

CANDIDATE INFORMATION PACK

Teacher of Design and Technology

Required from: September 2023



Welcome from the Headteacher

Thank you for your interest in applying to join John Hampden Grammar School (JHGS). As a leading boys grammar school in High Wycombe we want to give our students every opportunity to enable them to #BeMore in school and in life. Engaging, innovative and inspirational teaching enables the boys to go to the best Universities and Degree Apprenticeships. All boys have a chromebook and we've embraced Google Classroom so all boys and staff can access the very latest lesson resources and teaching techniques. We had Ofsted in early September and achieved outstanding in every category. You can be assured that working at JHGS will develop your knowledge, skills and career alongside friendly and supportive staff and enthusiastic and able boys.

Everyone talks about the strong sense of community at JHGS. We all look out for each other. The boys' behaviour is always respectful so you will enjoy teaching here. We are recognised as providing some of the best pastoral care in the area with an exceptional SEND department. Boys and parents also welcome the provision of school counsellors and a school nurse. We will never damage the mental health and wellbeing of staff and students for better exam results or a higher position in an exams league table.

Our extensive extra-curricular programme provides boys and staff with some of their happiest and funniest memories of school. Modern Languages, Mathematics and PE have annual trips abroad. We are the 16th best State School for Sport fielding teams in a huge array of sports and regularly winning at regional and national competitions. Over 100 boys take part in our termly music concerts and annual school productions. The Pratchett Debating Society has produced many of the Head Boy and prefect team over the years. Staff have even accompanied boys to Buckingham Palace to collect their DoE Gold Awards. The boys have established an LGBTQY+ group called QandA which meets on a weekly basis and organises an annual "JHGS Community" week. We encourage staff to get involved in extra-curricular activities; it's a great way to build positive relationships with the boys.

JHGS is a great place to work. We've invested over £4m in new teaching facilities and refurbishments throughout the school. Staff and students work together, supporting each other, to #BeMore.

This information pack provides you with an overview of JHGS. On our website www.jhgs.bucks.sch.uk you will find more information and many videos

<https://www.youtube.com/channel/UCG1ANbgSHcn9gbGJV6ls1VA> which can help you see what we're like.

I look forward to reading your application to join JHGS.

Tracey Hartley Headteacher



Welcome from the Head Boy

In my time at John Hampden, teachers have captured my imagination, new sports have caught my attention, different perspectives have inspired me and I have been able to discover my talents. There is a place for everyone to have a chance to explore the passions they have and new interests they discover in class as there are a wide plethora of extra-curricular activities where passion sparks a deeper level of learning.

In addition to being an environment that inspires the growth of cultural capital and soft skills, John Hampden is a nurturing environment for those that need extra support. The takeaway I hold in the highest regard from my career in John Hampden so far is the self-awareness that I have gained and the appreciation I have for those that encourage me has become immense. We have outstanding pastoral care and student welfare where any student can find an open ear and sound advice so students are encouraged to make sure to ask when there is anything they are having trouble tackling on their own.

It is in this environment of care, John Hampden raises young people to become inquisitive, well-spoken and knowledgeable; supports us in finding out what subjects and careers we want to go after, and then equips us with the skills and independence to go after them. Making the most of John Hampden means you will #BeMore. #BeMore: Independent, Ambitious, Excited, Knowledgeable, Resilient.

Caleb Andrews Head Boy



About us

John Hampden Grammar School was established in 1893 as the Schools of Science and Art to support the local furniture industry, before becoming a technical school and finally a grammar school in 1970. There have only been six Headteachers in the history of the school. Miss Tracey Hartley became the first female Headteacher when she was appointed in September 2016.

We're building on our Technical School heritage to prepare the boys for the modern world. We place equal importance on developing the soft skills that they will use in employment and life as achieving their academic potential. Our newly opened Compass Quad reminds the boys every day that making the most of JHGS will enable them to go anywhere in the world; North, South, East or West with a strong moral compass instilled in them over their years at JHGS.

