

Churchdown School Academy



Candidate Pack
Teacher i/c Sociology
January 2016

WELCOME

Thank you for your interest in the Teacher i/c Sociology post currently being advertised at our school. I thought it would be useful if I gave you a personal perspective of the school to help you to decide whether or not Churchdown School is a place where you may be happy, thrive and make a valuable contribution to the students in our community.

The school is going through an exciting stage in its development and we are seeking to appoint a dynamic, inspirational teacher to lead sociology. The last 18 months has seen Churchdown go through a great many changes with significant improvements. Last year we received our best ever A level and GCSE results and our performance means we are the most improved school in the county. At A level there was a significant increase in top grades with almost half of grades A*- B. We received more A grades than ever before and every student gained their first choice place at university. At GCSE 65% of our students passed at least 5 GCSEs including English and Maths and almost half of the grades were A* - B. We are now in the top 25% nationally and in the top 5% for Gloucestershire secondary schools for value added. Our most recent Ofsted reports recognise us as a 'good' school; however we still have a long way to go to achieve our aim.

Our aim as a school is quite simple: We want to be the 'very best school in England'. This means that at the end of their time at Churchdown School, the students could not have had a better educational experience at any other school. We want our students to develop into well rounded individuals, ready to be successful in the next stage of their lives. Realising this aim is entirely dependent on all staff doing the best job they are capable of and it's the responsibility of the Leadership Team to ensure staff are fully supported in doing an outstanding job.

We are unashamedly a 'caring' school and our ethos is one of our strengths as a community. It contributes significantly to the wellbeing of all members of our community. It is our mission to nurture the students unconditionally and provide them with an education that develops them academically and morally. This relies on staff being exemplary role models in everything we do at school. It is essential that we treat one another with dignity and respect.

Staff at Churchdown strive to build on the positive relationships that exist in school and the happy environment (on the whole!) in which we work. We recognise that relationships are important and everyone works incredibly hard at this whilst continuing to have the highest expectations in terms of work and behaviour. Our journey to becoming 'truly great' is only possible if every member of staff 'does their bit' for each of the 195 days of the year. Staff recognise that they are central to the quality of experience the students receive and it is crucial that the message we all give is consistent. At Churchdown we think of school in terms of a stick of rock... wherever you break it the same message can be seen!

I truly believe Churchdown School and the Social Sciences Department has the potential to be outstanding in the next few years. If you are up for the challenge of playing a significant role in helping us achieve this, have a core belief that all students, no matter what their background or ability can achieve, have a passion for and a clear understanding of outstanding learning, you are definitely the right person for us.

Please feel free to telephone my PA, Ann Evans, anytime on 01452 713340 if you would like any more information or if you would like to have a tour of the school, 'Every day is Open Day'. I hope you do apply because it really is a great opportunity and a fantastic place to work. I look forward to hearing from you.



Christopher Belli
Headteacher

Information about Churchdown School

Churchdown is an 11 to 18 Mixed Academy situated on the urban fringe of Gloucester. The school has 1271 pupils with 190 in the Sixth Form. We currently have 90 teaching staff and 75 Support staff. The school was a Foundation School but became an Academy in 2011. We accept pupils from over 23 Primary Schools and are over-subscribed.

The school is located on a large site and has a community use Sports Centre, Fitness Suite and floodlit Hard Play area. There are also extensive playing fields. There are excellent ICT facilities located in 9 fully equipped suites. Whilst we recognise there are some areas of the school site which require modernisation, the members of our community which make up the school, we feel, make it great. We believe this is far more important than having a 'shiny new building'. The excellent relationships between students and staff help to create a positive and productive working environment for all.

As a community everything we do is based on our mission to 'serve' each student. We are an inclusive school and appoint members of staff who, whatever their own beliefs and backgrounds, will actively support our ethos and 'put the children first'.

Our mission and core purpose statement fully reflects what it means to be part of our school community

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by values of integrity, resilience, respect, ambition and tolerance. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

About the Department

Sociology is a new subject Churchdown School and we are in the second year of teaching it. In September 2016 we are introducing Psychology for the first time and these will combine to form a Social Sciences Department. Sociology and Psychology will be taught at KS5. Sociology is popular subject with students and numbers are increasing.

