



TWICKENHAM SCHOOL

Teacher - Computing Specialist

Application Pack





Headteacher's Welcome

Thank you for your interest in Twickenham School. I hope this recruitment pack gives you an opportunity to see what our school is all about.

We are a student centred school driven by core school values of perseverance, dedication, integrity, empathy and responsibility. Our staff and students work together to aspire, achieve and enjoy the opportunities our school gives us and the strength of being part of the community.

The curriculum provision at Twickenham School is broad, balanced and fully inclusive. There is an emphasis on promoting strength and success in traditional academic subjects, but this is balanced with a desire to foster variety and personalisation in our provision. The curriculum is constantly reviewed and developed to not only meet the needs and strengths of our students, but to provide rich opportunities for them to develop a range of skills and enjoy memorable experiences.

We pride ourselves in developing our staff and there is a focus on wellbeing with a range of activities run throughout each term. Continuing professional development is also a strong focus of the school and is led by both internal and external specialists.

Twickenham School joined the Bourne Education Trust in September 2021. As part of a high achieving, inspiring and creative school, we can ensure our students are equal partners in a community of excellence.

Please take time to look at our website, social media channels and prospectus. We hope you decide to apply to join our school.



Jonathon Lisseman
Headteacher



Job Description

Responsible for the learning and achievement of all pupils in the class, ensuring equity of opportunity for all, achieving the highest possible standards in work and conduct. All teachers are required to carry out the professional duties and responsibilities of a schoolteacher as defined by 'Teachers' Standards' and set out in the current 'School Teachers Pay and Conditions Document'.

Location Twickenham, TW2 6JW

Contract Permanent - Term time only

Salary Main Pay Scale

Benefits: Condensed school year; occupational sick pay; recognition policies; access to in-house, external and bespoke CPD; HR and wellbeing support; family friendly policies; staff benefits scheme inc. 24/7 online GP service

Duties & Responsibilities

Teaching and Learning

- Deliver the curriculum as relevant to the age and ability of the individuals and classes you teach, preparing and developing teaching materials, programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of all pupils within your class/es, planning effectively to ensure that pupils have the opportunity to meet their potential
- Be aware of pupils' capabilities, planning effectively to meet the needs of pupils with Special Educational Needs and work in collaboration with the SENCo to make an appropriate contribution to and participate in the preparation, implementation, monitoring and review of SEN Support Arrangements
- Use an appropriate range of observations, assessment, monitoring and recording strategies as a basis for setting challenging learning for pupils with diverse abilities and experiences, monitoring pupil progress and attainment
- Make accurate and productive use of assessments to secure pupil progress and report to parents on the development, progress and attainment of pupils



- Establish and maintain engaging and effective relationships with parents, Governors and the wider community
- Use relevant data effectively to monitor progress, set targets and plan lessons
- Set homework and plan out-of-class activities to consolidate and extend the knowledge and understanding that pupils have acquired Promote and facilitate extra curricular activities, after school clubs, targeted boosters and residential trips where appropriate
- Provide pupils with regular feedback, both in real time and through accurate marking, encouraging pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude towards their own work and study
- Effectively and consistently apply school policies and guidelines
- Support initiatives directed by the Headteacher and the Senior Leadership Team
- Plan for, organise and direct the work of relevant Support Staff within the classroom. This will sometimes include direct line management of Learning Support Assistants/Teaching Assistants
- Participate in arrangements for examinations and assessments within the remit of the 'School Teachers' pay and conditions document'

Behaviour and Safety

- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns by following the relevant policies and procedures
- Establish a safe, purposeful and stimulating environment for pupils, ensuring high expectations of discipline which pupils respect, acting to pre-empt and deal with inappropriate behaviour in the context of the behaviour policy of the school
- Manage classes effectively, using approaches which are appropriate to the pupils' needs in order to inspire, motivate and challenge pupils
- Be a positive role model, and demonstrate consistently the positive attitudes, values and behaviour expected of pupils'
- Establish and maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary



Teamwork,
Collaboration
and
Professional
Development:

- Actively participate in meetings and professional development opportunities
- Engage and make positive contributions as a member of the wider school team, planning collaboratively, sharing information, ideas and expertise, raising standards by sharing effective practice
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupil progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012
- Have professional regard for the ethos, policies and procedures of the school in which you teach
- Undertake a due share of duties according to the published rota
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Effectively collaborate across the Trust network and clusters, sharing best practice and facilitating benchmarking across schools where appropriate

Key Skills
required

- Qualified Teacher Status or equivalent (E)
- Ability to demonstrate an awareness, understanding and commitment to the protection and safeguarding of children (E)
- Ability to evidence effective continuous professional development (E)
- Experience of teaching in relevant Key Stage and/or subject area (D)
- Ability to evidence effective communication with a wide audience / range of stakeholders (E)
- Proven track record in establishing effective relationships with parents, governors and the community (E)
- Ability to evidence excellent IT skills on a wide range of programmes and software (E)
- Ability to demonstrate an understanding of wider educational issues, knowledge of the appropriate key stage curriculum and national strategies (E)

Personal
Qualities:

At Bourne Education Trust, our culture and our values are important to us, as outlined in our BET Behaviours which set out the key qualities we would expect any colleague to demonstrate. We foster a reflective, optimistic, and aspirational approach and we expect our colleagues to be collaborative, innovative, committed, engaged and professional. Diverse and inclusive, we encourage you to act as a positive force for equality, helping us create communities where everyone belongs. We encourage our colleagues to take part in school and cross Trust teams and we will invest in you through Continuous Professional Development.





