



Recruitment Pack



Howden School East Riding of Yorkshire



THE CONSORTIUM
ACADEMY TRUST

Headteacher's Welcome



Thank you for your interest in joining Howden School. This is an excellent opportunity to join a great school and to play role in shaping the provision of education and lifelong learning opportunities for our students.

Howden School became an Academy and joined The Consortium Academy Trust (TCAT) on 1 September 2018. We are all very pleased to be entering this next stage in the development of the school which shares many common values with our partners at TCAT including placing children at the centre of everything we do. We have a number of long standing relationships with the other schools in TCAT and these relationships have been built around improving the outcomes for young people in the East Riding of Yorkshire. It is important to us to work with schools in a local context and we have found this in TCAT.

Howden is a small 11 – 16 community school in the East Riding, with over 650 students on roll. We are a popular school in the local community. We are proud of Howden's excellent record of academic and sporting success which prepares our students for their future. Our examination results at the end of Year 11 are above national average and increasing.

When Ofsted carried out their most recent full inspection in February 2016 they found us to be a Good school in all four key areas. In the report they said "Outcomes are good because, from their starting points, pupils make good progress in their subjects. Behaviour around the school is good, pupils want to come to school and their attendance is above average. Pupils respect each other, members of staff and the environment."

At Howden, we set and maintain high standards and expectations in terms of teaching, aspirations and behaviour. We believe that all young people have a right to a high quality educational experience, which provides the appropriate conditions for learning and helps them to achieve their full potential. We encourage our students to take responsibility for their learning and aim to provide opportunities for them to contribute towards the decision-making process through Student Voice.

It is our mission to continue to work with everyone connected with the school, 'Team Howden' as we refer to ourselves, to improve still further in order to fulfil our goal to become an outstanding school. For us though, school life is not about statistics, or even Ofsted. It is our core belief that as a school we should be striving to help each child to achieve their potential, preparing them to become good citizens and providing them with a safe, supportive learning environment where they are happy and can thrive.

Feedback from staff, students, parents and carers and our local community suggests to us that we are pretty successful at doing these things. However, we are not complacent. We know that we must continue to improve further in order to become the best that we can be.

The school is fortunate in having an excellent team of staff, both teaching and support, and a great amount of time is given for extra-curricular activities. We often have in excess of 150 teams, clubs and events available for students in any one academic year. These activities support our strong pastoral system which helps to further develop our core values.

If you feel you have the skills, drive and ambition to help support our aims then please do read on.

Mr G Cannon
Headteacher

The Application Process

We hope that our recruitment pack and website provides you with plenty of information about us. However, should you require any additional information, or would like an informal discussion/ visit, please contact Jo Harding HR & Admin Manager on 01430 433101 or email jharding@howdenschool.net

Please read the Staff, Volunteer, Contractor and Applicant Data Protection Statement in relation to your application. This can be found on our website in the vacancies section.

To apply, please email your completed application to jharding@howdenschool.net or send it in the post to:

Jo Harding
HR & Admin Manager
Howden School
Derwent Road
Howden
DN14 7AL
The East Riding of Yorkshire

All applications that have been submitted electronically will receive an email confirming receipt.

Please note that Howden School is a safeguarding community and we do not accept CV's, applicants must submit an application form.

An email and/or letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume, that on this occasion, your application has been unsuccessful.

Howden School is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations. We are an Equal Opportunities employer.

Diligence, Learning & Concord



Our Vision

Team Howden is success for everyone through encouragement, teamwork, friendship, trust, mutual respect and an enjoyment of learning. We aim to create an environment where we all understand that by supporting each other and working together we achieve more.

We are a learning community which embraces opportunities for all our learners by securing high quality learning and teaching. We aim for all our students to achieve their full potential both as students at Howden School and as considerate global citizens of the future. We always aim to be the best we can be, nothing less will do.

Our Values

We value: honesty; integrity; resilience; hard work; success; supportiveness; reflection to produce improvements; inclusiveness; good examination results; self-belief and discipline; taking responsibility; innovation; respect for everyone.

We want to work in a school where individuals show respect to others, are sensitive to the feelings of others, are aware of how their actions will affect themselves and others; that is well led and responds to the needs of its stakeholders.

Teaching & Learning

Quality First Teaching

Quality first teaching impacts on students' interest, motivation and personal desire and belief in their ability to achieve. All members of the school community share the responsibility to ensure that all young people are challenged, motivated and supported in a way that enables them to develop the knowledge, skills and understanding to become the very best they can be. Our teachers are subject specialists who share a passion for their subjects. We are always working to further develop teaching and in doing so work collaboratively to share best practice that works.

Rewards

All teachers in all curriculum areas recognise, praise and reward all students as a matter of agreed policy. Teaching Assistants and support staff also formally praise students whenever it is appropriate to do so. Students' achievement, effort and behaviour is recognised and celebrated in the following ways:

- Praise and encouragement
- Achievement Points
- Positive text messages home
- Postcards home
- Half termly whole school rewards
- Wall of excellence
- Celebration assemblies
- Award ceremonies
- End of year Rewards Activities



House System

Howden School is in the process of developing a House system which links to our positive behaviour policy. There are so many ways in which our students involve themselves in the wider life of the school that it seems only fitting to ensure that the House system is used as a vehicle to reward student participation. All students and staff are part of a community within school that creates both a sense of belonging and helps develop a competitive nature.

A curriculum to inspire all

‘Every child is capable of extraordinary achievement’

Our intent is to provide a curriculum that will secure high quality learning for all students, irrespective of social background, culture, race, gender, sexuality or differences in ability or disabilities.



We aim to deliver a set of skills and knowledge development that is age appropriate and offers breadth and balance to enrich their life and educational experience whilst enabling them to progress beyond compulsory schooling to a subsequent challenge of their choosing.

We are proud of our curriculum and the flexibility it offers us to adapt our provision to meet the needs of different cohorts of learners ensuring that the curriculum is in line with our Vision and Values as a school. We believe it enables the ‘right students to access the right courses’ whilst promoting high aspiration and a culture of achievement. Our decision making around curriculum suitability is fundamentally based on the moral and ethical needs of each individual student. Our decisions are student centred, well informed and based on academic profile, rigorous and robust data analysis, student preference and an understanding of their personal ambitions.

Our curriculum not only provides a broad and balanced academic delivery but enriches the learning experience of our students through a variety of both formal taught experiences and theme events. These aspects of our provision ensure that learners develop character and the necessary ‘softer’ skills to lead successful and fulfilling lives with an active interest in learning new skills and knowledge. Our enrichment programme ensures students have access to an appropriate impartial Careers Education Information Advice and Guidance.

Extra-Curricular and Extended Schools Activities

Students have many opportunities to take part in a wide variety of activities outside the classroom, which cover a full range of interests including sport, music, drama, languages and technology.



Some take the form of a weekly after school club whereas others may be run as a lunchtime activity in a Computer Room or the School Hall, for example trampolining. Sporting events, such as soccer, hockey, netball, tennis, rounders, cricket and badminton may take place after school.

Instrumental tuition, through peripatetic music staff employed by the school can be arranged and individual students and orchestral groups regularly perform at our concerts and to support school events. Drama productions are a regular feature of school life; some offer students the opportunity to perform to a wider public than the school audience.

Year groups are offered visits to enrich their curriculum, including trips to local theatres and places of interest, as well as visits abroad.

**Thank you for considering
Howden School**

