



Felsted

Appointment of
CCF School Staff Instructor

Role Information Pack



Independent, Co-educational, Boarding & Day, Ages 4-18

www.felsted.org | 01371 822600





Felsted

CCF School Staff Instructor

Starting Salary c.£35,000 per annum depending on skills, knowledge and experience
Permanent | Full-time | Term-time (34 weeks per year) | Commence September 2018

We have an opportunity for a suitably qualified individual with prior military experience to join our 'Excellent' rated Day and Boarding School as a Combined Cadet Force School Staff Instructor.

Our Combined Cadet Force (CCF) is one of the six oldest CCFs in the country. Alongside Eton, Harrow, Rugby, Rossall and Hurstpierpoint, Felsted School raised a Cadet Corps in 1860. However, we claim the primary place in this list as military training started at the School on an unofficial basis under the Headmaster's direction before the War Office letter of 12 May 1859 inviting schools and universities to raise Volunteer Corps. Currently, our CCF has an establishment of 190 Army Cadets and 30 RAF Cadets from Year 9 through to Year 12. There are seven Officers in the Army Section and one in the RAF Section.

From our Junior Leaders programme (Year 9) all the way through to the Junior Under Officers (U6), our young cadets are tested in controlled environments and the qualities of responsibility, self-reliance, resourcefulness, endurance and perseverance are promoted. Our training programme has been meticulously planned in order to give each and every cadet the chance to try new skills, work under pressure and experience new activities.

Many of our U6 cadets hold senior appointments within the school such as Head of School and Senior Prefects. By

their own admission, they have said that a major contribution to them achieving these roles of responsibility is in part due to their time in the CCF.

The School Staff Instructor (SSI) is employed by the school and is directly responsible to the Contingent Commander. The SSI is to assist the CC in the efficient management of the Contingent and in other duties as directed by the Headmaster. A full job description can be found within the 'Role Information Pack' and further information on our CCF programme can be found [here](#).

This role is a permanent position working full-time during term-time only (34 weeks per year) between Monday and Saturday, plus School camps, expeditions and preparation work as required during the School Holidays. The starting salary for this role is c.£35,000 per annum depending on skills, knowledge and experience. An allowance is paid by the MoD.

We are rated 'Excellent in every aspect' by the Independent Schools Inspectorate.

Closing date for receipt of applications is Friday 01 December 2017 at 12:00 noon.

Interviews will be held on Monday 04 and Tuesday 05 December 2017

Felsted School is committed to equal opportunities, the safeguarding and promoting the welfare of children and young people. Therefore, all employees are required to undertake a Disclosure and Barring Service check.

Job Description

TITLE: CCF School Staff Instructor (SSI)

ACCOUNTABLE TO: CCF Commander and the Headmaster

Felsted School Combined Cadet Force is one of the six oldest CCFs in the country. Alongside Eton, Harrow, Rugby, Rossall and Hurstpierpoint, Felsted School raised a Cadet Corps in 1860. Currently, the CCF at Felsted has an establishment of 190 Army Cadets and 30 RAF Cadets from Year 9 through to Year 12. There are seven Officers in the Army Section and one in the RAF Section.

CORE PURPOSE

The School Staff Instructor is employed by the school and is directly responsible to the Contingent Commander. The SSI is to assist the CC in the efficient management of the Contingent and in other duties as directed by the Headmaster.

PRINCIPAL ACCOUNTABILITIES:

- Combined Cadet Force:
 - Unit Security Officer and an armoury key-holder;
 - Be on call to attend the armoury (including during the holiday period);
 - Administration of the Contingent;
 - Liaison with MoD HQs, Units and Agencies;
 - Care, maintenance, issuing and accounting for all MoD and CCF stores and equipment including clothing, adventure training equipment, weapons and ammunition;
 - Care and basic maintenance of the indoor range and armoury;
 - Regular updating of regulations and pamphlets;
 - Updating of risk assessments;
 - Use of the Westminster and Bader CCF databases, including the maintenance of cadet and staff records, and course applications;
 - Administration of School's CCF Budget;
 - Provision of military training to the Contingent's Officers and Cadets;
 - Organising and participating in weekend training, annual camps, adventure training camps and Duke of Edinburgh expeditions both during and out of term time;
 - Attending courses appropriate to the role of SSI;
 - Assisting with other duties as deemed appropriate by the Contingent Commander.
- Duke of Edinburgh's Award Scheme:
 - To play a significant role in the effective running of the DoE Award at Felsted.
- Wider contribution:
 - As a member of Common Room (under the direction of the Deputy Headmaster):
 - To coach sport (usually two terms per year)
 - To act as a Tutor (to a group of approx. eight pupils);
 - To engage in CPD courses as appropriate e.g. to develop as a sports coach.
- Any other tasks as reasonably required of the SSI by the Headmaster (include as a member of Common Room).

