

Recruitment Pack

Citizenship Teacher

Mulberry School for Girls
(Part of the Mulberry Schools Trust)



Welcome

Founded by Mulberry School for Girls on 1st May 2017, our Multi Academy Trust (MAT) is a flourishing collaboration of schools and partners with a focus on delivering high quality provision for local families in Tower Hamlets and East London.

We have a clear vision that all students who attend one of our schools leave us as highly qualified, confident and articulate young people with a wealth of experience. Our aim is to develop creativity, leadership and a life-long love of learning. This will enable our students to lead enriched, happy and fulfilled lives, making a contribution to their own community, to British society and to global well-being.

I enjoy seeing all of our dedicated and innovative staff teams work with each successive cohort of students to shape the culture and ethos of their schools so that each individual feels empowered and has the opportunity to contribute.

Dr Vanessa Ogden
Chief Executive Officer, Mulberry Schools Trust

Mulberry School for Girls is a high achieving, oversubscribed and successful girls' comprehensive school for pupils aged 11 to 18. Our aim is to ensure that all our pupils leave the school as highly qualified, confident and articulate young women with a wealth of experience in the wider world. We expect all our pupils to achieve outstanding outcomes academically, but we also believe strongly in developing a life-long 'love of learning'.



Our school is a place where girls' talents and abilities are nurtured in a safe, creative space and where they can develop their ambitions, creativity, leadership and the power for self-determination. We believe these things will enable our pupils to lead enriched, happy and fulfilled lives, making a contribution to their own community, to British society and to global well-being.

There is an outstanding enrichment programme which includes Model United Nations Global Classrooms, women's education conferences, youth conferences, the Duke of Edinburgh's Award, sport clubs, residential visits and over 50 weekly lunch-time and afterschool clubs. Our curriculum is enriched through extensive links with a range of organisations including Bloomberg, Bank of America Merrill Lynch, London Stock Exchange, the National Theatre, the BFI and the Donmar warehouse.

We are also part of the innovative Mulberry STEM Academy, a partnership with Mercedes-Benz Grand Prix Ltd. The Mulberry STEM Academy is a Saturday/holiday provision that provides a place of learning, inspiration and innovation for young people interested in STEM (science, technology, engineering and maths).

We look forward to welcoming you soon.

Alice Ward
Headteacher, Mulberry School for Girls

Our Vision

Our vision is to be a key provider for quality education so that all of our students leave us as highly qualified, confident and articulate young people with a wealth of experience.

This vision is under-pinned by moral purpose – a desire to do more to improve the quality of education for all children and young people – and a commitment to schools working together to secure an inclusive, ambitious, collegiate and high quality offer.

A Mulberry education is premised on three under-pinning principles:

1. Access to education and the chance to be educated is a human right in a civilised world.
We believe that every young person should receive the same opportunities and quality of education, regardless of their natural ability or where they come from. Our Trust was formed to enable our partners to deliver the best possible educational outcomes for their young people and the communities they serve through sharing expertise and promoting outstanding practices.
2. Education should provide rich intellectual and personal development for individuals and communities of people.
An education offered by the Trust is concerned with the spiritual, moral, social, cultural and physical development of people so they have self-determination and can create for themselves fulfilled, happy lives. It is also concerned with equipping people for employment, making a contribution to the economy as well as enabling them to sustain themselves financially.
3. Education is a public good.
To have universal school education brings economic and social benefits to the whole of society; it creates greater peace, prosperity and economic and social well-being. The Mulberry Schools Trust is outward facing and contributes to education beyond the doors of its own schools.

These principles shape the aims of the Trust's education: the curriculum that is delivered, the personal development that is offered and the wider opportunities that are provided across the system.

Our Aims

Our aim is to develop creativity, leadership and a life-long love of learning in our students which will enable them to lead enriched, happy and fulfilled lives, making a contribution to their own community, to British society and to global well-being.

Every student will receive an education that:

1. Engenders high levels of academic and technical ambition
2. Provides rich personal development
3. Enables the development of students' high aspirations and self-determination

Bringing Down Barriers to Success

Our shared background in providing for disadvantaged communities has inspired the Trust to build up a broad network of partnerships to aid and develop student experience, opportunity, drive and success. It is our belief that there should be no barriers to each child's future and that society should, and can, be a level playing field. Aspiring for this to be reality we promise to:

- Emphasise high quality subject teaching that is reinforced by excellent support for learning and intervention.
- Deliver inclusion services that assist personal development.
- Provide excellent pastoral care so no student goes unsupported.
- Continually develop strong leadership and have high levels of expertise in education, supplemented by knowledgeable, committed and challenging governance.

