing panel.

## Pre-employment checks.

The successful applicant will be required to:

- Provide details of two referees who know you in a professional capacity, one of whom must be your current Head Teacher or employer. Employment is conditional on these references being deemed satisfactory.
- Provide proof of all relevant qualifications.
- Provide proof of eligibility to work in the UK.
- Undertake an enhanced DBS check, and receive appropriate clearance. Please note that an enhanced check will include details of all convictions on record, whether spent or unspent under the Rehabilitation of Offenders Act 1974 (ROA).
- Complete a medical questionnaire and, if deemed necessary, undergo an assessment of their fitness to complete the duties as described in the job description.

## General Information for Applicants

### The School

Ermysted's Grammar School can trace its origins to the last decade of the 15th century, possibly as early as 1476 but certainly before 1492, as a chantry school founded by Peter Toller adjoining the Skipton Parish Church. It was refounded after the dissolution on a different site in 1548 by William Ermysted, Master of the Temple and Canon Residentiary of St. Paul's Cathedral, and it moved to its present site in 1876. Throughout its history it has been an all boys' school and only relatively recently, in 1989, was the boarding house closed, an inevitable consequence of the burgeoning demand for day boy places.

The pleasant market town of Skipton serves a large surrounding rural area, mainly in the Yorkshire Dales National Park, immediately to the North. A wide range of reasonably priced housing is available and Skipton, together with the immediate surroundings, is an appealing place to live, with large towns, such as Harrogate, Leeds, Bradford and Manchester relatively close and easily accessible. Communications are good.

The school occupies a green and wooded site about half a mile from the centre of Skipton on the main route from the town leading to the A65 and to Settle and the Lake District. The original 1876 stone buildings have been added to over the years to provide modern facilities with comfortable and effective accommodation for teaching and learning.

Selection procedures in Skipton require all in-catchment boys to take GL Assessment Verbal and Non-Verbal Reasoning standardised tests. As a result, 28% of the local school population at 11+ are identified and attend Ermysted's Grammar School. On occasions in recent years, successful appeals have pushed the overall percentage up to 32%. Currently the School has 815 boys on roll (238 in the Sixth Form), who come from the town of Skipton, from the neighbouring villages and now, increasingly, from the towns of Ilkley, Keighley, Barnoldswick, Earby and Colne. The School is Voluntary Aided and is maintained by North Yorkshire County Council.

The school enjoys an enviable reputation in the field of academic excellence and prides itself on providing a disciplined, caring environment in which each pupil can develop his talents to the fullest potential. Inter-school fixtures, sport, music, debating and drama are just a few of the many fields in which pupils are encouraged to participate. An annual Y10 German exchange to a school in Simbach-am-Inn (Skipton's twin town), visits to World War II battlefields and skiing trips to France and America and a bi-annual field trip to Iceland for our Sixth Form geographers are notable additions to the many subject based trips organised by Faculties.

### Academic record

Ermysted's remains one of the top performing schools in the country and continues to offer its students an exciting and engaging curriculum across a broad range of subjects. Attainment at GCSE and A-Level is very high and consistently so. Outcomes are good for all groups of students and achievement is particularly high in the Sixth Form. The most-recent academic data is summarised on the school website.

Nearly all our Year 11 students continue into further education, with the vast majority remaining at Ermysted's in order to study for A-Level qualifications. In addition, a number of other boys (circa 30 in 2016-17) join the Sixth Form from other schools.

Around 95% of students eventually proceed to university each year and the destinations reflect the school's academic pedigree – from a cohort of 113 students, currently 12 students hold offers from Oxford or Cambridge; and a further dozen students are applying for medicine. Each year a small number of students leave to take up apprenticeships or opt to take a gap year.

## School Routine

The school week is based upon 40 teaching periods (20 x 35 minutes, 20 x 40 minutes) spread over five days. The school day starts with registration at 8.45am and finishes at 3.45pm. There is a formal half-school assembly on Monday, Tuesday and Wednesday and year assemblies on the remaining days.

## The Curriculum

***The school is currently undertaking a wide-ranging review, with a view to making possible changes to the structure and design of its curriculum from September 2018.***

In pursuit of the aims of the school, the curriculum is organised in such a way as to meet the demands of the National Curriculum.

In Years 7, 8 and 9, the curriculum is broad and balanced, giving the opportunity for study well beyond the requirements of the National Curriculum. All boys study separate sciences from Year 7. All boys in Year 7 start both French and German with the introduction of Latin in Year 8.

It is expected that all boys attempt at least nine full subjects at GCSE in KS4. Mathematics, English Language and Literature and the three separate sciences provide the compulsory subjects and three option subjects are chosen from Art and Design, French, Geography, German, History, Latin, Music, Physical Education, Religious Studies, Computing and Design Technology. Further to these subjects, a compulsory course in RS and higher level learning is run during KS4, which enables students to opt for the Higher Project Qualification in Year 11.