We are a popular school for the High Wycombe community with 1232 pupils on roll. This includes 913 pupils in Years 7 to 11 and 319 pupils in the Sixth Form. JHGS is a multicultural school with boys from many ethnicities speaking a range of languages. The prayer and quiet reflection room is used on a daily basis by staff and students.



Quit Ye Like Men and #BeMore

The school's motto, 'Quit Ye Like Men' is adapted from 1 Corinthians 16: We believe the message, summarised below, makes our motto just as relevant today.

- Quit Ye Like Men
- Be aware of your actions
- Follow your principles
- Be courageous and strong
- Everything you do should be done with love



#BeMore is how we aim to give the boys the skills and aspiration to succeed in life. The #BeMore taglines are embedded in our teaching and visible around school.



Exam Results:

We achieved our best ever set of GCSE and A level results in summer 2022. Attainment at A level was considerably up on the last actual A level results in 2019: A* 8.3% up to 19.8%, A*-A up from 29.4% to 46%. Students secured their Oxbridge places and many went on to study Engineering related degrees, Business and Economics as well as more unconventional course choices included Ancient History, Film Production, Game Design and Development and Football Business and Finance. We have students starting degree Apprenticeships with Goldman Sachs, Williams Formula 1 and Dyson.

Our GCSE results were excellent: 25.6% of results were Grade 9, 50.5% were Grades 9-8 and 89% were grades 9-6. There were outstanding results in Biology (31.4% grade 9, 55.1% grade 8 or 9), Geography (36.0% Grade 9, 67.5% Grade 8 or 9), Mathematics (50.0% grade 9, 70.0% grade 8 or 9), and Physics (35.9% grade 9 and 60.3% Grade 8 or 9).

Alumni:

We have an active alumni and a number of old boys including Heston Blumenthal, Sir Terry Pratchett, Kenton Cool and Simon Burnett to name but a few who have helped change the world, significantly contributing to many areas of life. Today our more recent Alumni return to the school to give University and early career talks such is the strength of the bonds within the JHGS community.

DEPARTMENT INFORMATION:



TEACHER OF DESIGN TECHNOLOGY

This is an exciting opportunity to join a very successful Design Technology department at John Hampden Grammar School. Starting in September, the role would suit a dynamic and experienced Design Technology teacher looking for the perfect opportunity to develop your career or an ECT looking for a friendly and supportive environment to start your career. Design & Technology is taught in our newly refurbished DT block. There are 3 classrooms, 3 workshops, a design studio, Food Technology room and gallery to showcase the fantastic work produced by our hard working boys. You will work alongside 3 highly experienced teachers and 2 Technicians, all willing to share resources and work collaboratively.

Throughout Key Stage 3, GCSE and A level we aim to deliver the curriculum in a progressive spiral sequence to build on students' knowledge and understanding year upon year. The curriculum is based on a wide range of creative activities that develop skills in research, observation and empathy. Students are encouraged to form cross curricular links with other subjects such as business, art, science and maths to develop a more creative and innovative approach to designing.

Our teaching enables students to develop knowledge and recall it through the development of technical skills in the form of visualisation and realisation of ideas and information, through drawing, computer-aided design, working with physical materials and prototyping. Where possible, an understanding of current and emergent means of production and manufacturing is also developed.

The curriculum is extended through co-curricular activities that utilise the skills of staff members in the department through various clubs (e.g. jewellery club and bicycle maintenance club). Furthermore, students are encouraged to undertake independent project work with access to the workshops being available every lunchtime.

KS3:

Three lessons of Design and Technology/Food Technology are taught over the two week timetable to Year 7 and Year 8 students. There are frequent opportunities to undertake practical work and put developed knowledge and skills into practice. We provide our students with regular opportunities to design and make products that solve real and relevant problems within a variety of live contexts.

GCSE:

At GCSE, students have the opportunity to study either Design and Technology (OCR J310) or Food Preparation and Nutrition (AQA 8585). Four lessons are taught over the two week timetable in Year 9 and Year 10. This is extended to five lessons for Year 11 students.