EXPERIENCE AND SKILLS

ESSENTIAL:

1. Range Qualified (SA(LR) & SA(M) or equivalent)
2. A highly motivated, self-starter with excellent communication skills
3. Particular personal attributes required are honesty, integrity, ingenuity
4. enthusiasm and a willingness to become fully involved with the wider life of the school
5. SNCO/Warrant Officer or equivalent experience
6. A proven record of general administration, preferably in a training environment
7. Hold a full UK/EEA driving licence with the D1 entitlement, which will require evidencing via the Government's free online driving licence database

DESIRABLE:

8. Previous experience of working in a training environment
9. Relevant experience of working with cadets
10. First Aid Qualification (or hold an equivalent qualification)
11. Qualified Instructor in one or more Adventure Training Activities

REWARD AND RECOGNITION

- Employer and employee contributory Pension scheme
- Free life assurance scheme
- Free lunch on full days worked
- Free membership of the Felsted Gym and pool facilities
- Free parking
- Membership availability to the Schools' Healthcare Scheme via BUPA
- Free membership to FelstedConnect.org
- Subsidised on-site 'Aroma' by Caffé Nero Coffee Shop.

TERMS OF EMPLOYMENT

- The appointment of an SSI is subject to approval and checks by Felsted School, the MoD as well as CCF Regulations
- SSI is entitled to 51 days' pay by the MoD in addition to their school salary
- Working week: Six days (Monday to Saturday), however, flexibility is required as certain events will take place on Sundays (i.e. Remembrance Sunday)
- With exception of camps, expeditions and preparation work, the SSI will be able to take school holidays.



Our History

We are a leading independent co-educational day and boarding school, situated in the picturesque village of Felsted in North Essex. Originally founded by Richard Lord Riche as a Church of England Grammar School, we are proud of a heritage that dates back to 1564.

Felsted School offers an outstanding academic education, combined with excellent pastoral care and co-curricular activities. Felsted is truly international. We offer the International Baccalaureate in addition to A Levels, and as a global member of Round Square, pupils enjoy superb exchange programmes. The School cultivates an environment of self-confidence and intellectual curiosity where pupils benefit from a well-rounded education.

In 2014, we celebrated our 450th anniversary, one of only a handful of schools in the country that have claimed this milestone. The event was marked by a historic service at St Paul's Cathedral and a royal visit by Her Majesty the Queen and His Royal Highness the Duke of Edinburgh.



Felsted Senior School

The Senior School educates some more than 540 students aged between 13-18, of which over 80% of students take advantage of the School's boarding provision. Boarders at Felsted lead full lives. There is time to ensure academic work is completed to a high standard, to be involved in a breadth of co-curricular activities and to build lifelong friendships. Personal qualities such as confidence, independence, organisation and leadership will be developed in a caring and happy community.

In addition to our two Day Houses there are eight boarding houses in total at Felsted: six for Boarders in Years 9 to Lower Sixth and two for Upper Sixth Boarders. Each house offers unique environments for study and personal development, supported by a Housemaster or Housemistress (HM), Assistant Housemaster or Housemistress (AHM), a Resident Tutor (RT), a Matron and a Tutor team.

Academic

We enter our students for GCSE, A Level and the International Baccalaureate courses. In our latest results (August 2017), our students achieved:

- We had 22 students took the **International Baccalaureate** Diploma with 100% pass rate
- At **A Level**, the pass rate was higher than 99% with more than 87% of all grades being C or better.
- At **GCSE**, results were also impressive with 40% of grades at A* to A, 93% at A* to C and 96% achieved five A* to C grades.

The following departments gained over 85% A* to B grades: English Language, English Literature, Greek, Latin, Maths, Religious Studies and Theatre Studies. When compared academically against other schools, both independent and state, Felsted scores extremely well. The School leads regional league tables in terms of the value it delivers to a broad range of academic ability. Since 2012 we have been placed within the top 10% of all schools nationally, both in Independent and comprehensive.





International

We welcome students of all nationalities and routinely celebrate cultural diversity. Integrating international and UK students is an extremely important component of the Felsted ethos of valuing and respecting difference.

Through partnerships with organisations such as Round Square and Magic Bus, in addition to a fully integrated International Baccalaureate Diploma programme, Felsted is a globally-minded school that aims to prepare all of its students for international co-operation, communication and understanding, both now and in their future careers.





Sport

Felsted has an enviable reputation both locally and nationally for the high quality of its sporting teams and the dedication and expertise of the school's coaching staff. There is a strong tradition of sporting excellence at Felsted, however all abilities are catered for and every student is encouraged to enjoy a recreational interest in individual or team games, whilst developing a healthy attitude to fitness, exercise and wellbeing.

