



SHERBORNE

APPOINTMENT OF
PART TIME (approx 0.5 - 0.7 timetable)
TEACHER OF
LEARNING SUPPORT
from January 2020



AN INTRODUCTION TO SHERBORNE

Re-founded by royal charter in 1550, Sherborne is a boys' independent school situated in the shadow of Sherborne Abbey.

The School community is a warm and vibrant one and we enjoy a rich heritage and ambitious outlook. The boys are talented, engaged and so, too, are the staff. The co-curricular provision is of outstanding breadth and quality.

Our distinctive features include:

- A **full-boarding environment** where boys live, work and study together seven days a week during term time. This generates a sense of community and purpose, and ensures there is plenty of time away from the classroom for boys to play, reflect, socialise and develop their talents
- An **all-boys education**. Shirburnians are allowed to be boys – something that we believe is essential to their growth
- A **strong partnership with Sherborne Girls**, meaning our boys can socialise with girls and occasionally study alongside them, while enjoying the benefits of a single-sex education
- A **unique location** in a beautiful market town that is peaceful and safe, without being sleepy, and has excellent transport links to London
- **Outstanding opportunities to excel**, whether academically or in co-curricular activities. We are ambitious for our boys: with our help, they go on to achieve great things as evidenced by the highly distinctive and diverse alumni record

A handwritten signature in black ink, appearing to be 'D. Lockett'.

Dr Dominic Lockett
Headmaster and Chief Executive



ACADEMIC EXCELLENCE

Academic excellence lies at the core of the educational experience provided at Sherborne. Our boys are challenged and supported to realise their full academic potential and we are proud of their achievements.

In 2019, 78% of all A level entries were A*-B grades and nearly half of the grades were A or A*. These excellent results allowed 96% of those who applied to university to secure a place at their first or second choice institution, of which over half were Russell Group universities. At GCSE 52% of our results were graded 7,8 or 9. Historically, boys at Sherborne have not only performed strongly in their public examinations, but also produced excellent "Value Added" scores too. This year our Sixth Form Value Added placed us within the top 14% percent of independent schools. In 2017 it was the top 8% and in 2016 the top 6%. Shirburnians, therefore, not only do well in their exams but they also make outstanding academic progress during their time in the School.

We expect our teachers to prepare and teach lessons of the highest quality, engaging and inspiring the boys to work hard and pursue excellence. Teachers also need to develop relationships such that boys cultivate the personal habits of mind and character that underpin a lifelong love of learning.

Our boys are individuals; teaching, feedback and monitoring progress must be tailored carefully to their need. This includes differentiating for individual learning needs and stretching our brightest, particularly those with aspirations towards Oxbridge.

We recognise that this quality of teaching requires support. We have a very generously funded INSET programme, lively ongoing professional dialogue, including our own in-house teaching strategies magazine and an appraisal system which emphasises professional development.

**THE BOYS ARE FOCUSED AND HIGHLY CO-OPERATIVE LEARNERS
WHO ENJOY AND APPRECIATE THE TEACHING THEY RECEIVE.**

ISI INSPECTION 2015





CO-CURRICULAR

At Sherborne, we aim to feed the boys' minds, bodies and spirits. Our co-curricular programme operates alongside, and in conjunction with, our academic curriculum to ensure variety, breadth and depth across all areas of the boys' development.

Sport is an integral part of the boys' lives and plays an important role in their personal growth and development. They achieve excellence not only in the major sports of Rugby, Hockey, Football and Cricket but also benefit from opportunities in a wide range of equestrian and water sports together with fives, shooting, golf, fencing, climbing, judo, cycling and other games.

Music is at the very centre of life for Shirburnians, and Sherborne is a community where music is celebrated and opportunities to develop new skills abound. We were named 'Top Independent School for Music' by *The Week* in 2015.

Drama has a special place in the School, with at least six productions each year. We are proud to number Sir Richard Eyre, Jeremy Irons and Hugh Bonneville among our alumni, helping to inspire every boy to develop his talents.

The CCF, Duke of Edinburgh and other outdoor education opportunities are highly popular and key to our aim of developing leadership qualities within each boy.

Countless other clubs, societies and activities provide the boys with a rich and stimulating environment.

Members of the Learning Support Department would not normally be asked to contribute to the co-curricular programme. However, if you would like to there are a wide variety of ways in which to do this.





BOARDING AND PASTORAL CARE

We pride ourselves on delivering the highest standards of pastoral care. The close-knit House system is a central part of School life, and provides a strong support network for all our pupils.

Every teacher is attached to a boarding House and has the opportunity to support and nurture the boys in this home-from-home. Teachers are involved in accompanying House trips, attending House socials and undertake an evening duty in House each week.

Each teacher is also tutor to a small group of boys, meeting them each week. These meetings build good relationships between staff and boys and are essential to the long-term success of the School. Patience, consistency, discretion and empathy are some of the qualities a tutor should have in order to promote the boys' all-round development.