A level:

At A level, students have the opportunity to study either Product Design (OCR H406) or Design Engineering (OCR H404) with 8 lessons running over the two week timetable. These courses equip our students with 21st century skills to empower impact and change. We give them the opportunity to think about industrial developments and technological advancements, environmental and economic factors, the role of sustainability and ethics in design, demographic change and sociocultural influences around the world.

GCSE and A level results in 2022:

GCSE:

%	9	9-8	9-7	9-6
2022	6.5	19.4	55	82

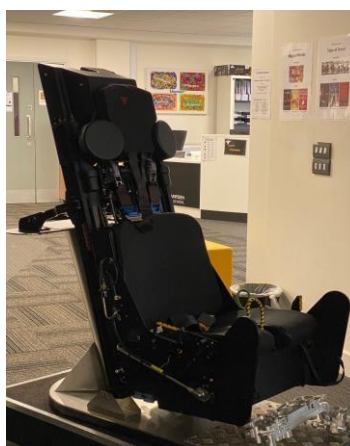
The first GCSE Food Technology cohort will sit the exam in summer 2023.

A LEVEL:

%	A*	A*-A	A*-B	A*-C
2022	11.1	22.2	78	89

Extra Curricular and Educational Visits:

Royal Navy Masterchef workshop. Jack Blumenthal cordon bleu cooking workshop. Visits to the Mini Factory, Ercol Furniture and Martin-Baker ejector seats. Exhibitions at the Furniture Makers Company Livery Hall.



JOB ADVERT:

Salary: Teachers Main or Upper Range. A Recruitment and/or Relocation allowance can be considered for suitable applicants who apply directly, not via an agency.

This is an exciting opportunity to be a member of a supportive and dynamic department in an outstanding school. You will teach Design Technology at all levels including GCSE and A Level.

This is a high achieving department which works collaboratively. The post will suit an experienced teacher wishing to work with a group of vibrant teachers passionate about Design and Technology.

You will:

- Be an outstanding teacher, passionate about your subject

- Have the knowledge, experience and ambition to teach across the secondary age range
- Lead by example and act as a positive role model to students
- Be a reflective and innovative practitioner, keen to use technology to maximise learning opportunities
- Be committed to the development of young people
- Have effective communication skills with the ability to inspire students

Have a positive, can-do attitude

- Be committed to safeguarding and promoting the welfare of children

We offer:

- Motivated and ambitious students who will work hard and achieve highly
- A friendly and supportive team of teachers and support staff
- Exceptionally well-resourced facilities
- A commitment to professional development

Salary: Teachers Main or Upper Pay Range dependent upon experience (a recruitment and relocation allowance may be available for candidates who apply directly).

If you feel you have the skills and commitment to support us in getting the best from our students, then we would love to hear from you. Interested candidates are most welcome to visit the school and visits can be arranged through the school office (office@jhgs.bucks.sch.uk) or look at the videos on our [website](#)

Further details including a job description, person specification and an application form are available on our website (www.jhgs.bucks.sch.uk). To apply, please complete the JHGS Teaching Staff application form and send it for the attention of Miss T Hartley, Headteacher, to HR@jhgs.bucks.sch.uk or complete the online form on the TES website.

How to apply: Interested candidates can find out more about our school by visiting our YouTube channel <https://www.youtube.com/channel/UCG1ANbgSHcn9gbGJV6ls1VA> school website: <https://www.jhgs.bucks.sch.uk/> or take a look at our Instagram: @johnhampdengrammarschool.

Our Candidate Pack and JHGS Teaching Staff Application Form are available on our website (www.jhgs.bucks.sch.uk). Please return your completed JHGS application and any supporting documents for the attention of Miss T Hartley, Headteacher, HR@jhgs.bucks.sch.uk

Applications to be received by 16th January 2023 at 9 a.m. with interviews being held shortly thereafter.