The majority of Year 12 students chose to study three A-Level subjects (from a choice of twenty-three) with some opting to take four. The Sixth Form curriculum is supplemented by a lecture programme and other enrichment opportunities including the Extended Project Qualification.

## Pastoral

The school places considerable emphasis on the care of its pupils. There is a well-established and effective pastoral care structure with most staff having the opportunity to be form tutors. The general academic progress and all matters of pastoral care are, in the first instance, the concern of the form tutor who consults with or refers boys to the Head/Assistant Head of Junior School (Years 7 to 9), Head of Middle School (Years 10 and 11), the Head/Assistant Heads of Sixth Form or the Headmaster as occasion demands. In Years 7 to 9, forms are arranged randomly having no reference to academic ability and this general principle remains throughout the school. In Years 10 and 11 groups are arranged in terms of ability for English and Mathematics only, while for the option subjects when there is more than one set, the arrangements are determined by subject choices which the boys make and by the wish to keep teaching groups as equal in number as possible.

Sixth Formers are under the pastoral guidance of a tutor, who will oversee their progression through the normal two years of Sixth Form study.

## Extra-Curricular Activities

Physical Education and team games occupy a high profile and the school has an enviable record in inter-school competition and in its representation at district and county level. The main school sports are Rugby, Cross Country and Cricket, though as pupils progress through the School, the sporting opportunities available to them increase.

A full range of sporting and cultural activities is available to our boys and the many members of staff volunteer their time and expertise to foster the extra-curricular life of the school. Assistance and expertise in these areas from new members of staff is always most welcome.

## The Old Boys' Society

The Ermysted's Old Boys' Society is an extremely active group, bringing together alumni from the school's long history. The Old Boys take a keen interest in the progress of the school and also contribute financially through

fundraising to support the school's development – for example, helping with the cost of new buildings, refurbishment and the purchase of equipment. A calendar of events can be found on their website [www.ermystedsoldboys.co.uk](http://www.ermystedsoldboys.co.uk)

### The Foundation

The initial Foundation for the School has been maintained through the centuries and is now managed as a registered charity by the Foundation Governors. The Foundation own the grounds and school buildings, and support the school's activities financially through donations from pupils' families.

### The Parents' Association

The relationship between the school and its parent body is excellent. The Parents' Association exists to support the school in its many different functions and it organises a full and varied programme of activities throughout the year.

The fundraising so successfully undertaken by the Parents' Association allows it to purchase additional equipment for the school amounting to several thousands of pounds annually.

### Further information

Further information can be found on the schools website [www.ermysteds.co.uk](http://www.ermysteds.co.uk)



### Teacher of Economics

Ermysted's Grammar School is a voluntary-aided selective boys' grammar school where students and staff thrive. We seek an enthusiastic and highly able teacher to join our school and build upon our success. The successful candidate will have a passion for the subject and the ability to promote high standards of teaching and learning across the subject. **The School requires a full time equivalent appointment but would consider applications from those seeking part-time employment.**

We are an outstanding school (Ofsted 2008) and believe that our success is gained from genuine collaboration between students, staff, parents/carers, governors and other partners. We offer our staff our full support and excellent continuing professional development. We are constantly looking to improve our systems so that staff can work smarter and achieve an appropriate work/life balance.

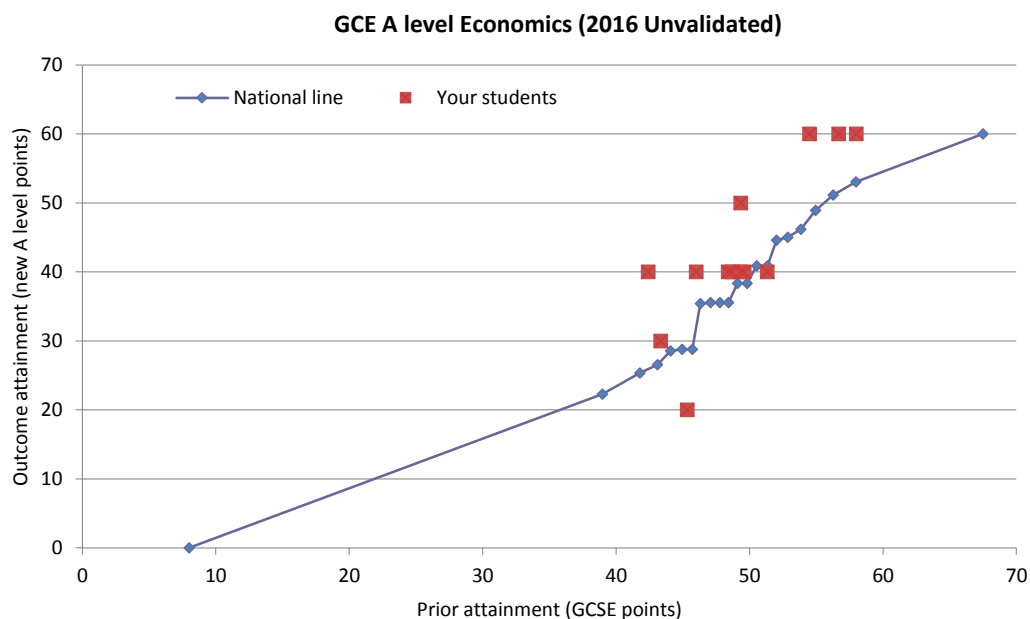
We welcome informal contact from anyone interested in applying for the advertised post. Please contact us if you would like to speak to someone or would like to look around the school.

