Candidate Pack

Teacher of Computing/ICT

From January 2019

London Fringe

Suitable for NQT's or more experienced applicants. A TLR may be available depending on candidate experience and curriculum requirements

Warlingham School is part of the Tandridge Learning Trust.

Warlingham School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

www.warlinghamschool.co.uk

Tithepit Shaw Lane, Warlingham, Surrey, CR6 9YB   01883 624067

Dear Candidate,

Thank you for enquiring about this post. This brochure has been designed to give you, a potential applicant, essential information about our vacancy, school and trust, so you can decide if this will be the next step in your career.

"Wide Horizons, High Aspirations" is our school motto and this underpins our whole school philosophy. We are a school community which does not stand still. Whilst our expectations of academic performance are high, of equal importance are that students enjoy the experience of coming to Warlingham School and have opportunities which enable them to develop into young men and women who will contribute positively to society. Our students tell us they consider this a place where they are challenged by the work, where they are supported by the staff and fellow students and where achievement is part of the everyday vocabulary.

We have high expectations in terms of learning, behaviour and attendance which leads to excellent academic progress. We provide an environment that excites, motivates and challenges our students to place no ceiling on achievement and to develop an interest in the world around them. Our ambition is for students to leave Warlingham as successful, confident young people ready to face all of life's challenges and make a positive contribution to society. We measure our success by meeting the needs of all our students in this truly comprehensive school and believe everyone has a role to play in achieving this aim.

If you decide this is not the school for you then we thank you for the interest you have shown; however, if this ethos aligns with yours, then I hope you will apply to join our team, support our drive to become outstanding and I look forward to receiving your application.

We hope that this pack provides sufficient information to encourage you to take your application to the next stage. Do telephone or email, if you wish to discuss any aspect of the post.

We look forward to hearing from you.

Mr S Day
Joint Head of School (Upper School)

Mr P Kinder
Joint Head of School (Lower School)

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CONTACT DETAILS AND HOW TO APPLY

Designated contact for this vacancy:

- Name   Mr F Holder, Head of Computing/ICT
- Number   01883 624067 Ext 2200
- Email address   f.holder@warlinghamschool.co.uk

Please complete the school's **application form** and return this electronically with any requested supporting documentation to: vacancies@warlinghamschool.co.uk. Please note that CVs will not be accepted. References will be sought for shortlisted candidates prior to interview, unless a specific request is made to the contrary.

To support your application you are asked to **write a letter** to Mr N. Bradwell (Executive Headteacher) in which you:

- outline your experience to date, explaining how this equips you to meet the demands of the advertised post
- outline your own approach and philosophy towards the teaching of languages in schools today

Closing Date: Monday 8th October 2018

Please note, applications will be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.

Tandridge Learning Trust

Tandridge Learning Trust, is a cross-phase Multi Academy Trust launched in May 2017. The Trust is a partnership of four primary schools and one secondary school who are committed to working together to deliver the best possible education for all their students. We recognise and respect the unique culture and ethos of each individual school and have high aspirations for every child and every school; sharing best practice and inter-school collaboration will improve teaching, learning and outcomes for children.

The Trust provides robust challenge combined with relevant support for each school to ensure that every child, no matter their ability or circumstances, achieves their best possible outcomes. It also provides wider opportunities for students and staff by broadening the curriculum offer, sharing specialist staff and improving professional development. This broader curriculum and opportunities for development and movement within the Trust creates an attractive working environment and aids in staff recruitment and retention. The structure also provides more possibilities for robust succession planning and encourages the development of school leaders.

By operating as a cross-phase Multi-Academy Trust, the schools can improve the transition between primary and secondary phases and thus raise learning outcomes.

Tandridge Learning Trust is governed by a Trust Board which is responsible for the strategic decision-making and financial prudence of the Trust. For more information about the Trust, please visit our website www.tandridgelearningtrust.co.uk.

Nick Bradwell BA NPQH
Chief Executive Officer

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Wide Horizons
High Aspirations

JOB PROFILE

Staff Value Statement

The quality and well-being of the staff are crucial to the success of our students. Our teachers and support staff are dedicated to helping all students to discover and develop their abilities and talents positively and constructively and enabling individuals to achieve more than they ever thought possible.