Classrooms have most up-to-date technology including interactive whiteboards. This is designed to ensure that staff have the best facilities and are supported to deliver outstanding teaching and learning.

Staffing with the Department includes

Cathy Elliott - Head of Department

John O'Connell – Assistant Headteacher/Teacher of History and Psychology

Becky Kent – Teacher of Maths and Psychology

Working at Churchdown School Curriculum

Our aim is to offer a broad and balanced curriculum accessible to all students that develops the knowledge, understanding, skills and attitudes which are necessary for each student to achieve their full potential. The curriculum prepares students for further study, employment and adult life. The curriculum aims to enable all students to

- achieve the very best standards in all subject areas;
- develop skills which help prepare them for life.

We take every opportunity to ensure that all students, regardless of ability, make the best progress possible and achieve the highest possible standards in subjects and qualifications. We strive to narrow the gaps in achievement and enable those not achieving age-related expectations to catch up with their peers. Our Head of Learning Support/SENCo works closely with all departments, in order to support students so that they all have access to the curriculum. The school challenges more able and talented students so they achieve their full potential and their progress is sustained and enhanced. We aim to make certain that all young people develop the skills and abilities needed for success in life and have the ability to apply them in a wide range of contexts.

Teaching groups vary in nature but generally there are mixed ability classes on admission in Year 7. A process of setting, in English, maths, science and modern foreign languages takes place in Year 7

Curriculum Organisation

We deliver the National Curriculum to all students at 11-16 to develop a broad and balanced diet of learning. At Key Stage 3 (Years 7 - 9) the school curriculum consists of core subjects: English, maths, science and religious education; and non-core subjects: modern foreign languages, design technology, ICT, history, geography, art, music, drama and physical education; PSHE (including sex education) & learn to learn.

At Key Stage 4 (Years 10 – 11) the school curriculum consists of compulsory subjects: English language and English literature, mathematics, science, religious education and physical education and a broad range of academic and vocational courses leading to external qualifications. At Key Stage 5 (Sixth Form) the school curriculum consists of a broad range of courses leading to external qualifications.

Since September 2015, the school has moved to a six period day, each lesson consisting of 50 minutes. This is designed to maximise opportunities for English, mathematics and science lessons, while ensuring the curriculum maintains a balance in developing non-core subjects for all students.

Learning and Teaching

This is what we are all about! As a school we constantly strive to provide excellent opportunities for learning for all of our students, regardless of ability. This can be challenging but outstanding lessons are based on high quality relationships between staff and students. We recognise that students excel when lessons are calm, positive, well prepared and stimulating.

The students' behaviour will generally mirror the quality of the learning experience that is being offered. Our aim is to provide our students with the highest quality of teaching and learning. This is the focus of all our energies. As a school we do everything in our ability to support each member of staff to achieve excellence. We provide training, support and guidance so that everyone has a clear understanding of what outstanding learning looks like, and more importantly, the tips and strategies to help facilitate this.

Successful schools operate an 'open door' policy with regard to the experiences which take place throughout the school day. Visible leadership from all members of the school leadership team is paramount to supporting every member of staff to provide our students with an exceptional experience at Churchdown. Consequently staff are visited on a regular basis. The purpose of this is to provide opportunities to see/share good practice and to fully support staff.

Our Commitment to Your Career

Opportunities for staff development are broad and varied. All staff have clear performance management targets which are set in line with standards and provide an opportunity for professional development. Coaching partnerships continue to exist at all levels in the school. The school is committed to sharing best practice and works closely with external agencies and trainers to make this a reality. Staff joining us early in their career will be given a mentor or coach and we have a nationally recognised NQT programme. The school also has a strong school-to-school focus working with a large number of local secondary and primary schools to offer opportunities for staff at all schools.

Ultimately we recognise that great schools 'look after' their staff and it is without a doubt a key priority to ensure that we challenge and support staff in a nurturing environment to be the best they can be.