Ermysted's Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

### Details of the post

The successful candidate would be expected to teach Economics at A-Level and become part of an experienced and well-established team in a school where academic standards are high, student behaviour is excellent and parents are supportive of the school's aims and ethos.

Economics is part of the Humanities Faculty, which comprises a team of ten subject specialist including one full time Economist. The school follows the recently introduced new linear AQA syllabus. Demand for Economics is trending higher, as is achievement in the subject: 2017-18 is likely to see 59 students in Year 12 and nearly 30 students in Year 13; and the most-recent value-added figures show that students, on average, achieve half a grade higher than similar students elsewhere.





## Teacher of Economics Person Specification

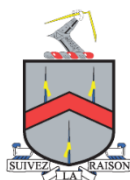
The following are essential or desirable characteristics associated with the post of a classroom teacher (MPS or UPS) at Ermysted's Grammar School. Evidence will be drawn from the application form and lesson observation, or explored at interview.

	Essential	Desirable
<b>Qualifications</b>		
Good honours degree in the specified subject or in a closely-related area	✓	
UK Qualified Teacher Status	✓	
Evidence of further relevant qualifications or training		✓
Evidence of recent professional development		✓
<b>Experience</b>		
Evidence of successful teaching at KS5 in the specified subject (or potential to be)	✓	
Evidence of successful teaching at KS3 and KS4 in the specified subject		✓
Recent and relevant experience of teaching in another subject		✓
Experience of pastoral work in a school setting		✓
Experience in more than one school		✓
<b>Knowledge</b>		
Up to date knowledge of the curriculum and current trends or developments	✓	
Familiarity with the requirements of public examinations in the subject	✓	
<b>Skills</b>		
A confident and competent classroom practitioner	✓	
A proven record of securing good progress for students		✓
Ability to differentiate teaching to meet the needs of all students	✓	
Good communication, organisational and interpersonal skills	✓	
Ability to converse fluently in English	✓	
A willingness to share good practice and promote the development of the subject	✓	
Ability to use and promote the effective use of ICT	✓	
An ability to build positive working relationships with colleagues	✓	
An ability to work effectively as part of a team and to work independently	✓	
<b>Other</b>		
Enthusiasm for learning and a passion for teaching	✓	
High expectations of students and their behaviour	✓	
Ability to work hard, prioritise deadlines and maintain good humour	✓	
A willingness to engage fully with continuing professional development	✓	
A recognition of the importance of personal responsibility for Health and Safety	✓	
A demonstrable commitment to equal opportunities	✓	
Commitment to safeguarding and promoting the welfare of students	✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.

Ermysted's Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be expected to undergo enhanced DBS clearance.





## Teacher of Economics Job Description

Position	<b>Teacher of Economics</b>
Salary	<b>Main or Upper Pay Scale</b>
Tenure	<b>Established</b>
Time	<b>Full-time</b>
Responsible to	<b>Member of the Faculty Leadership Team</b>
Responsible for	<b>Deployment of support staff (where relevant)</b>

The postholder will teach pupils within the school and carry out such other associated duties as are reasonably assigned by the Headmaster. It is expected that the postholder will be a form tutor in addition to their teaching role. The postholder is responsible to the Headmaster in all matters, to the Head of Faculty in respect of curricular matters and the relevant Head of Year or Key Stage in pastoral matters.

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade. The postholder will:

### Principle Responsibilities

- Have proper and professional regard for the ethos, policies and practices of the school and maintain high standards of personal and professional conduct
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment

### Wider Responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being
- Ensure the school's safeguarding procedures are adhered to
- Ensure health and safety policies and child protection practices are followed

Please note that these responsibilities will be reviewed from time to time may be amended as is reasonable by the Headmaster.