HAMPTON HIGH

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Headteacher: Mrs Rebecca Poole

October 2017

Dear Applicant,

Thank you for expressing an interest in the post of English Teacher (Maternity) at Hampton High, we have included the Job Description and Person Specification for the position. The vacancy is for a maternity for maximum of 52 weeks from approximately 1 January 2018

The successful applicant will be joining the school at a very exciting time. Since joining the school in September 2017, governors, staff and I have worked together to build on the strengths of this developing school to ensure that Hampton High becomes the school that our students and community deserve.

This summer, our students were also able to prove that hard work, resilience and commitment really pay off. Our GCSE results were the best the school has seen, with students achieving 62% 3 A*-C and level 4 and above in both English and English. This is a 22% improvement on the school's previous headline figure of 40%. Our A level students secured results which ensured that they were successful in obtaining their choice of place at university, work or apprenticeship.

This post is crucial to reaching our aim of becoming an outstanding school and will be a challenging and rewarding role. The successful applicant will be joining a committed team who work hard to maintain a supportive and friendly ethos.

In 2017 Hampton High joined the Richmond West Schools Trust which is formed of a group of schools working together to improve outcomes for learners locally led by Teddington School and Waldegrave school. This has brought investment of time and resources to further support the improvement of the school. There is a full commitment to the professional development of our colleagues which we see as a crucial part of school improvement.

The enclosed information gives you a snapshot of the school. If you would like to visit the school prior to the closing date, please contact Kirsty Martin, SLT PA, by email at Kirsty.Martin@hamptonhigh.org.uk, or on 020 8979 4754.

I look forward to receiving your application.

Yours sincerely

Rebecca Poole
Headteacher

Teacher of English (Maternity)
MPS-UPS

We seek to appoint an inspirational English Teacher who can support the department to ensure that all students achieve outstanding outcomes in English. The vacancy is for a maternity for maximum of 52 weeks from approximately 1 January 2018

This is an ideal opportunity for an ambitious candidate to play a key role in increasing the aspirations and success of our students, thereby contributing to the journey of Hampton High in becoming outstanding.

The right candidate will thrive on the challenge to ensure that teaching and learning is consistently good and outstanding; that the learning experience of the students is based on challenge and creative thinking, and that all students achieve highly and develop in confidence. The candidate should also be willing to work in other schools across the trust.

You will be committed to finding inclusive approaches to inspiring students and will be committed to improving the life-chances of all our students.

Hampton High has much to offer:

- a rapidly improving school with excellent relationships between staff and students
- a new Multi-Academy Trust, working with local successful schools (Teddington School and Waldegrave School)
- a commitment to the professional development of all its staff to become outstanding teachers and leaders
- brand new, state of the art buildings
- easy access to central London and close to the M3 / M25

For further details please contact Kirsty Martin (PA to Headteacher) on 020 8979 4754 or email Kirsty.Martin@hamptonhigh.org.uk

Hampton High is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful candidates must be willing to undergo Enhanced DBS and other checks appropriate to the post.

Hampton High is an equal opportunities employer.
Closing date: Monday 16th – 12 noon
Interviews: Wednesday 18th October

Please read these notes before completing the application form
It will help us if you follow these instructions:

- We would prefer you to fill in your application using Word or a word compatible format and submit it by email. Please include everything you wish the panel to consider on the form rather than in any separate document or covering email.

- Please give the full name and title of both your referees, and ensure that the full address, telephone numbers and email addresses are included. Your referees will be contacted if you are short-listed.

- If you are short-listed we will contact you by telephone or email.

- Please submit your application form by 12 noon on the closing date to Kirsty.Martin@hamptonhigh.org.uk

- You will be asked to sign a hard copy if you are appointed.

- Hampton High is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment. All our staff are required to complete a DBS (Disclosure Barring Service) check and declare previous convictions.

- 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 ethnic monitoring information 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.

Job Description – Teacher of English (Maternity)

Job title: Teacher of English (Maternity)
Salary range: **MPS-UPS**
Accountable to: Head of Faculty

Core Purpose

- To deliver high standards of teaching and learning and achievement and conduct of students within in English lessons.

Key accountabilities	Key tasks
1. Accountable for delivering high quality teaching and learning that will ensure good progress	• ensure that their subject teaching inspires students to meet or exceed their targets • take account of, and plan for, the needs of all students taught, including SEN, EAL, PPG and Gifted & Talented students • encourage students to explore and evaluate different learning strategies within their subject • ensure that students understand the requirements and learning outcomes for English • mark books regularly, according to the school expectations, and give regular feedback to enable all student to make good and outstanding progress • with the Head of Faculty, contribute to the development of good practice in English to ensure that learning is good or outstanding in the subject • contribute to the regular review of the English curriculum
2. Accountable for the progress of students in the classes	• make effective use of data to diagnose and track student performance in order to raise attainment • ensure student records are regularly updated to enable the tracking and monitoring of progress • take overall responsibility for the performance and progress of students taught including published exam outcomes • work collaboratively with colleagues to prepare students for public examinations, including contributing to exam preparation and revision sessions • undertake marking and standardisation and provide information for exam entries in line with school and statutory requirements
3. Accountable for always ensuring the vision and values of the school are promoted	• always ensure highest expectations for all students in their conduct and learning, showing a real ambition for all students • follow the behaviour for learning policy and promote it at all times • contribute to school-wide initiatives in English • contribute to the programme of extra-curricular activities,

	enrichment events, and visits and journeys relating to English embrace opportunities to work with colleagues across the trust to enhance and improve practice
4. Accountable for the safeguarding of students	• contribute to the safeguarding of students and to child protection using the procedures outlined in school policies • ensure that health and safety policy and risk assessments are followed.

Other responsibilities

All teachers will:

- perform duties as form tutor
- undertake other duties commensurate with the status of the post as may from time to time be determined by the Headteacher
- participate fully in the school's Performance Management programme
- ensure that the school's Equal Opportunities Policy is implemented across the subject area(s) and contribute to its regular review
- carry out supervisory duties in accordance with the published duty rota

It is understood that the need to consider any major change in the manner and scope of responsibilities mentioned above will be through negotiation between the postholder and the Headteacher.

Person Specification MPS-UPS

Qualifications	• Graduate status • Qualified Teacher Status
Experience	• Evidence of being a good to outstanding classroom teacher • Evidence of being an excellent form tutor • Evidence of monitoring student progress and teaching and learning
Knowledge and Skills	• Knowledge and understanding of your subject up to A level and of assessment procedures at key stages 3-5 • Ability to promote a positive attitude to learning and to school • A high standard of written and oral communication • Ability to use ICT effectively
Personal qualities	• Enthusiasm for teaching and learning and for your subject • Commitment to continuous professional development of yourself and others • Be able to relate well to students and a commitment to positive and healthy outcomes for young people • Be able to listen effectively and be sensitive to others • A demonstrable commitment to the safeguarding of students and child protection • A demonstrable commitment to equal opportunities • Excellent attendance and punctuality
Other	• A willingness to take part in extra-curricular activities • Commitment to the school's ethos, aims and its whole community

October 2017