

May 2015

Dear Applicant

History Teacher - September 2019 (MPS including London Fringe)

Thank you for showing an interest in this post. Birchwood High School is a large 'converter' Academy with 1400 students on roll, covering the full ability range. We take boys and girls from the community of Bishop's Stortford and surrounding villages; the majority of whom continue their education with us into the Sixth Form. The school is extremely well-resourced, having undergone a £15million expansion programme in recent years and, with ever-improving standards, this is an exciting time to join our school. We are well on the way to becoming a great school but, as ever, there is always work to do. The most recent Ofsted inspection (2010) was very positive and accurately reflected where the school was at the time:

- *Birchwood High is a good school. There are a number of good outcomes for students that help them develop into mature, confident, and personable young adults who are generally well-prepared for their future studies or employment.*
- *Overall GCSE results are above average, achieved from average starting points.*
- *Students' behaviour is good and attendance is above average.*
- *The large majority of teaching is good or outstanding.*

However, we have improved further since 2010. In 2014, 67% of our students achieved 5+A*-C GCSEs including English and Maths. Bearing in mind that five years before, the cohort had a KS2 average point score on the national average, our results are +12% above the national average at GCSE, showing strong progress over time. Current Year 11 students are forecast to achieve 81% 5A*-C EM which would represent +26% above national average. At A-Level, 55% of our students achieved A*-B grades, with an APS of 227 points and a 99% pass rate. For 2015, we are forecasting 65% A*-B and an APS of 241 points. You can probably sense that this is an exciting time for the school after a number of years of steadfast improvement.

As a school, we expect high standards of both student achievement and student behaviour. The standard of teaching and learning is at least good with many areas of excellence - 93% of lessons over the last year have been judged good or better with 42% judged as outstanding. We have high expectations of teachers in terms of lesson planning, classroom delivery and student assessment. In return, we provide excellent working conditions, first rate CPD and a real sense of professional identity. Staff retention is high and staff turn-over relatively low at an average of 7/95fte over the last three years.

Why you should apply for this post

If you believe you can make a difference to our students then please apply. We are seeking an enthusiastic practitioner to teach History which has a high demand at both GCSE and A Level. We offer an effective and supportive induction and professional development package, available for all teachers as part of the school's commitment to a holistic learning community.

Next steps

I would encourage you to apply if you feel you can make a difference to an ever-improving school that believes that all children, regardless of ability or background, deserve the best possible all-round education.

If you wish to apply, please complete the application form provided, together with a letter of application, which should be no longer than two sides of A4 (Arial, font 11). In your letter you should outline: any relevant experience to date, your vision and values relating to this position and what personally attracts you to this school. You can return the application either by post or email to recruitment@birchwoodhigh.org.uk. Our closing date for applications is noon on Monday 20th May with interviews to be held on **w/c 20th May**.

If you have any queries about this post please contact Fiona Adeniji, HR Manager (fadeniji@birchwoodhigh.org.uk). Our on-line prospectus and other school information can be found on our school web site: www.birchwoodonline.co.uk.

Yours sincerely



Dr C Ingate
Headteacher

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Job Description Classroom Teacher

The Classroom Teacher will be primarily responsible for **establishing and supporting learning within their classroom across the 11-18 age range.**

Major responsibilities:

Quality of Learning

- To check that their lessons are planned in accordance with the schemes of work for each course.
- To be aware of the prior learning and special needs of their students.
- Set high expectations for the achievement of their students.
- Implement the school's policies for marking, assessment, setting, target setting, recording and reporting.
- To aim that progression and continuity are achieved across the key stage and between the key stages, as set out by the schemes of work they are supplied with.

Ethos and Environment

- To deal in the first instance, with behavioural issues in the classroom, seeking support where necessary in line with the school's behaviour management policy.
- To adopt a consistent ethos in line with Birchwood High School's Code of Practice.
- To monitor that the quality of appearance and order of their teaching area is of a high standard.
- To adhere to health and safety procedures.

