Fortiter | Fideliter | Feliciter

Wycombe High School

Required for January 2018

Appointment of Teacher of English

Main Scale or Upper Pay Scale
Full or Part-time (Maternity Cover)



Candidate Information Booklet

Ofsted Outstanding 2011|2012

ARTS COUNCIL ENGLAND ARTSMARK GOLD
Maths & Computing
NPQH Leadership Development School National College for School Leadership
Research Mark
INTERNATIONAL SCHOOL AWARD 2012-2015
National Teaching School designated by National College for Teaching & Leadership
MathsHUBS
exceptional schools award
SPORTSMARK 2008 REWARDING COMMITMENT

High Wycombe



Wycombe High School is geographically placed in the town of High Wycombe, Buckinghamshire. High Wycombe is the county's largest town and is a lively, modern location with plenty of tourist attractions & points of interest. The school is close to the town's main amenities.

High Wycombe offers excellent rail, road and coach links. Chiltern Rail links High Wycombe to London Marylebone in as little as 23 minutes and the M40 and M4 offer easy access to many other parts of the UK. There is a coach park, with parking facilities, within five minutes walk of the school offering coach access to many cities and to Heathrow and other airports.

The town centre offers the Eden centre with a range of shops and restaurants, as well a shops and leisure facilities including a busy and popular theatre, bowling alley and cinema. The town is also home to a state of the art leisure centre, with 50m swimming pool, climbing wall, squash courts, sports hall and modern gym.

The town offers a number of excellent sports clubs including Wycombe Hockey, Rugby, Swimming and Cricket Clubs, Bucks Squash and Badminton Centre. The Town is home to Wycombe Wanderers Football Club and Wycombe Heights Gold Centre and Booker Airfield offers flying opportunities.

Things to do in High Wycombe and nearby...

- Visit the beautiful, serene Chilterns Countryside that surrounds High Wycombe
- on all sides.
- Visit nearby London using the excellent transport links the town offers.
- See the belongings of the Victorian Prime Minister, Benjamin Disraeli, at the beautiful country home, Hughenden Manor.
- Make a memorable visit to the Roald Dahl Museum and Story Centre - an award-winning family museum located in nearby Great Missenden and dedicated to the children's author.
- Head nearly 300 feet underground into a former chalk mine at the Hell Fire Caves.
- Visit the nearby riverside town of Marlow with its many cafes and top end restaurants, or sample the drinks at the Rebellion Beer Company

Access other Buckinghamshire attractions such as

- Waddesdon Manor,
- Stowe,
- Bletchley Park
- The National Museum of Computing.

High Wycombe is also close to places such as Windsor, Eton, Henley, Oxford.

High Wycombe is undoubtedly an attractive place to work and live, with many other schools in the town and nearby.

You can find further information about the school on our website at www.whs.bucks.sch.uk and you are welcome to visit us.

"*Wycombe High School is an outstanding school that is held in high regard by all its stakeholders. There is a spirit of cooperation and harmony with warm and trusting relationships between staff and students. There is a very clear vision for the school as a learning school. It is pupil centred and based on high expectations, inclusion, strong moral values and embraces the challenges of a changing society".*

Exceptional Schools Award 2014

School and Ethos



Our School

Wycombe High School is a girls' selective state academy school with 1350 students on roll, of whom over 400 are in the Sixth Form. Each year 192 girls are admitted into Year 7. All students are assigned to a vertical tutor group consisting of about 21 students; usually three students from each year. There are six houses with 10 tutor groups in each house.

The school has educated girls of High Wycombe for over a hundred years and is very highly regarded in the local and wider community. There is a strong and shared sense of community and collective pride, built on core values. Parental support is strong. We have excellent links with other local schools, colleges and universities. We have a knowledgeable and supportive Governing Body fully involved with all aspects of school life, and an enthusiastic and active Parents and Friends Association.

Our school is part of the Wycombe High School Academies Trust; a Trust consisting of Wycombe High School and Bourne End Academy. The Executive Headteacher of the Trust is also the day-to-day Headteacher of Wycombe High School.

Our staff are professional, forward-looking and committed to extending the horizons of our students, encouraging them to aim high, to take on leadership roles and to become independent learners. We have an ambitious development plan, with a focus on improving the quality of teaching and learning, both within and beyond the classroom.

We are a National Support School, a Teaching School and a Mathematics Hub and have strong community partnerships. We have invested substantially in IT systems and training. We have an outstanding reputation for the performing and visual arts. Numerous educational visits take place each year and for every age group, at home and abroad.

Our school motto summarises our ethos and sense of community. All those who study, work at, or send their children to our school are part of this community and are role models for our ethos.