John Turner – Learning Coach

John Turner has been working with us for over a year as a teaching and learning consultant. John has brought to us many excellent ideas from his experience as a consultant working in schools in England and other parts of Europe. He is scheduled to work with us for 20 days this year. This will be closely linked to our INSET day programme and other staff training. Specifically, he will be supporting staff in developing effective teaching; working with teams of staff to coach for improvement and enhancing the leadership of teaching within departmental areas by supporting middle leaders.

School Development Priorities

The school improvement plan is our three-year strategic plan to help raise standards and improve the quality of education at Churchdown School.

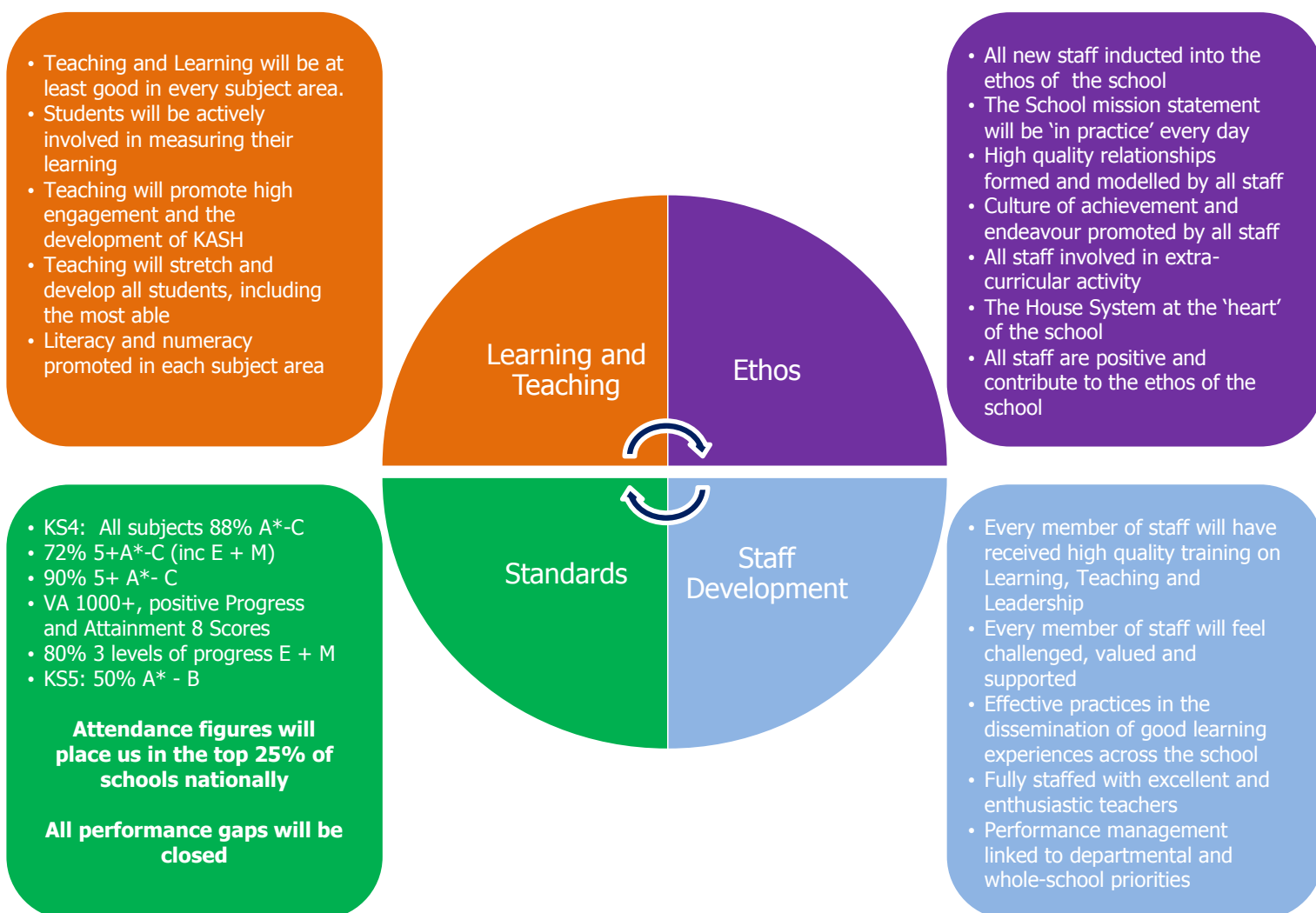
At the heart of school improvement is the full commitment to delivering high quality learning experiences. This, coupled with our ethos, will remain a constant priority. However, there is recognition that we 'can' and 'should' be achieving higher standards of achievement. Our focus on supporting staff development will ensure that this priority is met and that we can help make Churchdown the best school in England.