Working within the school's policy framework and with a belief that every student is valued, each governor and each member of the teaching and support staff seeks to treat all people within the school community with courtesy and respect, thus demonstrating care for each individual and providing role models for the students.

We are committed to encouraging all members of staff to be involved in the school's decision-making and in activities which will enhance their own effectiveness in current roles and in their professional career development.

Job Title: Teacher (Main Scale, Classroom Teacher)	
Teaching, learning and progress	• To ensure a high quality learning experience for students according to their educational needs, meeting internal and external quality standards. Lessons to be planned using a variety of delivery methods which will stimulate learning and ensure progress appropriate to student needs and demands of the syllabus. • To set and mark work carried out by the student in school and elsewhere, supporting the schools expectations. • To use data and assessment to inform planning and intervention. • To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required adhering to reporting deadlines. • To be responsible for the care of the teaching rooms and equipment during lesson or tutor group time. • To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. • To contribute to the preparation and resourcing of Department Schemes of Work and policy development, working with other colleagues to develop and teach these. • To attend Parents' Evenings, meetings and events as specified in the school's annual calendar. • To contribute to Department enrichment activities.
Form Tutor	• To be a Form Tutor to an assigned group of students. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • To provide 'first line' support and guidance to students to meet their personal development and achievement needs to promote the general progress and wellbeing of individual students and of the Form Tutor Group as a whole. • To liaise with a Head of House/Head of Year to ensure the implementation of the school's House/Year System and to promote involvement in House/Year activities. • Evaluate, monitor and report on the progress and achievement of each student in terms of his or her curricular achievements and extra-curricular activities. • To monitor behaviour, promote school rules and encourage improvement.

	• To alert the appropriate staff to problems experienced by students and to take suitable actions to help resolve them. • To communicate, where necessary and after consultation with the appropriate staff, with the parents and with persons or bodies outside the school concerned with the welfare of individual students. • To contribute to the House/Year Tutor Programme according to school policy.
Professional Development	• To take principal responsibility for one's own Professional Development. • To participate in arrangements for performance management. • To support colleagues in their Professional Development.
School Community	• To actively promote the school's ethos in spiritual, moral and social responsibility by being a positive role model. • To comply with the school's Health & Safety policies and undertake risk assessments as appropriate and designated supervisory duties. • To promote and safeguard the welfare of children in line with the school Safeguarding and Child Protection Policy. • To attend meetings as per calendar. • To play an active role in the realisation of the school's Development Plan and contribute to whole school initiatives.

Warlingham School

Wide Horizons
High Aspirations

TEACHER OF COMPUTING/ICT – PERSON SPECIFICATION

	Essential	Desirable	Evidenced by
Qualifications / Experience	• QTS • Relevant Degree • Secondary trained	• Evidence of commitment to further professional development • Experience of KS5 Computing/ICT • Experience of managing and developing content for VLE platforms. • Experience of working with alternative types of hardware, such as the Raspberry Pi, BBC Micro:bit	Application Certificates
Knowledge & Understanding	• Excellent subject knowledge • Use of assessment to promote students learning • Awareness of current developments in IT/Computing teaching • Understanding of current developments post 16 • Text and GUI based programming languages • Computer Science theory, such as hardware and processing, networks, computational thinking and other elements of KS3-5 Computing/ICT curricula • Developing Mobile Apps • Common software applications such as database, spreadsheets, multimedia and presentations	• Principles of comprehensive education • Willing to contribute to the teaching of another subject • Programming packages/languages such as Scratch, Kodu, Python, etc.	Application Interview
Skills & Aptitudes	• Effective Classroom practitioner • Excellent communicator with effective interpersonal skills and organisation skills • Ability to inspire and enthuse students of all abilities • The capacity to function creatively and generously in a mutually supportive team • Quality provision for all students, including SEN/G&T	• Confident user of IT • Able to implement curriculum change • Ability to use data to inform planning and to monitor progress • Able to carry out administrative tasks	Application Lesson Observation Interview References
Professional Qualities	• Effective team player • Vision, warmth, energy and enthusiasm • Pursuit of high standards - both academic and behavioural • Ability to initiate and manage change • Integrity • Willing to contribute to all aspects of school life • Able to maximise contributions from parents, governors and the school community • Prepared and keen to run/contribute to extra-curricular Computer Science clubs and trips		Application Lesson Observation Interview References
Safeguarding	• Ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the school Child Protection and Safeguarding policy and the Staff Behaviour Policy		Interview References

