

INFORMATION FOR CANDIDATES



JOB ADVERT



Salary: M1 – UPS3 (outer London)
TLR: Available for the right candidate
Location: Enfield
Start date: April 2020

Would you like to work at a school that has a prestigious past, a wonderful present and a bright future? Would you like to work in a well-established school, proudly rated Good by Ofsted in September 2018? If so, we would like to hear from you.

Our aim is to prepare our boys for the world, both academically and socially. We expect hard work, good manners and in turn provide learning opportunities where all can fulfil their potential. Our motto, "Tant Que Je Puis" (As Much As I Can) is at the heart of our School community and we actively encourage both staff and students to strive for this aspiration. If you share our vision, we would strongly encourage you to apply.

We are seeking to appoint an outstanding classroom teacher with strong practical skills who has the ability to enthuse and engage pupils. This is an excellent opportunity to join and further strengthen an established and successful department, either as an NQT or experienced practitioner. Science is taught within a forward thinking creative team and we welcome applications from new teachers and experienced colleagues. The faculty is well resourced and has a good team of teaching and technical staff that are all passionate about science education.

If you have a particular interest in leadership development or working with diverse groups (OXBRIDGE, differentiation, minority groups etc), there is a TLR available for the right candidate. Please reference this in your application.

Enfield Grammar School is an 11-18 boys' comprehensive school located in the heart of Enfield Town. For more information about the School, please visit www.enfieldgrammar.com

We Offer:

- Access to opportunities for self-development and regular Continuing Professional Development sessions.
- Opportunities for career progression.
- A health care plan, including reimbursement for optical, dental, physiotherapy and a range of other areas, 24/7 GP access and free counselling.
- On site gym facility provided by Nuffield Health.
- Strong commitment to equality, diversity and inclusion.

You Will:

- Be passionate about teaching and committed to contributing to the School community.
- Teach through a range of styles and activities to encourage thinking skills and encourage our students to be active learners.
- Have the highest standards at all times to ensure maximum progress and outcomes for our students.
- Be a positive person able to work effectively as part of a team.

How to Apply:

To apply please complete and submit an application form to applications@enfieldgrammar.org or online via the TES portal. If you have any questions regarding the role, please contact Mr Doyle, Head of Science, on 020 8363 1095.

The School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory Enhanced DBS check and pre-employment checks.

Closing date for applications: **Thursday 23 January 2020 at 12pm**

Interviews will take place during the week commencing 27 January 2020

Ofsted 2018:

"Pupils, sixth form students and staff are proud of their school."

"Teaching is particularly effective in mathematics, English and science in all key stages. Teachers have applied the training the school has developed to ensure that they improve the quality of pupils' learning. Pupils said they really enjoy those subjects."

"Leaders train teachers well to improve the quality of their teaching. This training is having a marked positive impact on pupils' learning and their progress."

LETTER FROM THE HEADTEACHER



Dear Applicant

Thank you for your interest in Enfield Grammar School. I hope that you are as excited about this opportunity as we are, as this is a great opportunity to join our School.

We are looking for a teacher who shares our passion, our ethos and expectations, who can motivate and inspire students and colleagues to be the best that they can be.

Ideally, we would love you to visit us to see us in action. You will see the students in every year group take pride in being part of our School community. We then would be confident you would apply to join us. If you would like to visit then please contact Mr Buchanan Doyle, Head of Science, who will be pleased to be of assistance.

I recognise that preparing an application is a time-consuming process and I should like to thank you in advance for submitting your application.

Please do not hesitate to contact Mr Buchanan Doyle, Head of Science, should you require further details about the role.

Yours sincerely

C Lamb
Headteacher



ABOUT THE SCHOOL



Enfield Grammar is a successful school with a strong tradition and excellent reputation. We were rated 'Good' in our recent Ofsted inspection (September 2018) and continue to strive to improve outcomes for students. We take great pride in our comprehensive CPD programme that allows all staff to develop their practice and expand their skill set.

Enfield Grammar School is rightly proud of its fine traditions and examination achievements. We are also a school which is intent on ensuring that the breadth and quality of education will, as far as is possible, equip all of our students to meet the rapidly changing demands of the future.

We are a Specialist Sports College and converted to Academy status in August 2011. There is a strong commitment to supporting staff development.

The School is based on two sites. The Upper School is a mixture of original 16th and more recent 20th Century buildings and is situated just off the Market Square in the centre of Enfield Town. The Lower School, some five minutes' walk from the Upper School, is a 17th Century listed building which houses Years 7 and 8. The school roll is approximately 1100 boys, of whom some 210+ are in the Sixth Form.

The School has a strong commitment to extra-curricular activities of all forms and it is expected that all potential members of staff would be willing to support this commitment. As a comprehensive school dedicated to serving the local community, as it has done since 1558, we admit 180 boys each year, representing the full range of ability from diverse ethnic and cultural backgrounds.



SCIENCE DEPARTMENT



The Science Department at Enfield Grammar School is a successful and committed team. Our aim is to make Science interesting, stimulating and enjoyable. This is achieved by teaching through a range of styles and activities to encourage thinking skills and encourage our pupils to be active learners. The Science Department has been very successful in recent years, with Subject Progress index of 0.63 (from SISRA) for GCSE results. A Levels have been very successful with some sciences having ALPs scores of 3 resulting in pupils successfully gaining entry into top universities.