All students have the opportunity to represent the school in sporting fixtures during their school career, with travel to an away fixture once a fortnight the norm for the vast majority of students. Additionally, students who take their sporting expertise to a higher level will receive the opportunity to join one of the many Sports Trips and Tours.

Music

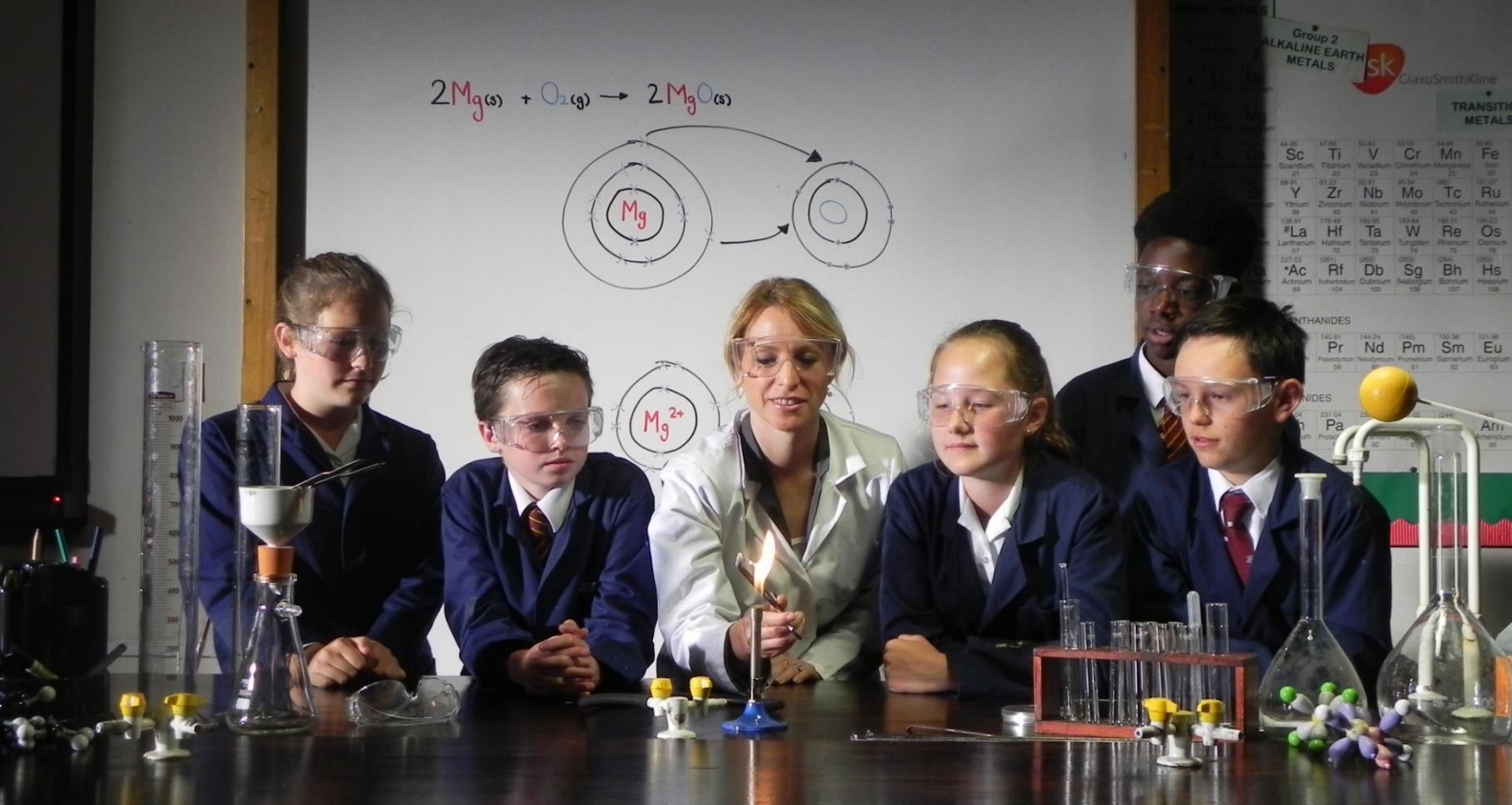
Music is part of the fabric that makes up Felsted life and has been for many years. The School has forged a strong partnership with The Junior Guildhall in London. The School provides broad opportunities for musicians of all types - our main aim is that everyone who wants to be involved musically can be accommodated. All students are involved in some way, whether it is singing in Chapel, participating in the Inter- House Singing Competition or through individual musical interest.

Felsted musicians are supported by five full-time members of staff and over 25 visiting instrumental and vocal teachers. Tuition is available in a wide range of instruments ranging from the violin, Harp, Saxophone and Drums through to the Cello, Oboe, Organ and Electric Guitar!