The school improvement plan is not a stand-alone document. It is designed to make close links with departmental and whole-school self-evaluation processes. It helps inform priorities for future improvement and links closely with departmental and individual performance management. Consequently, this 'joined-up' approach ensures that the school knows itself well and can accurately prioritise areas for improvement.

A summary of the main priorities and how we will measure the success of these can be summarised by the following graphic. Our intention is to focus on **LESS** so that, together, we can achieve **MORE**.

Specifically, the priorities are:

- 1. LEARNING AND TEACHING**
- 2. ETHOS**
- 3. STANDARDS**
- 4. STAFF DEVELOPMENT**



Job Title: Teacher i/c Sociology

CONTRACT DETAILS

Salary Scale MPS/UPS

LINE MANAGER

Head of Social Sciences

JOB PURPOSE

To support the students within assigned class to providing high quality teaching to raise student achievement and provide the appropriate support to students and staff to ensure provision within the centre is of the highest standard.

RESPONSIBILITIES

As a classroom teacher

- To undertake any and all duties as laid out in the School Teachers Pay and Conditions Document and meet the professional Standards for Practising Teachers;
- To plan and prepare lessons, schemes of work and assessment materials;
- To teach, according to their educational needs, students assigned to allocated classes, utilising key skills as appropriate;
- To control and oversee the storage of books and other resources required for class usage;
- To ensure positive behaviour management in accordance with agreed school policies, including the administration of rewards;
- To set homework in accordance with agreed whole school and departmental policies;
- To monitor and assess student performance so that targets can be set for individual student improvement, including IEPs;
- To report to parents in accordance with the whole school policy;
- To take registers for each lesson;
- To contribute to departmental meetings, discussions and management systems necessary to coordinate the work of the department and integrate this into the work of the whole school;
- To participate in the Performance Management Review cycle as per the school policy.

As a form tutor

- To take the register each morning session;
- To provide general support and guidance to students and monitor performance in accordance with the school's policies;
- To monitor students' attendance and conduct and liaise with Heads of Year, Heads of School and Attendance Officer;
- To liaise with parents regarding issues as they arise;
- To complete student reports in accordance with the schools policy on Assessment and Reporting;
- To deliver and contribute to the planning of PSHE lessons as part of published scheme of work.

Performance Management

- To demonstrate a clear commitment to own professional development.

Other

- To undertake any other duties, commensurate with the grade, as requested by the Headteacher.

Voluntary for Professional Development

- To add where appropriate.

Personal Specification

The successful candidate must

- have a good honours degree (subject specific);
- have strong numeracy and literacy skills;
- have the potential to be an 'outstanding' classroom practitioner;
- have knowledge and understanding of recent developments in high quality teaching;
- have good ICT skills;
- be fully committed to supporting the core purpose of the school as outlined in our Mission Statement;
- be a team player;
- be proactive;
- enjoy working with young people;
- have the capacity to work hard and under pressure;
- be a motivator;
- be a good communicator;
- have personal integrity and the drive to do what is best for the students;
- have ambition;
- be committed to providing students with a first-class education; and
- have a sense of humour!

Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Churchdown School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.

**“Mankind owes it to children
the best it has to give.
Their Life is Fragile.
If they are to have a tomorrow
Their needs must be met today.
Many things can wait, but
not the children.
Now is the time that their
bones are being formed.
Their blood composed, and
their senses developed.
We cannot answer their ‘tomorrow’
Their name is ‘today’.”**

Gabriela Mistral