Fortiter, Fideliter, Feliciter (Courageously, Faithfully, Joyfully)

Courageously
Each student is encouraged to embrace our core values of honesty, respect and hard work. She is encouraged to speak out against injustice, supported to take risks, and is not afraid of failure. She learns new subjects and skills. She pushes herself to her personal limits and beyond. She is encouraged to listen to the opinions of others, as well as to voice her own. She accepts responsibility for herself and other students. She leads the school in partnership with staff and the governing body. She is independent and innovative in thought and action.

Faithfully
Every student is expected to uphold our school rules and traditions. She acts with integrity and is truthful and honest in all she does. She keeps promises and is reliable. She works hard to achieve her full potential. Above all she is a good friend, a good neighbour and a good citizen. She contributes positively to school life and society.

Joyfully
All our students contribute to making our school the happy and joyful place it is. Each student demonstrates mutual respect and empathy for all and is proud of her own achievements and those of others. She shows commitment to a fair and peaceful community and embraces diversity. Our students are happy and positive in approach, and support others to be the same.

History & Governance



Wycombe High School was first opened in September 1901 when there were only 18 fee paying students and 3 staff. Miss Mary Christie M.A. was the first headmistress. The School was first housed in a building known today as Clock House in Frogmoor, High Wycombe. The building still stands today.

The school moved to Benjamin Road in 1906 where it remained for 50 years, except for a time during the First World War when it was evacuated to the old grammar school so that Benjamin Road buildings could be used as a military hospital.

By 1922 the school had 300 pupils and was rapidly expanding. The school acquired its status as a Voluntary Controlled Girl's Grammar School in 1944. By 1956 the number of girls wishing to attend the school was so great that the school moved again to new premises that were built at the present site on Marlow Hill. In 1969 a dedicated Sixth Form Centre was built

In 1993, new buildings were added to allow for the extra 300 pupils and staff that arrived when Lady Verney High School joined with Wycombe High in 1993, with new Technology, Sport and Drama blocks. In 2006 the Wainwright Learning Centre opened. This houses our well resourced library, conference facilities, the school archive and an Internet café.

Our new Music Centre contains a large performing and rehearsal space, as well as 14 practice rooms and a technology and recording studio. This building will act as a the catalyst for further facilities work. With 1345 students to house our site continues to evolve.

Wycombe High School's Governing Body consists of 18 governors: 12 appointed governors, 3 staff governors, 2 parent governors and the Headteacher. Three sub-committees deal with the core strategic business of the school: Finance and Personnel; Facilities; and Community, Learning and Teaching.

In 2012 Ofsted stated "The Governing Body works strategically and highly effectively to support and challenge the school."

Governors share collective responsibility for the effective governance and development of Wycombe High School, setting our strategic direction and major policies in accordance with the Group's mission, vision and values.

Governors also liaise with subject teams to triangulate information shared and contribute to the recruitment process of the school.

"This is an outstanding school... the Sixth Form is outstanding... the quality of teaching is outstanding. (Teachers) are highly effective in meeting the needs of learners and promoting rapid and sustained progress. (They) use their expertise and excellent subject knowledge to plan lessons and engage students".

Ofsted, June 2012

The leadership and management of leaders across the school and the governing body are outstanding. There is clearly communicated ambition for all students to reach the very highest standards".

Ofsted, June 2012

Students



All our students are high-achieving; almost all move on to degree courses. They are successful in gaining places at the universities or training / employment of their first choice; the universities chosen are also ranked among the best in the United Kingdom, indeed internationally.

Whilst there are always differences in results year to year, in 2016 we are once again one of the top performing schools nationally.

About half our students come from High Wycombe itself, a diverse community which is reflected in our intake. 42% of students are from ethnic heritage backgrounds. Buckinghamshire is a selective authority, and our students represent approximately the top third of the ability range as measured by the selection process.

Well-motivated, confident and enthusiastic, our students are a delight to teach. They need little encouragement to take part in a very wide range of extra-curricular activities, including the arts, sports, community service and enterprise. The atmosphere within the school is purposeful and lively. Enjoyment is clearly evident. Our students work in partnership with staff to continually improve our learning environment and experience. They willingly embrace the many leadership opportunities available and take an obvious pride in their school and each other.

"The school provides a safe and calm atmosphere for learning where all students thrive. Students are polite, courteous and confident. They take responsibility for their behaviour, encouraged by high expectations and aspirations communicated by staff and the many opportunities they (students) have to lead and manage their own behaviour"

Ofsted, June 2012

"Behaviour both in lessons and around the school is exemplary. A significant strength of the school, commented on by a number of students and parents, is the high quality of pastoral care. Students are known and cared for as individuals. Safeguarding procedures are exemplary".