Our School

Twickenham School is a high performing mixed secondary school for students aged 11-16, situated in the heart of the community of Twickenham in south west London.

Our facilities are second to none in the borough. Our buildings were completely rebuilt in 2015 and upgraded in 2018, with further high value capital investment planned over the next three years, which began with the opening of our new Aspire centre in September 2022.

At Twickenham School we are incredibly proud of both our students and staff alike. We believe that everyone is capable of excellence and as a school strive to ensure that every student thrives during their time with us; achieving more than they ever thought possible.

We have very high expectations and provide a broad and balanced curriculum that is designed to stretch and challenge every student and focus on teaching our students the skills to be effective learners; encouraging them with a love of learning that they will keep throughout their life.

To read our latest Ofsted report, please click [here](#).



Our Vision



At Twickenham School, we have high expectations of our students and believe that everyone is capable of excellence.

Our priority as a school is to ensure that our students thrive during their time with us; achieving more than they ever thought possible.

Our Values

As a community of students, staff and Twickenham School families we are incredibly proud of our school values - everything we do is guided by them!

Our students learn the importance of our core values as soon as they join us in year 7, embedding these both into their learning behaviours and daily life as they progress through the school.

Our values encompass the PRIDE we take in ourselves and our community:

Perseverance, **R**esponsibility, **I**ntegrity, **D**edication, and **E**mpathy.





Application Process

Thank you for your interest in this role, we look forward to receiving your application. Prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

To apply for this position, you must complete a Bourne Education Trust application form (CVs without a fully completed application form will not be considered). Candidates applying via other job sites should follow the instructions provided. Shortlisting will take place as applications are received and you will be contacted by email if we would like to see you for an interview.

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

Bourne Education Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

BOURNE EDUCATION TRUST OVERVIEW



ABOUT BET

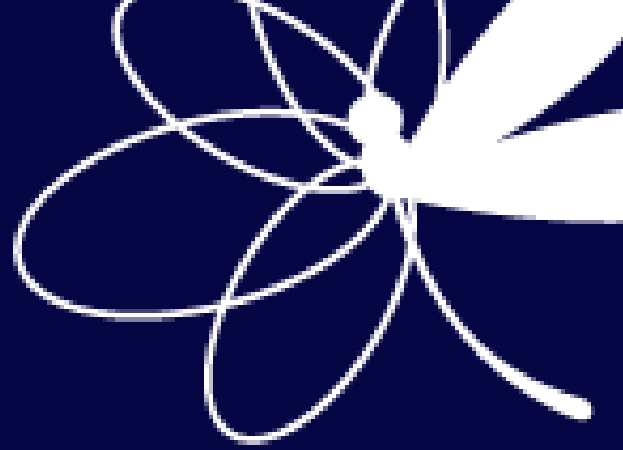
Twickenham School is part of Bourne Education Trust ('BET') - a successful multi-academy trust made up of twenty four schools (plus three further associate schools), across primary, secondary and specialist school phases in Surrey, Hampshire and the London Borough of Richmond upon Thames.

BET's values are summarised by our strapline: 'Transforming schools; changing lives' and we absolutely believe that all children, regardless of context or background, deserve a great education. We are passionate about developing sustainable and ethical environments, promoting social justice and maintaining the highest standards in our behaviours and values. We learn without borders and we are relentless in our efforts to support our students through new and innovative ways; embracing new technologies to reimagine the future of education.

The size of our schools range from a one-form entry primary to an eight-form entry secondary school with a sixth form and our organisational structure is designed to facilitate collaboration and innovation, with schools grouped into phases and clusters to further allow specialised and cross-phase work.

As an employer we know that our people are absolutely the key to our success, resulting in schools that are extremely warm and welcoming, relentlessly positive, highly aspirational and characterised by happy and safe students with excellent relationships between them and the staff.

For more information, please visit our website www.bourne.education



BET BEHAVIOURS

4 shared behaviours - we are reflective, aspirational, optimistic and inclusive.

REFLECTIVE

- ✓ Being outward facing and continually scanning the horizon
- ✓ Making decisions carefully, drawing on evidence, risk analysis and research
- ✓ Deploying school resources so they are sustainable and have long-term impact to safeguard the future for our young people
- ✓ Learning without borders by working with and learning from different phases, specialisms and sectors

ASPIRATIONAL

- ✓ Creating a culture of high performance and professionalism where morale, health and wellbeing are high
- ✓ Holding one another to account and having the courage to challenge and to question
- ✓ Creating great places to work where people feel supported, empowered and encouraged to achieve their ambitions
- ✓ Creating community confidence and pride in our schools and Trust

OPTIMISTIC

- ✓ Being resilient, energetic, proactive and positive whilst taking responsibility for solving issues
- ✓ Believing that everyone has potential, is valued and can contribute
- ✓ Clearly identifying and sharing why we do what we do
- ✓ Focusing on the team's outcome and not just the individual

INCLUSIVE

- ✓ Acting as a positive force for equality; creating communities where everyone can be their authentic self and have a sense of belonging
- ✓ Committing to social justice and sustainable leadership whilst acting with humility and integrity
- ✓ Learning about our biases and blind spots and challenging expectations and stereotypes
- ✓ Showing high levels of emotional intelligence, being highly visible and communicating precisely, accessibly, and confidently