The school reserves the right to change these dates, and to close the vacancy at any time, so early application is advised.

JOB DESCRIPTION

Salary: Teachers Main or Upper Pay Scale

Reports to: Head of Design Technology

Key Functions:

- To plan, develop and deliver high quality lessons that enthuse pupils with a desire to learn and understand Design and Technology
- To foster enjoyment and satisfaction in the study of Design and Technology by pupils
- To develop the subject of Design and Technology across all Key Stages
- To maintain and build upon the Teachers' Standards ensuring that all pupils can meet their potential
- To safeguard and promote the welfare of all pupils

Key Accountabilities:

Teaching and Learning:

- Manage pupil learning through effective teaching in line with the department's scheme of work and JHGS policies
- Ensure consistency and progression in all teaching
- Use a variety of methods and approaches to match lesson objectives to student needs ensuring equal opportunity for all pupils
- Set homework in accordance with JHGS homework policy and encourage pupils to take responsibility for their own learning
- Support individual learning by planning work with appropriate challenge and monitoring and reviewing pupil outcomes regularly
- Work with colleagues to improve the quality of teaching
- Set high expectations for all pupils to deepen their knowledge and understanding and to maximise their achievement
- Use positive behaviour management techniques in an environment of mutual respect that allow pupils to feel safe and secure and promotes pupil self-esteem
- To perform the duties of a form tutor as directed by the Senior Leadership Team.

Monitoring, Assessment, Recording, Reporting and Accountability:

- Be responsible for the processes of identification, assessment, recording and reporting for pupils in your lessons
- Track pupil progress, monitoring achievement and take appropriate action on pupil outcomes
- Assess pupils' work regularly and use results to inform future planning and teaching

Subject Knowledge and Understanding:

- Have thorough and up-to-date subject knowledge and understanding
- Keep up to date with research and development in the subject area
- Contribute to the effective use of subject resources
- Keep up to date with technological advances and use this to enhance teaching and learning

Professional Standards and Development:

- Be a role model to pupils
- Begin and end lessons on time
- Be aware of JHGS policies
- Establish effective working relationships with teaching and support staff
- To attend relevant Parents' Evenings
- In conjunction with your manager, take responsibility for personal professional development
- To attend staff meetings and INSET training as directed
- Use 'gained time' to revise teaching and learning materials in readiness for the new academic year
- Maintain a portfolio of evidence to support the JHGS Appraisal Review process

Health and Safety:

- Be aware of the JHGS Health and Safety policy and act in accordance with it
- To take responsibility for personal Health & Safety ensuring that all accidents and near misses are reported.
- Have an understanding of visits' procedures and the relevant actions to take when planning activities

Other Responsibilities:

- To be aware of and to execute effectively the postholder's responsibility for promoting and safeguarding the welfare of young people with whom he/she is likely to come into contact
- To ensure the development and progression of equality within the sphere of responsibility of this post and the fair and equal treatment of all colleagues and clients
- To maintain confidentiality at all times
- To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

Whilst every effort has been made to explain the main duties and accountabilities of the post, each individual task undertaken may not be identified hence this is not an exhaustive list of duties. Employees will be expected to comply with any reasonable request from the Headteacher or Head of Department to undertake work of a similar level that is not specified in this Job Description.

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties.

John Hampden Grammar School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS disclosure will be requested for the successful candidate in accordance with Safeguarding Children and Safer Recruitment in Education legislation.

PERSON SPECIFICATION

Essential Qualities

Qualifications and Experience

- The successful candidate will be a specialist in Product Design. The potential to deliver Product Design up to KS5 would be desirable. You are likely to have a degree in engineering, material science or Design Technology.
- QTS (prior to commencement of employment)