Partnerships with Impact

The Mulberry Schools Trust's corporate and arts partners, such as Mercedes-Benz Grand Prix Ltd., Bank of America Merrill Lynch, the British Film Institute, the National Theatre, the London Stock Exchange Group, the Donmar Warehouse, the Southbank Centre, Barts NHS Trust and others, will all contribute extensively and be central to the wider extra-curricular experiences that the Trust is able to offer to achieve its aims.



About Mulberry School for Girls

Mulberry School for Girls is an 11-18 comprehensive community school with nearly 1700 students, close to Whitechapel and Shadwell in the London borough of Tower Hamlets. A successful and popular school in the local area, Mulberry is also the lead school for the East London Teaching School Hub. The school is fully inclusive in all year groups, including the Sixth Form, and in July 2013 Ofsted graded the school 'Outstanding'.

Performance at GCSE is significantly above national average in terms of progress and attainment and this has been the case for a number of years. Our Progress 8 score of 0.61 for 2023 puts us in the top 11% of schools in the country. Our Attainment 8 score at 56.4 is over a grade above national average at 46.3. Both Progress 8 and Attainment 8 for disadvantaged students is higher at Mulberry School for Girls compared to non-disadvantaged students. In English and maths, the percentage of grades 8-9 is twice the national average; in Biology, Chemistry and Physics it is three times higher. This achievement is in the context of a curriculum in which 95% of students are entered for the EBacc and students undertake an average of 9.2 GCSEs compared to the national average of 7.3. The EBacc average points score in 2023 was 5.15, over a grade higher than national average.

Our Year 13 students' university destinations include Imperial, LSE, UCL, King's, Bristol and Manchester as well as highly competitive apprenticeship programmes with top law and accountancy firms. Four students have taken up a place at Oxford or Cambridge over the last three years. Despite being located in one of the country's most deprived areas, students at Mulberry now achieve well above national standards in all areas, proving that schools can overcome the attainment gap.

A relentless focus on high quality Teaching and Learning

As Headteacher Alice Ward explains, the key to excellent outcomes lies in the classroom: 'students achieve well because teachers deliver lessons which excite and engage learners, and which challenge students at all levels of ability'. In addition, the school's research-led approach gives teachers the opportunity to try out new approaches in the classroom. Members of staff are able to access a range of high quality professional development, which ensures that they are consistently refining their practice in order to secure the very best outcomes for students. Many have postgraduate qualifications, and young



teachers are encouraged to take on leadership opportunities. This helps the school to recruit and retain talented teachers, since ‘they can see that we will give them opportunities to learn and to progress

Building confidence and creativity through the Arts

Mulberry’s pioneering work in the Arts has a hugely positive impact on the whole school community. We have a specialist team dedicated to developing and promoting the development of students’ skills in the Arts, including our own theatre and dance companies. All students are involved in arts activities, with every student at KS4 taking at least one Arts subject. In 2009, Mulberry’s students were the first state school to be awarded a Fringe First at the Edinburgh Festival for their performance of ‘The Unravelling’, the final instalment of a trilogy of plays written by playwright in residence Fin Kennedy. Students returned to the Edinburgh Festival in 2018 and again in 2022.

Effective use of ICT

All classrooms are equipped with interactive whiteboards and teachers make full use of this equipment to enhance participation and engagement in lessons. Laptops and iPads are used as learning aids, for example by allowing visually impaired students to enlarge diagrams or text. All members of teaching staff have a laptop computer.

Intensive support for under-achieving students

Mulberry’s Prep programme provides mentoring and support for under-achieving students in Year 11. As well as individual mentoring in school time, students attend special sessions on Saturdays and in holiday time to boost their confidence. This is further supported by the work of progress tutors, who are members of staff who are attached to particular year groups, and who are responsible for analysing and evaluating students’ progress and coordinating after school prep sessions. These sessions provide students with a quiet space to complete homework or further extension activities and therefore help to maximise progress.