Ofsted, June 2012

"Students demonstrate great enthusiasm for learning and show a high degree of ownership of their learning. They tackle even the most challenging of problems with enthusiasm and vigour".

Ofsted, June 2012

Curriculum



We provide a broad and balanced curriculum suited to the needs, interests and abilities of our students. We operate a two year Key Stage 3 programme and a three year Key Stage 4. At A level the majority of our students currently study three A levels and one AS level.

The quality of learning and teaching is outstanding, with a strong emphasis on Assessment for Learning, differentiation, challenge in learning, academic mentoring and Most Able provision. Standards and achievement are outstanding.

A strong team of middle leaders drive innovation and enjoyment across the curriculum.

Our taught curriculum is complemented by a wide-ranging programme of Educational Visits, extensive extra-curricular and enrichment programmes, opportunities for leadership and teamwork development, and community-based activities. We are proud of the excellent level of care, guidance and support our students receive. Teaching and support staff work as a team to ensure each girl is supported to fulfil her potential.

"There is a commitment to the holistic development of the whole child supported by an extensive enrichment programme"

Ofsted, June 2012

Six Heads of House are responsible for the achievement, wellbeing and development of students in their house. They also have responsibility for the overview of the academic progress of students in a year group.

The Head of Sixth Form has strategic responsibility for Year 12 and Year 13, assisted by a Head of House and a Head of Year 12. Communication and links with Subject Leaders is strong.

Our Student Support Services Team (two Student Managers) provides pastoral support for students on a day-to-day basis and has strong links with outside agencies.

"Students make outstanding progress and attain very high standards which are well above the national averages at the end of both Key Stage 4 and Key Stage 5.Students are exceptionally well prepared for the next stages in their education, training or employment."

Ofsted, June 2012

Staff



We have 142 staff; 90 teachers, of whom 77 are full-time and 52 support staff. In addition, we have 19 peripatetic Music teachers. There are 15 Subject Leaders, six Heads of House and a Head of Sixth Form with 11 support staff Team Leaders. The school's Leadership Group consists of the Headteacher, a Deputy Headteacher, an Assistant Headteacher and a Director of Finance and Resources. The school also has three Directors of Learning and Teaching, each focusing on key school development priorities.

Staff are actively encouraged to contribute ideas to inform whole school planning and to participate in new initiatives. All colleagues have an opportunity to contribute to school development planning. Colleagues are encouraged to contribute their skills and enthusiasm to our extra-curricular provision. Our Trust structure and National Support School status provides colleagues with opportunities to work across schools and train other teachers.

All staff are entitled to an annual appraisal and to a high quality programme of induction and on-going professional development. Career development is an expectation for all; we provide opportunities for staff to advance within the school, as well as offering support for those who may wish to find promotion elsewhere. We run a comprehensive programme of in-service training designed to develop teaching and leadership skills; to further the aims of the school and to support colleagues to develop their careers. We offer Master Level accredited training based on work-related action research. We have an active and enthusiastic staff association, responsible for staff social activities.

We are fortunate in the high quality and commitment of our support staff who fulfill a variety of roles including examinations, administration, financial, technical, clerical, learning support and site improvement. Representing a third of all staff, they are vital to the success of the school and to the excellent education we provide.

"Wycombe High School is committed to its community and its development. People, the girls, the school and the community are at the heart of what they do."

Investors In People, July 2010

Professional Development



We are committed to developing our staff during their time with us. We offer a professional learning framework that offers a range of development opportunities for all staff, from School Direct Trainees and Newly Qualified Teachers to aspiring or existing middle or senior leaders. This includes access to a range of leadership courses, coaching, and funded Masters programmes.

All NQTs are supported by a personal mentor, receive support from our Professional Tutor and attend a weekly NQT training programme. Every teacher has the opportunity to observe outstanding practice, receive support from our Learning and Teaching Team and takes part in our Coaching 3s programme sharing best practice and ideas.

As a developing teacher, you could embrace the opportunity to join our Outstanding Teacher Programme or begin sharing your expertise through mentoring trainees and NQTs. More experienced members of staff could take part in our Middle Leader Programme offered by Cygnus, the Teaching School arm of Wycombe High School. Opportunities are also available to carry out an Action Research Programme, either as a stand - alone project or part of the Masters programme. Perhaps joining our Learning and Teaching Team as a school leader would appeal to those with a particular interest in learning and teaching who are keen to dis-cover new pedagogies and technologies and share their ideas and findings.

Middle and senior leaders have the opportunity to participate in our Internship programme looking at particular aspects of learning and teaching in other schools or, perhaps with a particular area of expertise, become a SLE (Specialist Leader of Education) who could be deployed to other schools. Our Widening Leadership Programme led by UCL IoE is highly regarded by school leaders and participants and is an excellent opportunity to hone leadership skills and network with other leaders. You could offer leadership coaching to new middle leaders joining the school or take part in our Executive Coaching Programme, often considered the preserve of the corporate world but at Wycombe High School, we would like to make similar opportunities available to our staff.