Teachers of Learning Support have the opportunity to be involved in House tutor teams, though it is not mandatory as part of their normal contracts.



THE SCHOOL'S BOARDING ETHOS IS INVALUABLE IN CHARACTER BUILDING, FOSTERING INDEPENDENCE AND ENCOURAGING A HEALTHY LIFESTYLE. THE BOARDING EXPERIENCE MAKES A STRONG CONTRIBUTION TO THE PERSONAL DEVELOPMENT OF BOARDERS

ISI INSPECTION 2015



SPIRITUAL LIFE

As a community based upon Christian values and with a heritage stretching back to our Benedictine foundation in 705, the spiritual life of Sherborne permeates much of what we do and who we are.

We have twice-weekly whole School services in the historic Sherborne Abbey as well as various other services in our own School Chapel. Additional voluntary services are exceptionally well attended; we regularly have well over fifty boys attending our voluntary Friday night Eucharist.

Boys and staff of all faiths and none are welcome at Sherborne. Members of the teaching staff are expected to attend some compulsory services and to support the Christian values which underpin School life.



LIVING AND WORKING AT SHERBORNE

Located in one of Dorset's most picturesque towns and set amidst rolling countryside, our School is inseparable from the town that shares its name.

Working in a boarding school is a privilege but it is also demanding, with days that sometimes extend into the evening. In some ways however, the pace is more gentle than in a day school and there is time within the day to meet friends for a cup of coffee or do a bit of shopping in the shops of Cheap Street.

The Common Room is enormously supportive and we have a comprehensive induction programme for new staff which extends throughout the first year. We run an NQT programme accredited by Istip and a PGCE course in conjunction with the University of Buckingham.

The School has its own generous salary scale and all staff are entitled to reduced fee membership of the gym and swimming pool.

During term time, and when on duty, staff are able to take meals in the Dining Hall.



A UNIQUE EDUCATION IN A UNIQUE LOCATION



SAFEGUARDING

All young people deserve the right to live and learn in a safe and happy environment.

All Sherborne School staff share the responsibility to promote and safeguard the welfare of children and young people for whom they are responsible or with whom they come into contact. In doing so, staff are expected at all times to adhere to and ensure compliance with the School's Safeguarding Policy. If any member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or the Headmaster.

We have a strong Safeguarding culture and all staff are required to attend regular training and updates.

As Sherborne School is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to receipt of a satisfactory criminal record check from the Disclosure and Barring Service before this appointment is confirmed. This will include details of cautions, reprimands or final warnings. This post is also subject to receipt of two satisfactory written references, one of which must be from your current or most recent employer.

LEARNING SUPPORT DEPARTMENT

There are currently four highly-qualified and experienced, full-time members of the Learning Support Department, including the Head of Department. Two additional colleagues from the Maths and English Departments also teach in the Learning Support Department and, although precise contributions vary from year to year, about half of their teaching timetables are normally be made up from Learning Support lessons in a typical year. Although members of the team have their own curriculum specialisms, it is important that they are able support the boys across a wide range of disciplines, at least up to GCSE.

All members of the department contribute on a day-to-day basis with ideas for development of the subject, using each other's areas of expertise. Each teacher contributes across the full age and ability range, and, in addition to meetings and other duties, a Learning Support teacher would normally expect to teach in the region of 32hrs of lessons each week, the majority of which would comprise one-to-one timetabled lessons. Each teacher of Learning Support is also expected to complete approximately 8hrs of additional planning and administration each week.

The skills, qualifications, training and experience of the Learning Support team cover a range of disciplines, including Science, English and Maths. Although the position is based on a 0.5 timetable in Learning Support, there may be a possibility to take on additional teaching in one of the academic departments should the successful candidate wish it. This is dependent on subject and timetabling.

Although not absolutely essential, it would be desirable for the successful applicant to have completed some post-graduate training in SEN. Particularly desirable are qualifications in specialist assessment equivalent to Level 7 (either via AMBDA or APC Level), and / or to hold a SpLD Assessment Practising Certificate (awarded by the BDA, Dyslexia Action or Patoss). Opportunities may exist to train for these qualifications whilst working at Sherborne and the School offers a generous training fund to help towards achieving such professional qualifications.

The Learning Support Department liaises closely with the academic departments and House- and boarding teams, either through regular case conferences, meetings with tutors or attendance at Parent-Teacher meetings. Over the last two years teachers of Learning Support have become increasingly involved outside of the department, contributing to lesson observation programmes and implementing a programme of twilight INSET, which included training on strategies for differentiation, helping boys with dyslexia and how to manage ADHD in a 24/7 school environment. The department has also recently organised a very successful Revision Workshop for parents and boys in the Fifth Form.

The Learning Support Department is housed within the West Lodge: a large, converted town house, whose environs help significantly to engender the friendly, warm ambience that exists within the department. West Lodge has 4 well-resourced teaching rooms, each complete with computers and other interactive learning aids. One room contains a resource library and meeting facilities and another is kitted out with a large, high definition interactive whiteboard and projector, which the team use regularly in their teaching. There is also a kitchenette and facilities for making food and drinks. The atmosphere of the department is enthusiastic and positive. It is a department that teachers and students enjoy being part of, and all members are willing to contribute to its continued success.



