



Chelmsford County High School for Girls

A Grammar School with Academy Status



Appointment

Subject Leader/Teacher of RS & Philosophy

Required: ASAP

Salary:

A TLR will be available for a suitably qualified and experienced teacher to co-ordinate and lead the small team



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February 2019

Dear Prospective Applicant

Appointment of: Subject Leader/Teacher of RS & Philosophy

Thank you for requesting information about the post. Should you decide to apply and be successful you will be joining a school which, from your first visit, will strike you as vibrant, bursting with energy and enthusiasm, and above all a very happy school that celebrated its Centenary Year in 2007. You will also find it useful to visit the school website www.cchs.co.uk.

We are rated as an “outstanding” school, a badge we are proud to hold and which applies to all areas of the School’s activities.

Chelmsford County High School for Girls was the first secondary school in Essex to convert to Academy status in January 2011. The status affords us a range of opportunities which we pursue fully, not only academically but also in the running of the School as a limited company. The School expanded to 5 forms of entry in 2015 in response to increasing demand for grammar school places in the area.

Our school is led by a strong team of senior staff and governors who are constantly striving for excellence, seizing all opportunities for the benefit of our students and our staff.

We are seeking to appoint a person with the skills, knowledge and experience to complement the team of teachers and leaders. Above all, we are looking for a committed individual with a genuine interest in providing the highest quality in every aspect of the role. Our students deserve the very best we can provide. We believe in the importance of a collaborative approach and a commitment to the team. The successful applicant will benefit from a wide range of experience at our school and above all enjoy working with us.

Thank you for your interest. If you feel that Chelmsford County High School for Girls can provide the challenges and opportunities you are looking for then we would be delighted to hear from you.

Yours faithfully

Nicole Chapman
Headteacher



STUDENTS

Chelmsford County High School is a great place to work with a caring ethos – our students are motivated, pleasant, courteous, well-behaved and enormous fun! They like school, and enjoy learning, achievement is high, and almost all the students go on to Higher Education at the most competitive universities, including Oxford and Cambridge.

THE SCHOOL

Chelmsford County High School was founded in 1906 as one of the first girls' secondary schools in Essex. In an area where most other schools are all-ability comprehensives, it is a selective grammar school with academy status.

In September 2015, we expanded our intake for Year 7 and Year 12 admitting 150 students per year groups. Most of our students in Year 11 return for the Sixth Form, and some 30-40 students join Year 12 from other schools. Entry at Year 7 is highly competitive: according to our admissions policy we offer places to the 150 girls who meet our criteria, out of the 1,000 or more who sit the entrance test. The School has a large number of "feeder" primary schools, around 80 in any one-year group! Entry into the Sixth Form is determined by a strong performance at GCSE, which suggests good potential in the subjects chosen for A Level. At present, there are 967 students on roll with 242 in the Sixth Form. Our students follow a broad curriculum with equal value attached to each subject area. We are working towards an Artsmark Gold Award, which celebrates the emphasis we put on creativity across the curriculum.

This is not a complacent school. We regularly review our practice, and ensure that classroom methodology is appropriate to the needs of our students. All staff have the opportunity to contribute to whole school planning for improvement through their subject and year teams as well as focus groups, each led by a member of the Senior or Middle Leadership Team.

This is a very busy school, which places a strong emphasis on enrichment activities. There is a fine tradition of musical performance, and most students play at least one instrument. There are many orchestras, choirs and ensembles. Drama is also an important enrichment activity,





Introduction

with clubs, and major school productions involving many students. Our sports teams are very successful, as are our individual sportswomen. Our students are lively and talented, as well as being academically able, and we try to provide plenty of opportunities for them. They also run a wide range of clubs or societies such as the Law society and Medical society where they invite speakers or present papers themselves. House activities include some distinctly less serious events, which nonetheless challenge student ingenuity. As a girls' school we challenge gender stereotypes and place great importance in presenting our students with a wide range of opportunities beyond the taught curriculum, this includes involvement in many STEM activities and competitions.

In terms of resources and buildings, we have a fine mixture of "traditional", provided by the original main building, and a variety of buildings dating back to different decades of the last century together with some excellent modern facilities, such as the Music and Languages Centres. There is good computer provision, including interactive whiteboards in every classroom. We have some dedicated Sixth Form facilities, a dance/drama studio, and all-weather artificial pitch. We recently created a lecture room where we run a programme of academic lectures.