Knowledge/Skills

- A passion for teaching Design and Technology and ability to deliver this as a core and examination subject
- An enthusiasm for teaching and a genuine interest in promoting Design and Technology within school and community contexts.
- Understanding of self-evaluation
- Willingness to be involved in extra-curricular activities
- Evidence of sound skills in ICT/digital learning and an awareness of how to maximise its use to aid learning
- Attention to detail
- Ability to prioritise workload and show initiative in dealing with day-to-day situations
- Problem solving skills including the ability to apply diplomacy and tact when appropriate
- The ability to remain calm and composed under pressure
- Excellent interpersonal skills with the ability to communicate effectively with pupils, parents, staff and the wider School community

Personal Qualities

- A firm belief in the potential of every pupil
- Patient with a good sense of humour
- Willingness to learn new skills and undertake training as required
- Reliable team player who is willing to make a full contribution to the department
- Ability to see change as an opportunity
- A commitment to high standards in personal work
- Smart personal appearance
- Understands and is willing to uphold the values of John Hampden Grammar School

Desirable Qualities

- Experience of teaching in a British secondary school system

Knowledge/Skills

- The ability to offer a second subject at KS3 level and or beyond
- Ability to effect change
- Evidence of helping students fulfil their academic potential
- Innovative approaches to learning

Working with children and young people

In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with young people
- Ability to form and maintain relationships and personal boundaries with young people
- Emotional resilience in working with the challenges that teenage boys can present

You can #BeMore at JHGS

Why you will enjoy being part of our school community

In addition to our hard working and rewarding students, by joining JHGS you can also look forward to:

- Welcoming, friendly and supportive colleagues
- An excellent induction programme
- Staff Buddy System
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff
- Feedback and marking policies maximising student progress whilst managing staff workload
- Additional non contact hours for all teachers
- Excellent in-house and external CPD opportunities
- Positive Behaviour Policy and an outstanding Pastoral Team
- Supportive and appreciative parents
- Highly experienced SEND department to help and support you and the boys
- The opportunity to go on and lead Educational Visits in Britain and abroad. In recent years staff have been to India, Valencia, Porto, Berlin, Austria but alas

Barbados got cancelled due to Covid...

- The school canteen is open from 8 am throughout the day serving a range of hot and cold food, salads, sandwiches, cakes and desserts
- Free parking on site
- Cycle to Work scheme
- 20% discount on membership to the excellent Wycombe Sports and Leisure Centre opposite the school
- www.placesleisure.org/centres/wycombe-leisure-centre/
- Membership of the TeacherPension Scheme
- Childcare Voucher scheme
- optional Mindfulness and HIT sessions for staff
- Access to Education Support: An Employee Assistance Programme
- “Prosecco(chocolate)” moments awarded termly, long service financial reward
- Staff Social Events; book club, parties, sports, tea, coffee and cakes

And don't forget our boys! They're the ones who will make you laugh every day and give you memories of JHGS that you'll treasure forever.



How to Apply:

To apply for this post please complete the relevant application form available from our website (<http://www.jhgs.bucks.sch.uk>). In addition to completing an application form, candidates should write a double sided A4 letter outlining how their skills and experience can contribute to the future of JHGS.

Applications will only be accepted from candidates completing a JHGS Application Form in full, available from the school's website or online via TES.

CV's will not be accepted in substitution for completed application forms. CV's may be submitted in addition to the application form in order to supply additional background information. Applications from agencies will not be considered. All information within your application will be treated confidentially.

Completed application forms can be:

· Sent by email to: hr@jhgs.bucks.sch.uk

· Posted to: Miss Tracey Hartley
Headteacher
John Hampden Grammar School
Marlow Hill
High Wycombe
Buckinghamshire
HP11 1SZ

Safeguarding

JHGS 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.

Equal Opportunities

JHGS 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.

Key Dates:

Applications should be made by 16th January 2023 at 9 a.m. and interviews will be held shortly thereafter.

Candidates who do not receive a response should assume their application has been unsuccessful on this occasion.

Contact details:

Tel: 01494 529589

E: HR@jhgs.bucks.sch.uk

Visit our website at www.jhgs.bucks.sch.uk

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Instagram:

[@johnhampdengrammarschool](https://www.instagram.com/johnhampdengrammarschool)