JOB DESCRIPTION: TEACHER

The successful applicant will have an enthusiasm for the subject and for teaching, and is likely to take responsibility for a number of classes across the age and ability range of the pupils in the School. He or she should expect to:

- work independently as an effective, classroom practitioner, directing and being responsible for the learning of each allocated set of pupils, for each academic year.
- develop and maintain effective working relationships with pupils, teaching staff, Senior Leadership Team and housemasters.
- be able to design every lesson individually, to a high standard, conforming to the scheme of work laid out in the department's working document.
- communicate articulately, positively and sensitively to pupils of different ability and age, developing a working relationship of mutual trust and respect.
- use an appropriate range of resources and strategies in teaching to facilitate good learning.
- organise and manage time effectively to meet the demands of the teaching week.
- monitor the progress of all pupils, giving constructive feedback.
- be aware of different pupils' educational needs and direct teaching and learning appropriately.
- be accountable to the Head of Department for all routine activities throughout the working week and give feedback on any pupil, staff or organisational issue.
- be accountable to the Head of Department and Senior Leadership Team for external examination results.
- work as part of a team in the development of new course material its implementation.
- show evidence of and a continuing interest in professional and personal development.
- share resources and "best-practice" with the rest of the department.
- cover lessons for absent colleagues within and beyond the department.

Teachers of Learning Support have the opportunity to be involved in House tutor teams, though it is not mandatory as part of their normal contracts.

This is not an exhaustive list of duties expected by the School, but does give a good flavour of its expectations. All teachers are expected to fulfil any reasonable request made by the Headmaster.

PERSON SPECIFICATION

The Headmaster wishes to appoint a dynamic and well-qualified graduate to teach Learning Support from January 2020. This is a part-time post (approx 0.5 - 0.7 timetable). All teaching appointments are probationary for a period of one year.

The successful candidate will be able to teach boys across the whole age range. The capacity and imagination to inspire, guide and challenge boys of all ages and abilities is essential.

We are looking to appoint a person who in interview and by virtue of their qualifications and experience best demonstrates that he/she:

- is suitably qualified for the responsibilities of the post;
- has the ability to fulfil the responsibilities of the post with energy, enthusiasm and excellence;
- has strong interpersonal and communication skills;
- has good listening skills and respect for all boys;
- has the ability to explain clearly and has good presentation skills;
- has the ability to form relationships and to motivate teenage boys;
- has the ability to generate enthusiasm for the work of the Department,

and that he/she has the ability to achieve high standards in:

- teaching effectively throughout the age and ability range;
- subject knowledge and application;
- classroom management;
- assessment, recording and reporting students' progress,

and:

- is willing to be involved in the co-curricular life of the school;
- has a commitment to personal and professional development;
- has a sense of humour.

The offer of appointment at Sherborne School is conditional upon the provision of a self-declaration of physical and mental fitness to discharge the responsibilities of the post. Please note that all areas of the School, both internal and external, operate a no-smoking policy (including accommodation and company vehicles).

SALARY AND PENSION

Salary will be dependent upon experience. Sherborne School has its own salary scale and part-time teachers are paid at a *pro-rata* of that scale.

All teachers automatically become members of the Teachers' Pension Scheme, unless they specifically request to opt out. Further details are available upon request.

Teachers are entitled to take holiday during the usual Sherborne School holiday periods; holiday cannot be taken during Sherborne School term time. In addition, teachers may be required by the Headmaster, upon reasonable notice, to work for varying short periods after the end and before the beginning of any term.

HOW TO APPLY

A letter of application together with a completed application form and the names, with contact details, of two referees should be sent to the Recruitment Manager, Mrs Samantha Belgeonne, at Sherborne School, Abbey Road, Sherborne, Dorset DT9 3AP.

Electronic applications should be sent to: hr@sherborne.org

Applicants selected for interview will be informed within a week of the closing date for application. Applicants who have not heard from the School by this time must assume that, on this occasion, their application has been unsuccessful. Candidates short-listed for interview will be required to bring to interview proof of ID, qualifications and their right to work in the UK.

Closing date: 9am on Tuesday 12 November 2019

Interviews to take place on Thursday 21 November 2019

MANY THINGS HERE ARE SIMPLY WORLD CLASS.
HIGH ACADEMIC EXPECTATIONS AND OUTSTANDING
PASTORAL CARE ARE, AND MUST REMAIN, THE BEDROCK
OF A SHERBORNE EDUCATION. OUR MUSICAL, ARTISTIC
AND SPORTING PROVISION IS OUTSTANDING AND ALL
OUR BOYS HAVE ACCESS TO AN EXTRAORDINARY
RANGE OF CO-CURRICULAR OPPORTUNITIES.

DOMINIC LUCKETT - HEADMASTER AND CEO

For further information please contact:

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