Governors are highly committed individuals who are generous with their time and the expertise they bring to the School. Parents are very supportive individually or through the Parents' Association, and have, obviously, very high expectations of the School. We have a strong school community, which is friendly and welcoming. We trust our students to behave well, and the atmosphere in the School reflects our high expectations of them in this respect.

STAFF

- ❖ The School currently has a teaching establishment of 43 full-time and 25 part-time staff.
- ❖ There is a non-teaching establishment of 34 Support Staff most of whom are part-time, who support teaching and learning in various capacities.
- ❖ The school operates a no-smoking policy.

THE SENIOR LEADERSHIP TEAM

- ❖ **Headteacher:** Mrs Nicole Chapman
- ❖ **Deputy Head – Curriculum, Planning and Development –** Mr Stephen Lawlor
- ❖ **Deputy Head - Pastoral –** Mrs Maria French
- ❖ **Assistant Headteacher - Head of Sixth Form –** Dr Michael Palmer
- ❖ **Assistant Head Teaching & Learning –** Mr Nicholas Minnican
- ❖ **Business Manager –** Mrs Melissa Mulgrew



Background on Department

The RS department is a popular and successful department within the School. The great majority of students achieve A* or A grades at GCSE and in the Sixth Form most students are expected to achieve grade A or B at A level.

At KS3 students follow a course inspired by the new Essex agreed syllabus; at KS4 all students follow a Core RS scheme with a third of them opting for the full GCSE course. We currently follow both the old and reformed AQA RS syllabus. Sixth Form uptake of the subject is rising and in Year 13 we are in the final year of delivering the old Edexcel Philosophy of Religion and Ethics course. In Year 12 we are now following the reformed OCR course in Philosophy, Ethics and Theology.

The ethos of the RS Department is to empower students to become critical thinkers, good researchers and articulate interlocutors. Where they are studying World Faiths we intend that they learn both about and from religion. Students are encouraged to be philosophers and ethicists rather than merely informed commentators who simply meet examination requirements. Lessons are pitched to stretch the most able within the class whilst supporting those who find the subject challenging. Lessons will often go well beyond the confines of the basic curriculum or examination specification and teachers within the department model excellent subject knowledge and open-minded enquiry. Frequently, those studying RS or Philosophy in the Sixth Form will be looking to study Philosophy, Ethics or Theology at university including Oxford and Cambridge and so teaching and learning reflects this aspiration.

The RS Department is based in the central building of School though teaching may occur in the Sixth Form House for smaller classes. The two dedicated RS classrooms are equipped with SMART boards and projectors, and use of technology and other creative teaching strategies are encouraged.

The RS Department is a member of the dynamic and collaborative Humanities Faculty made up of the RS, Geography and History departments.



Role Description

PURPOSE OF THE JOB

To provide excellent teaching so all pupils achieve their potential within an atmosphere in which pupils feel challenged, valued and secure

To assist the Headteacher and Leadership Team in the overall management and development of the school

DUTIES

The Teachers' Pay and Conditions Document specifies the general professional duties of a teacher. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner

PARTICULAR DUTIES

Under the overall direction of the Headteacher.

Key functions

- Teach subjects allocated, including planning, setting homework, marking and assessment in line with school policies. Engage with school-wide learning initiatives. If appropriate.
- Ensure that excellent teaching and learning takes place in all allocated classes.
- Mark, assess, record and report on pupil achievement and maintain records as required. Maintain accurate records and use assessment data to monitor progress, targets and further action (e.g. SEN, Gifted and Talented, praise and under achievement).
- Contribute to the development of Schemes of Learning, School and Team policies as appropriate.
- Maintain a purposeful, orderly classroom environment including neat storage, learning-centred display and by employing a range of assertive behaviour management strategies
- Undertake specific duties within the Team as delegated after consultation with your line manager
- Attend and contribute to appropriate meetings and professional development activities



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- Meet deadlines for reporting, marking and other assignments
 - Prepare pupils for examinations and take part in standardisation or moderating exercises as required by the Team or examination boards
 - Follow School Policy and support the Leadership Team in the effective operation of the school
 - Undertake the appropriate CPD, including lesson observation, and show its impact on teaching and learning

Other specific duties:

- To engage actively in the performance review process.
- To undertake any other duty as specified in the STPCD not mentioned in the above.
- Whilst every effort has been made to set down the main duties and responsibilities of the post, each individual task to be undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- This Job Description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



Person Specification

It is important that your application should address and evidence each of the criteria of the specification by means of a supporting statement.