We have dedicated technicians, who work hard to trial experiments and ensure all runs smoothly helping to make the emphasis on practical learning possible. In a boys school it is important for pupils to have the opportunity to experience hands on learning.

The Science Faculty is committed to Assessment for Learning, gives the pupils frequent opportunities to demonstrate their skills and tests them summatively at least once per half term.

Years 7 and 8 follow a general Science course linked to Activate. Key Stage 4 has nine lessons across the two-week cycle. We follow the specification for AQA Combined Science Trilogy. The A level classes also follow the AQA specifications for Biology, Chemistry and Physics.

We are proud of our pupils who perform consistently well. This reflects the hard work of both teachers and pupils.

We would welcome a hardworking and enthusiastic teacher, who enables pupils to enjoy practical work and develop their thinking skills.



JOB DESCRIPTION



Purpose of the job:

The teaching of students, and the associated pastoral duties in respect of those students, in accordance with the aims and objectives of the school.

Responsible to: The Headteacher and Governing Body.

Main Duties and Responsibilities:

This post is subject to the current conditions of employment of teachers contained in The School Teachers' Pay and Conditions Document.

Planning

- Identify clear teaching objectives and specify how they will be taught and assessed.
- Set tasks which challenge students and ensures high levels of interest.
- Set appropriate and demanding expectations.
- Set clear targets for students building on prior attainment.
- Identify SEND, disadvantaged and gifted students.
- Provide clear structures for lessons, maintaining motivation, pace and challenge.
- Select and prepare and organise resources with the help of support staff where appropriate.
- Make effective use of assessment and ensure coverage of the scheme of work/programme of study.

Teaching and Learning

- Establish a purposeful learning environment where students feel secure and confident.
- Teach clearly structured lessons which interest and motivate students.
- Organise teaching and learning time effectively.
- Organise and manage the physical teaching space, tools, materials, texts and other resources safely and effectively with the help of support staff where appropriate.
- Set high expectations for students' behaviour and manage students' behaviour constructively.
- Use ICT effectively.
- Provide homework and other out-of-class work that consolidates and extends work carried out in class.

JOB DESCRIPTION



Teaching and Learning continued

- Work collaboratively with other colleagues.
- Evaluate teaching in order to improve effectiveness.
- Consult with subject leader and Line Manager about professional development.

Monitoring and Assessment

- Make appropriate use of a range of monitoring and assessment strategies to evaluate students' progress towards planned learning objectives.
- Monitor and assess students' work giving constructive feedback to support students as they learn including student response to feedback.
- Set targets for progress.
- Assess students' progress accurately, using, as appropriate, National Curriculum, requirements of Awarding Bodies, etc.
- Record students' progress and achievements systematically
- Use records as a basis for reporting on students' attainment and progress orally and in writing for parents, carers, other professionals and students

PERSON SPECIFICATION



KEY: I = INTERVIEW / A = APPLICATION

	Essential	Desirable	How tested
ATTAINMENT			
- Qualified teacher status	X		A
- Degree which includes a substantive element for Science	X		A
KNOWLEDGE OF			
- Science to GCSE	X		A, I
- Science to 'A' level		X	A, I
- the National Curriculum in Science	X		A, I
- ICT and the learning of Science	X		A, I
UNDERSTANDING OF			
- the issues concerning raising the attainment of boys		X	A, I
- the challenges of teaching Science to all ability ranges		X	A, I
- the needs of a diverse comprehensive school community		X	I
- the AFL agenda in Science	X		
ABILITY TO			
- co-operate effectively with colleagues	X		I
- support the school policy of recording and reporting	X		A, I
- accept advice and feedback and act accordingly	X		I
- form effective relationships with students and staff	X		A, I
- employ effective strategies of classroom control and management	X		A, I
- perform clerical and administrative tasks efficiently	X		
COMMITMENT			
- determination to raise the achievement of all students	X		I
- has high expectations for all	X		I
- willing to teach all ages and abilities (up to at least GCSE)	X		I
- to contribute to curriculum development	X		I
- to support the school's equal opportunities policy	X		I
- to contribute to extra-curricular activities		X	A, I
QUALITIES			
- enthusiasm for Science	X		I

SAFEGUARDING



Enfield Grammar School is committed to safeguarding and promoting the welfare of children, and safe recruitment of staff is central to this commitment. We will ensure that our recruitment practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children. All adults who work with or on behalf of children and young people in our school must be competent, confident and safe to do so.

All posts working with children should be aware of, and share the commitment to safeguard and promote the welfare of children and young people when applying for jobs within Enfield Grammar School.

This commitment is expressed through the following requirements:

Recruitment

Failure to adhere to the following requirements means that an applicant will not be employed to work at Enfield Grammar School.

- Applicants will be required to undertake an enhanced DBS (Disclosure Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within the school, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children and young people will be explored through the interview process.
- Successful applicants must show proof of identity and qualifications certificates, along with various other pre-employment clearances before a firm offer of employment is made.
- Prior to taking up post, applicants will be expected to sign the School's Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

Employment

Failure to adhere to the following requirements may result in summary dismissal:

- To participate in induction processes, professional line management and annual appraisal, where the employee's ability to safeguard children, young people or vulnerable adults through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including child protection training, as appropriate to their duties.
- To familiarise themselves with all relevant policies and procedures, produced by the School, including procedures for managing allegations against staff.