Rigorous tracking and monitoring of progress

As part of the school’s focus on raising standards, members of the Senior Leadership Team meet regularly with subject leaders to discuss students’ progress. The approach is supportive, with departments encouraged to put forward ideas for raising attainment. As the Headteacher explains, ‘in preparation for these meetings, subject leaders analyse current progress data, review the quality of pupils’ work, visit lessons and consult with pupils to provide a full picture of how individual pupils are doing and what more we can do to ensure every child reaches her full potential’. These meetings are part of a school-evaluation cycle every half term where all teachers are engaged in reflecting on how best to respond to the individual needs of their pupils. A particular focus in recent years has been developing students’ academic writing skills and the excellent achievement in GCSE English demonstrates the impact of this work’.



Developing young women as global leaders

All students are encouraged to take on leadership responsibilities, and to see themselves as leaders in their community and the wider world. Mulberry’s work with local businesses provides role models for students, and partnerships with independent schools help to break down barriers. There are many conferences for young women which the school organises for girls across the country in state schools

and Mulberry is the only school in the country to have a Women's Education Office which constantly promotes gender equality and organises a multitude of opportunities for students to take public platforms and have their voices heard. This includes Model United Nations with UNA-USA, engagement with all kinds of scholarship programmes such as the US Embassy's Civil Rights Programme and the Southbank's Women of the World Festival. In June 2016 due to the school's long-standing commitment to women's education and community empowerment the First Lady of the United States, Michelle Obama visited Mulberry to launch her Let Girls Learn campaign.



Working in partnership with the local community

Mulberry works closely with local families, running ICT, ESOL and a range of other classes for parents in school every week. Benefits include renewed confidence for parents in their ability to support students with their homework and increased engagement of families in all areas of school life. The school has constructed the 'Mulberry and Bigland Green Centre', an innovative partnership with a local primary school to provide a Children's Centre and adult learning classrooms, as well as a professional-standard theatre for the school and community to use.

About the role

As a mainscale teacher, you will provide excellent teaching of the subject and be a role model to students. You will be a qualified teacher and be fully up to date with curriculum developments. You will work closely with the Head of department on a process of continuous improvement, ensuring that the school continues to deliver even better outcomes for students.

The department has a strong track record for developing staff, their teaching, and achieving outstanding outcomes in a supportive environment. There are also significant opportunities for progression and permanent leadership positions within the school. This is an exciting opportunity to join a team which aims to inspire, motivate and challenge every student at all levels

Job Description

Job Title:	Teacher
Reports to:	Head of Faculty
Salary scale:	Main Scale / UPS

Key Accountabilities, Duties and Responsibilities

All teachers will be responsible to the Head of the named Department and to the Head of the school for ensuring the general good order and discipline of the school, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of the school, and an awareness of its role in the community. It is essential that the academic and pastoral frameworks in the school are seen as inter-related. The post holder is expected to be sensitive to the expectations of the local community

Main Responsibilities:

Teaching and Pastoral Responsibilities. As outlined in the School Teachers' Pay + Conditions document, you will have a teaching commitment throughout the school. This will involve, amongst other responsibilities:

- planning and delivering lessons;
- maintenance of pupil and class records;
- completion of pupils' subject reports and profiles;
- assessment, monitoring and evaluation in line with school policy;
- setting of pupil targets;
- attendance at departmental meetings;
- contribution to the provision of teaching materials within the department;
- setting and marking of regular homework;
- running extra-curricular programmes of learning and other enrichment activities;
- the maintenance and care of all stock and resources.

In addition to a teaching commitment, all teachers are expected to undertake pastoral responsibilities. In this capacity you will be either a Form Tutor or an attached member of staff.

As a teacher at Mulberry you will also be required to undertake the following additional responsibilities.

School leadership

- To contribute to the well-being and development of the school by the supervision of pupils and to model good behaviour to pupils.

Curriculum content

- To assist with curriculum planning, incorporating the whole-school policies; contributing relevant units or components to other Department / Faculty syllabuses as may be required; implementing the homework policy and ensuring that work is effectively monitored.

Membership of a team of teachers and contribution to it by:

- Assisting in the development of departmental initiatives and attending departmental / faculty meeting.
- Assisting in the preparation of support materials and schemes of work, including monitoring and evaluating their effectiveness;
- Keeping up to date with recent curriculum developments;
- Participating in the provision of in-service training;
- Developing her/his own skills through in-service training for colleagues when appropriate and participating in the teacher appraisal programme;
- Liaising with specific departments and teams, as can reasonably be directed;
- Contributing to committees + working parties, as necessary.