DEPARTMENTAL INFORMATION

Warlingham School is a Business and Enterprise specialist school and, as such, the Computing Department plays a key role within school. It is staffed by a team of three full time teachers, led by a Head of Department, supported by a 2-i-c. The post holder will be teaching Key Stage 3 and Key Stage 4 or 5 depending on experience.

Each classroom is fully equipped with computers, flat-screen monitors, a printer and a ceiling-mounted projector; the department also has BBC Micro:bits, robots, Raspberry Pi's, cameras, lighting and other equipment. All computers in the department are new this year and are to a higher specification than in other parts of the school.

The department offers courses across all key stages, offering students continuity and progression.

The department allows students the opportunity to develop a full range of IT skills that will prepare them both for further examinations and their future lives. The Key Stage 3 schemes of work cover the following areas:

KS3

Computational Thinking, Algorithms and Programming, Hardware and Software Systems, Binary and Hexadecimal, Boolean Logic, Networks and Internet, Data Representation.

These are very dynamic schemes of work, to which the post-holder would be expected to contribute significant development effort. Future developments will certainly increase the amount of computer science activities in line with the new progression pathways.

KS4

Currently we offer GCSE Computing (OCT9-1 J276) as an option. We are considering the possibility of introducing a course in Information and Creative Technology in the future.

KS5

We currently offer GCE A Level Computer Science and may re-introduce the Level 3 BTEC Subsidiary Diploma in IT in September 2019.

Results are good across all subjects at Warlingham School and the Computer Science/ICT department has particularly strong results at Key Stages 3 and 4. Warlingham's Computer Science/ICT department is a thriving, professional and supportive environment in which to work.

WARLINGHAM SCHOOL

Warlingham School is a thriving 11-18, mixed, comprehensive school situated on the fringe of Surrey and Greater London. The school converted to academy status in November 2012, as a 'stand-alone' school and then joined with four Primary Schools in May 2017 to form a cross-phase MAT. It was built in 1954 and occupies a large, attractive site on a campus which includes Hamsey Green Primary School.

The school serves the local communities of North Tandridge and South Croydon, which have a broad socio-economic mix of people. Many of the students live in Surrey and others come from the southern part of the London Borough of Croydon; most of the students live within a three-mile radius of the school. The school maintains strong links with Surrey LA services and values its partnerships with local schools. It also works collaboratively with other schools and colleges in the locality as part of the Tandridge Education Partnership and 14-19 Network.

A successful OFSTED inspection in June 2013 and a re-assessment in February 2017 judged Warlingham to be a good school with outstanding elements. (See report at www.ofsted.gov.uk or on the school website at www.warlingham.surrey.sch.uk).

There are currently approximately 1,430 students on roll including a vibrant and successful Sixth Form. The school is oversubscribed for the Year 7 intake each September. The school employs approximately 100 teachers and a similar number of support staff, representing a good gender balance and a mix of younger and more experienced staff. The governing body is very active and supportive in working alongside staff in meeting the school's aims. There is an excellent programme for staff development at all levels including a comprehensive support programme for teachers new to the profession and middle/senior leader development activities.

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Warlingham is a school in which young people flourish both academically and socially. The motto of 'Wide Horizons, High Expectations' underpins the ethos of the school. The school has high expectations in terms of learning, behaviour and attendance, which leads to excellent academic progress.

"The leadership team has maintained the good quality of education in the school since the last inspection." – Ofsted 2017

The school also provides an environment that excites, motivates and challenges its students to place no ceiling on achievement and to develop an interest in the world around them. Its ambition is for students to leave Warlingham as successful, confident, young people ready to face all of life's challenges and make a positive contribution to society.