Staff Development

- To participate in staff development activities
- To take opportunities to develop their own skills and understanding in relation to their role

Whole School (on a voluntary basis)

- To participate in discussions regarding wider school issues, and involvement in working groups where appropriate.

Other Activities

- To promote the general progress and well-being of individual students and of any class assigned.
- To communicate and consult with parents of students.
- To participate in meetings arranged for any of the purposes described above.
- To undertake any other duties as negotiated with the Headteacher.



Birchwood High School Classroom Teacher Person Specification

Education & Training	<ul style="list-style-type: none"> • Qualified Teacher Status (with DFE Number), including Numeracy/Literacy/ICT tests for NQTs after 2002. • First/Second Class Degree. • Willingness to continue to develop own expertise (evidenced through continuing professional development) • Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare of children and young people.
Teaching Experience	<ul style="list-style-type: none"> • Evidence of consistently good or outstanding teaching and learning. • Evidence of good or outstanding classroom management skills. • The ability to use ICT effectively to engage students. • The ability to create effective lesson plans. • An understanding of how to use assessment to inform planning for good teaching and learning. • The ability to differentiate materials to meet the needs of learners. • Experience, or the desire to be involved in a curriculum initiative. • Experience, or the desire, to raise standards of achievement.
Skills, Knowledge & Aptitudes	<ul style="list-style-type: none"> • Excellent subject knowledge. • Good ICT skills and their application to teaching with subject specialism. • Good classroom practitioner able to motivate students. • Able to build good relationships with students and colleagues. • Ability to work with initiative, as an individual and as a team member. • Ability to communicate effectively with different audiences, orally and in writing. • Well organised and able to maintain accurate records. • Awareness of current educational developments. • Ability to reflect on practice.
Personal Qualities	<ul style="list-style-type: none"> • Hardworking and committed to inclusive education. • A belief in the value of individuals and that every child genuinely matters. • A commitment to excellence and working in partnership. • A willingness to learn and develop new skills. • Commitment to continuing professional development. • To work proactively within the ethos of the school. • Capacity for working under pressure. • Resilience and a sense of humour. • Reliable with excellent attendance and punctuality.



Birchwood High School

Humanities Faculty

The Faculty

The Humanities Faculty is made up of three departments: Geography, History, and Social Sciences.

Facilities

There are eight Humanities classrooms with access to fully networked ICT rooms all of which include Interactive Smart boards. The school also has outstanding facilities for staff, with a work room that has standalone PC's and a quiet study area. Each member of staff is also supplied with a laptop or desk PC dependent on choice.



Staffing Structure

The Faculty holds regular meetings to support each member and ensure effective communication. As well as being led by a Head of Faculty, the Faculty has other leadership positions within it.

The Humanities Curriculum

Birchwood has a two year Key Stage 3 and a three year Key Stage 4.

In Year 7 students receive one hour of Geography, History and RS per week and in Year 8 they receive two hours of Geography and History and one hour of RS per week.

At KS4 students have to select either History, Geography or a Language as part of their option choices. There is also a compulsory Humanities lesson that includes statutory RS once a week.

Post 16 there are thriving AS/A2 courses in Geography, History, Philosophy & Ethics, Government & Politics and Psychology.



Extra-Curricular/Fieldwork

We encourage fieldwork within Humanities. Over the past few years we have undertaken not only Geography fieldwork but also a trip to Sorrento, Rome, Auschwitz, Ypres, The Black Country Museum, a Church and Hindu temple visits and a Psychology visit to Broxbourne Animal Park.



Support

The School and Faculty have an excellent reputation for supporting teaching and learning. We are committed to high quality Professional Development at all levels. CPD takes the form of learning forums for sharing best practice, Teacher Led Development Work, Aspiring Middle Leader courses, Middle Leader courses, Leadership Pathways right through to NPQH.