Administration

- Maintain assessment records according to school policy and within current legislation;
- Assist in providing information to parents and colleagues about the work of the department/faculty, and the progress of pupils. This may include material for the school prospectus, option booklet, staff and departmental handbook

Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher, commensurate with the grade of this post.

Additional duties

- To play a full part in the life of the school community, to support the aims and ethos of the school, and to encourage and ensure staff and pupils/students to follow this example
- To ensure the faculty contributes to our extensive enrichment / intervention programme
- To attend all Parents' Meetings relevant to the teaching of the faculty

Other specific duties

- To continue professional development
- To engage actively in the appraisal review process
- To lead on a specific area of responsibility to support the aims of the Faculty

Equality, Diversity and Inclusion

- Adhere to the Trust's policies and ensure anti-discriminatory practice in all aspects of the role.
- Leadership responsibility for ensuring compliance with equality legislation.

Safeguarding

- The post-holder will have due regard for safeguarding and promoting the welfare of children and young people and will follow the child protection and safeguarding procedures adopted by

Mulberry Schools Trust. Any safeguarding and child protection issues will be acted upon immediately by informing a Designated Child Protection Lead.

- The school as an employer is committed to safeguarding and promoting the welfare of children and young people as its number one priority. This commitment to robust Recruitment, Selection and Induction procedures extends to organisations and services linked to the Trust on its behalf.

Health and Safety

The Health and Safety at Work Act (1974) places duties on all employees:

- To take reasonable care for their own Health and Safety and that of other persons who may be affected by the individual's acts or omissions at work;
- To co-operate with management to enable them to carry out their duties and comply with all relevant Health and Safety legislation;
- Not intentionally nor recklessly to interfere with or misuse anything provided in the interests of health, safety or welfare;
- To assist management/leaders in preparing, implementing and updating all relevant risk assessments for their area of responsibility.

Person Specification

The applicant will have an understanding of the importance of their teaching role as well as their wider responsibility to the progress of the whole school.

The post holder will:

- Have relevant qualifications and experience including QTS
- Demonstrate they have an overview of the needs of the whole school as well as their curriculum area/s
- Be aware of current relevant legislation and educational developments
- Have an understanding of the curriculum and factors contributing to the learning experience of pupils
- Demonstrate a positive approach to change
- Have relevant skills and qualities, and a flexible approach to the demands of the post
- Be able to work under pressure and meet deadlines
- Be able to work as part of a team, valuing the contribution of other members
- Demonstrate commitment to all school policies
- Have an understanding of the needs of pupils with Special Educational Needs and be able to respond to those needs.

Personal Attributes

- Values the education of young women.
- Presents a positive role model in carrying out duties and when representing the school.
- Demonstrate excellent analytical, interpersonal and organisational skills to the high professional standard required to work effectively with colleagues, leadership teams and other schools
- Be able to work as a team, valuing the contribution of other members whilst holding people to account
- Have experience of working sensitively with colleagues to improve their quality of teaching with positive outcomes
- Be able to interpret theory into practice appreciating how different contexts influence decisions made
- Be a good listener who exemplifies to others how to be an effective reflective practitioner and life-long learner
- Possess excellent communication skills both verbal and written

Candidates should demonstrate how they meet these selection criteria in their application form, their supporting statement and the selection interview, including supporting tasks.

How can I apply?

You will need to complete the application form on the online TES application form which includes your letter of application explaining why you are the perfect person for this rare and exciting opportunity. Please be aware that we can't accept any CVs for this post.

Please complete your application directly online via TES. If you have any questions about the role or the process, please get in touch with us at hr@mulberryschoolforgirls.org.

Closing Date: 9am, Friday 2nd February 2024

Interviews: w/c 5th February 2024

Start Date: Easter or September 2024

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance. We are dedicated to equality and valuing diversity.

Candidates who are selected for interview will be informed following the shortlisting process and full details of the interview will be provided. If you do not hear from us within 14 days of the closing date of the position, unfortunately, you have been unsuccessful on this occasion.

We will seek references on shortlisted candidates and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