"There is an open culture where everyone works together to improve progress for all students" – Ofsted 2017

Warlingham offers a wide and varied learning experience across fourteen departments. Student numbers allow for considerable flexibility at Key Stage 4 & 5 and the options are subject to annual review depending on the needs of the students. The timetable is always based around student choices and not "pre-blocked". College link placements provide a good platform for post-16 study for weaker students. Prior to that, at Key Stage 3, students are taught in a variety of ability groupings, frequently being set according to ability.

Designation as a Business & Enterprise Specialist School in September 2004 presented many exciting opportunities for students and staff across all curriculum areas. Many aspects of work in other departments have been enhanced through a business and enterprise dimension, including international links, vocational workshops, guest speakers, able and talented activities and community projects. The school has forged links with partner schools in other countries including, most recently, Slovenia, Sweden and Namibia. The school also holds a number of kitemarks which have led to raising the experiences and services on offer to students.

The curriculum is enriched by many educational visits, some of them residential, in this country and abroad. A wide variety of subject support clubs are run within school, complementing the curriculum offer and in addition to activities such as the Duke of Edinburgh Award scheme.

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A broad range of sporting activities, including team and individual sports, is offered, maximising use of our extensive facilities.

"Our four children have all benefited in very individual ways from the opportunities offered by the school" – Parent

The school buildings and facilities have been extended in recent years. Although the main building is typical of those constructed in the 1950s (with all the associated shortcomings), there is a good range of specialist facilities. Teaching spaces are of a good standard, appropriately resourced with attractive displays. There has been significant investment in ICT facilities including interactive white boards in most classrooms and laptops, which mean most departments have their own ICT rooms as well as access to the general ICT bases in the school. Students and those teaching Sixth Form are allocated iPads. Due to the open site we are fortunate in having good outdoor PE facilities, including a floodlit synthetic turf pitch, an indoor pool and fitness suite.

Most visitors to the school comment on the purposeful learning environment and its open, friendly ethos.

"The calibre of teaching and the support network is in our opinion unparalleled in the local area. Warlingham School has allowed our son to grow and grow as a person and instilled in him a confidence that is amazing." - Parent

Our House System supports the social and academic progress of students and provides pastoral support. It also promotes friendly competition with a high level of student commitment to community and extra-curricular events.

Working in any school in the current climate is challenging. Warlingham aims to ensure that its staff also find their work stimulating, rewarding and, mostly, good fun!

"Teachers have access to a wide range of professional development opportunities and they actively share good practice, which is improving the quality of teaching overall" Ofsted 2017

If, on reading all of the information about the school and the post advertised, you would like to join the team at Warlingham please send in your application which will be given very serious consideration. You are very welcome to telephone to discuss aspects of the post.

Warlingham School

Wide Horizons
High Aspirations

FACTS AND FIGURES

The School Day	
8.35	Assembly / Registration
8.55 – 10.00	Lesson 1
10.05 – 11.05	Lesson 2
11.05	Break
11.25 – 12.25	Lesson 3
12.30 – 13.30	Lesson 4
13.30	Lunch
14.10 – 15.10	Lesson 5
15.10	End of school
	Extra-curricular activities

School Statistics	
Type of School: Mixed Comprehensive, Academy	
Location	Surrey/Croydon border
Date School Established	1954
Age Range	11-18
Total Number of Students	1430
Number in Sixth Form	220
Number of Teaching Staff	90
Total Number of Staff	180
% Students on Free School Meals	7%
% Students with Statements, Educational Health Care Plans or School Support	12.5%
% Students with English as an Additional Language	4.3%
% Attendance	95%

Results						
	2013	2014	2015	2016	2017	2018
KS4 5+ A*-C Maths + Eng	69%	64%	57%	59%	70%	N/A
Basics (4-9 in English & Maths)				58%	73%	71%
Attainment 8		50.6	50.6	49.5	53	47.2
Progress 8		+0.08	+0.16	-0.05	+0.06	+0.09
A Level A – E pass	99%	99%	99%	99%	98%	98%

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