Singing plays a hugely important role both in Chapel and in more informal settings. Elsewhere, the School boasts a number of Orchestras, String Ensembles and Wind and Brass Groups.

Drama & The Arts

Felsted has a reputation for drama productions of the very highest quality. Drama overall makes a significant contribution to the co-curricular life of the School. Our Hunt Theatre is equipped technically to the standard of any small professional theatre: the extensive facilities include flexible seating, fully computerised lighting and sound controls, an impressive range of lanterns and sound equipment, dressing rooms, a front-of-house box office and a licensed bar. Larger scale productions tend to be put on in the School's majestic Grignon Hall, which can seat an audience of 400.



Application Process to Apply for this Role

To apply for this position, you will need to complete a formal application using our online process. We are unable to accept curriculum vitae (CV's) in substitution for an application form. Our online application form can be found at www.felsted.org/jobopportunitieshome.

By submitting an application form you are required to demonstrate how your skills, knowledge and experience relate to the role you are applying for. Your suitability for the post will be assessed by examining the information you provide us on your application form against the requirements within the job description (within the role information pack), so it is important you provide as much relevant information as possible.

Our application form will ask you to declare any criminal convictions as all positions at Felsted involve a degree of responsibility for the safeguarding and welfare of children. All posts are exempt from the Rehabilitation of Offenders Act 1974 and therefore **all convictions, cautions and bind-overs**, including those regarded as 'spent' **must be declared**. Our Policy on the Recruitment

of Ex-offenders can be found on our website www.felsted.org/jobopportunitieshome.

Once the closing date for receipt of applications has passed, your application will be shortlisted. If you are successful you will be sent an interview invitation by email. If you have not been selected, you will be also be notified by email. The interview will be held with at least two recruiting managers and you will need to bring with you to the interview:

- a. Identification to prove your Right to Work in the UK
- b. A completed DBS application form along with three pieces of ID
- c. Evidence of any qualifications you hold that are necessary for the post you are applying for.
- d. If appropriate, documentation evidencing changes in your name.

All necessary forms will be attached to your interview invite email. Please note that originals of the above are necessary. We are unable to accept certified copies or photocopies.

Terms of Appointment

If you are appointed to the role, a formal offer letter of employment will be posted to you. The following notes provide guidance, without prejudice, on the likely main provisions of the agreement. However, benefits are subject to amendment from time-to-time.

Appointment Date

The appointment will commence as soon as possible.

Salary

The starting salary is c.£35,000 per annum depending on skills, knowledge and experience. An allowance is paid by the MoD.

Pension Scheme

Felsted will comply with its legal obligations in relation to the provision of access to a pension scheme. The employer and employee contribution Pension Scheme for this role is The People's Pension.

Healthcare Scheme

Following a successful probationary review period, the appointee is eligible to join the group policy employee funded Healthcare Scheme, currently with BUPA.

Felsted Connect

The appointee is provided with membership to Felsted Connect: an online multi-platform engagement tool where employees have access to hundreds of exclusive discounts and offers from online and high-street retailers.

Employee Reward Package

A full list of employee benefits can be found on our job opportunities website pages under '[Employee Reward Package](#)'.

Terms of Employment

This role is a permanent position working full-time during term-time only (34 weeks per year) between Monday and Saturday, plus School camps, expeditions and preparation work as required during the School Holidays.

Criminal Background Checks

We require all successful applicants to allow Felsted to process and obtain (at our expense) an Enhanced level criminal background check (including a Barred List check)

through the Disclosure and Barring Service. It is a condition of employment that the employee should not have been convicted of a criminal offence against children, nor have been dismissed from or resigned from a previous employer for misconduct of a similar nature. Having a criminal record is not necessarily a bar to employment; it will depend on the nature, circumstances and background of the offence. As a School where regulated activity occurs, under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 2016, **applicants are obliged to disclose spent convictions in addition to any unspent convictions.**

The Disclosure and Barring Service's Code of Practice is intended to ensure that information released in Standard and Enhanced Disclosures is used fairly – and to provide assurance to applicants that this is the case. The Code also seeks to ensure that sensitive personal information is handled and stored appropriately and kept for only as long as is necessary. Further information about the Disclosure and Barring Service may be obtained from: <https://www.gov.uk/government/organisations/disclosure-and-barring-service> and a copy of the Code of Practice is available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or Department for Education.

Other Employment Checks

Offer of employment is also conditional upon satisfactory receipt of the following employment checks:

- a. Proof of your Right to Work in the UK
- b. Two professional references
- c. Barred List Check
- d. Medical Questionnaire
- e. Overseas Police Check (if you have resided outside the UK within the last ten years)
- f. Evidence of qualifications held
- g. NCTL & EEA Prohibition Check (if applicable)
- h. Prohibition from Management
- i. Disqualification by Association (if applicable)

We look forward to receiving your application form.