Teacher of RS & Philosophy

Skills and Abilities	<ul style="list-style-type: none">• A proven track record as an outstanding classroom teacher• First-class planning, assessment and record-keeping• A proven record of raising standards and of initiating and maintaining innovative curriculum design and delivery• Excellent problem-solving skills• Excellent ICT skills• Highly competent RS & Philosophy teacher• A commitment to celebrating students' achievements, skills and talents, as well as an ability to tackle problems effectively
Knowledge and Experience	<ul style="list-style-type: none">• Excellent subject knowledge• A detailed understanding of all current educational initiatives which apply to the subject• Recent teaching experience (or appropriate training) with secondary age students• An understanding of Health and Safety issues within an educational setting
General Attributes	<ul style="list-style-type: none">• Excellent written and oral communication skills• Strong leadership skills with an ability to develop and maintain positive relationships with students, colleagues and parents• An ability to work effectively under pressure• A commitment to extra-curricular activities and to the school's involvement in the wider community• Good sense of humour• A flexible approach to tasks• A willingness to contribute to whole-school initiatives• A commitment to networking and the sharing of best practice
Professional Qualifications and Training	<ul style="list-style-type: none">• A first degree in a subject relevant to the teaching post;• A DfE recognised teaching qualification• A commitment to the continuing professional development of all members of the Department• A commitment to further professional development



About Chelmsford

Situated just 30 miles northeast of London, Chelmsford is the perfect base, with excellent road, rail and air communications. The A12 runs to the east of the town, meeting the M25 near Brentwood, with London's Liverpool Street railway station, and Stansted Airport 30 minutes away, respectively. From a bustling town centre with excellent shopping and eating facilities, to tranquil villages, unspoilt countryside and coast, Chelmsford is the perfect combination of city and country.

Chelmsford took the top spot in the 2018 Sunday Times Best Places to Live guide. In the guide, which ranks towns on factors including jobs, broadband speed, culture, community spirit and local shops, Chelmsford ranked Best Place to live in the East as it is also home to several excellent state schools, and the Anglia Ruskin University.

Despite redevelopment in the past 30 years, Chelmsford retains many glimpses of its past. It was awarded City status in 2012. Mentioned in the Census of 1086 as two settlements beside the River Can, later joined by a bridge, it became the County town in 1250. The Blackwater and Chelmer Navigation Canal opened in 1797, linking the town to the coast, and the railway came in 1843. Chelmsford is the renowned birthplace of radio; Marconi began broadcasting in 1895, and the city has attracted major names in the business world ever since.

The town centre benefitted from some investment recently with John Lewis, and many more high-class shops located in the new Bond Street.





Subject Leader/Teacher of RS & Philosophy (Maternity Cover)

Required ASAP

Chelmsford County High School for Girls is one of the most successful girls' selective schools in the country. This is, therefore, an ideal opportunity for a well-qualified teacher of Religious Studies to gain experience teaching some of the most motivated and able students in the county.

We are seeking to appoint a graduate teacher, with a holistic view of the subject, to lead the teaching of Religious Studies. You would be required to teach Religious Studies at KS3 & KS4 and for an appropriately qualified candidate there would also be the opportunity to teach Philosophy, Ethics and Theology at KS5, and contribute to the school's Enrichment Programme.

At KS3 students follow a course inspired by the new Essex agreed syllabus; at KS4 all students follow a Core RS scheme with a third of them opting for the full GCSE course. We currently follow both the old and reformed AQA RS syllabus. Sixth Form uptake of the subject is rising and in Year 13 we are in the final year of delivering the old Edexcel Philosophy of Religion and Ethics course. In Year 12 we are now following the reformed OCR course in Philosophy, Ethics and Theology.

Salary: a TLR will be available for a suitably qualified and experienced teacher to co-ordinate and lead the small team.

For application information please visit (www.cchs.co.uk) or contact:

Mrs Hazel Bates

Chelmsford County High School for Girls, Broomfield Road, Chelmsford, Essex, CM1 1RW

Tel: 01245 245729 Email: hbates@cchs.essex.sch.uk

Closing Date for applications: Friday 8th March 2019

Interview Date: TBA

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. The post is subject to an enhanced DBS (previously DBS) Clearance.