As well as being a strategic lead on School Development Plan priorities, senior leaders could consider be-coming National or Local Leaders of Education (NLE) ,perhaps contemplate outreach consultancy, or for aspiring headteachers, NPQH.

We ensure we can offer a professional learning pathway for all stages of a teacher's career and professional abilities, which provides the evidence required for pay progression. We aim to support and guide teachers throughout their career at Wycombe High School by offering mentoring, coaching, opportunity and development to help them become the best that they can be.

The Role



We are seeking to appoint a dynamic and committed teacher to join our highly motivated and successful English Team. He / she should be an outstanding classroom teacher, or is an NQT with the potential to be outstanding.

Examination results at Wycombe High School are outstanding. An impressive 45% of all A Level grades in 2017 were A* or A grades. The whole school A* rate was 14%. The significant majority of our students gained their first choice university place – an exceptional achievement given this year's competitive climate. Our results at GCSE are equally outstanding, with 86% of all grades A*-B and 41% of all grades were A*.

Specifically in English A Level, 31% of all grades awarded in 2017 were A*/A and 75% were graded A*/B. At GCSE 77% of all English Literature GCSEs were awarded 9/7 grades and 66% of English Language were graded 9/7. One of the Assistant Headteachers for the School is a member of the English Department, thus ensuring the English Subject Area is at the forefront of innovative learning and teaching practice.

We have a dedicated suite of English classrooms. Each room is equipped with a data projector and an interactive whiteboard and thus excellent ICT skills are essential. Each colleague is provided with a workstation in the Department base located in our open plan staffroom. Provision of a tablet gives access to the school's intranet and internet.

Detailed schemes of work are in place for all key stages, together with excellent student resource booklets that promote independent study and afford both extension activities and support materials.

Extra-curricular provision in English is vibrant and includes debate, creative writing, poetry and the sixth form Great Expectations club, geared to providing extension for our most able students. A colleague with a desire and passion to further contribute to this programme is sought.

All staff are encouraged to develop professionally, to improve and extend their knowledge, skills and experience, share outstanding and innovative practice and contribute to the development of an exciting, challenging and supportive learning environment.

The English Team is a committed and successful one, consisting of 9 specialist teachers. The Department shares a strong sense of union and purpose, a passion for English and aims to ensure a high quality learning experience for all.

Visits prior to interview are welcomed.

How to Apply



To apply for this post, please complete the application form and a letter supporting your application. In your letter you should:

1. State your reasons for applying for this post

2. Outline the experiences that you believe have prepared you for this post

3. Describe the skills and strengths that you will bring to the school

Please note that the application form must be completed in full. It is not sufficient to substitute a C.V. for all or any part of the form.

You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form. We will be pleased to show prospective applicants around school during the week before the deadline for applications. If you are interested in a preliminary visit of this kind you should ring the school for details.

Completed applications should be sent to:-

Mrs S Jarrett
Head of School
Wycombe High School,
Marlow Road,
High Wycombe,
Bucks, HP11 1TB.

An Application Form can be found on our website:
www.whs.bucks.sch.uk

References
Please note that it is our practice to take up references before shortlisting for interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre-appointment checks.

When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

Safeguarding
Wycombe High School is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service (DBS).

Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

Pay and Conditions



Pay Scale

UPS or Teachers' Main Scale

Equal Opportunities

Wycombe High School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.

Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice.

The Headteacher is responsible to the Governors for monitoring this policy.

The school operates an Equality Cohesion Scheme.

Smoking and alcohol

The school operates a no-smoking policy. Smoking is not permitted at any time on the school site.

The consumption of alcohol on the school site is not permitted during the hours of the timetabled school day and thereafter only at the Headteacher's discretion during authorised school events.

Dress Code

The school has a dress code for staff: staff should dress in a business-like and professional manner, similar to the dress styles which are the norm among service industry professionals who regularly meet the public, such as bank staff. Discrete piercings in the lower ear only are allowed; and no visible tattoos, in line with expectations for students.

"An extensive programme of coaching and training, including opportunities to share good practice across schools, supports staff development. Arrangements for the management of performance are robust".

Ofsted, June 2012

Key Dates



Key Dates

Deadline for Applications: 9.00am, Friday 3 November 2017

Interviews will be held on Friday 10 November 2017

Candidates will be advised by midday if they have been successfully shortlisted for the interview panel

Candidates who have not heard from us by then should assume their application has been unsuccessful on this occasion.

Head of School: Mrs S Jarrett
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Buckinghamshire
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