SANDBACH SCHOOL
OPPORTUNITY, ACHIEVEMENT, EXCELLENCE



Application Pack for the post of

Teacher of English

Full-Time, Permanent

Teacher of English (Full Time, Permanent)



Thank you for your interest in the above post. . . . .

Sandbach School is an 11-16 Comprehensive School for boys that has a co-educational Sixth Form. In September 2011 Sandbach School became one of the first 24 Free Schools, directly funded by the DfE and working autonomously from the Local Authority. It serves the communities of Sandbach, Haslington, Elworth and surrounding parishes in Cheshire East.

The school provides an inclusive education which goes well beyond curricular provision: blending traditions with innovation via both Year cohorts and a House system; prefects and a rigorous “colours” system; peer-mentoring and a strong pupil voice in an active School Council; Commemoration Day and Awards Ceremonies.

The range of extra-curricular provision is outstanding, encompassing sport, the Arts, Combined Cadet Force and myriad clubs and activities. Extra-curricular relations are used positively to enhance in-class dynamics.

We seek to recruit teaching staff with a philosophical commitment to outstanding comprehensive education both inside and outside the classroom. It is our belief that progress in all aspects of learning is affected by the quality of relationships forged within the school community, and that such relationships are unlikely to be maximised solely through the teaching situation.

Having received a “Good” judgement in all categories from Ofsted in November 2014, we are ambitious to become an Outstanding School. We recognise the entitlement of all pupils to a high quality and equality of experience, provision, care and support. To that end we endeavour to marry all that we see as best in education development with all that is desirable from the traditions of our past.

Thank you for your interest in a position at Sandbach School. I hope you will be enthused by what you read. If your experience and qualifications match our job specification, and if your philosophy of education stands comfortably with the expectations of the School, particularly in terms of providing added value outside the classroom, then I warmly invite your application.

Sarah Burns
Headteacher

Sandbach School and the community

There are currently 1255 students on roll at Sandbach School (248 in Sixth Form)

The School is one of two single sex High Schools serving the educational needs of Sandbach and its surrounding area.

Sandbach is a pleasant, thriving and expanding market town of around 15,000 inhabitants situated within minutes of the M6. Its traditional employment base was engineering (Fodens and ERF Trucks, with movement towards British Rail and Rolls Royce/Bentley in Crewe). In recent years those industries have declined and numerous service industries have prospered and the geographical situation of the town has attracted a growing commuter population. Stoke on Trent can be reached within 20 minutes, Manchester City Centre within 40 minutes.

The town enjoys a strong community identity and within this Sandbach School is well supported; many families have current or historic links with the School. The local Rugby Club – Sandbach RFC – was formerly the Old Sandbachians, while past and present pupils provide much of the support for the local hockey, soccer and cricket clubs. The Old Sandbachians Association enjoys considerable community standing and meets regularly both locally and in London. Community expectations of the school are high.

Applicants from outside the South Cheshire area will discover a range of housing of all types available, with opportunities to live in the larger local towns (Congleton, Nantwich, Alsager, Holmes Chapel, Crewe and Newcastle), in small villages, or in rural isolation. South Cheshire and the neighbouring areas of North Staffordshire and Shropshire offer an enviable quality of life with a richness of social, cultural and recreational provision.

School History



Although Sandbach School was founded in 1677 as a Parish Charity, its present site near to the centre of town was not occupied until 1849, when George Gilbert Scott designed the impressive buildings which form the façade of the present and much extended School. Building has continued at regular intervals, most recently in 2012 with the opening of a new extension to our Sixth Form Centre.

The School operated as a Charitable Boarding and Day institution completely independent of Cheshire County Council until 1955, when the two parties entered into a unique agreement whereby the independence and charitable status of the School were guaranteed, but the School was to operate as the day grammar for County boys in South Cheshire.

In 1979, a re-negotiated Agreement saw the School accept an all-ability intake from a defined area of South Cheshire. We now have a clear comprehensive ethos supported by all employees, and our curriculum and pastoral provision reflect this. A further negotiation of the Agreement in 2006 strengthened the ties between the LA and the School, allowed for increased admissions at Year 7 and in the Sixth Form and secured the School's long-term future.

In 2011, we became a Free School/Academy which enabled us to gain direct funding from the DfE. We operate as an academy in line with many other Cheshire East schools.

Sandbach School is fully committed to working in partnership with schools and community groups. Local partnerships include being an integral part of the Chimney House Alliance (a formal collaboration of 14 secondary schools in East Cheshire), as well as the Sandbach & Haslington Education Improvement Partnership across the two Sandbach Secondary Schools and their feeder primaries. International partnerships range from Fukien High School in Hong Kong to Leibniz Oberschule in Berlin. Genuine, long-term partnerships within the Arts range from the National Theatre in Drama, to Manchester Metropolitan University in Art and to Salford University in Music.

Sixth Form

Sandbach School Sixth Form is a dynamic and vibrant place where students are given the freedom and opportunities to develop as individuals as they make important steps towards Higher Education or employment.

Our Sixth Form has a tradition of balancing academic excellence with the best extra-curricular and leadership opportunities thus helping students to make the most of their time here. They are supported and guided along the way by dedicated and experienced staff who are there to provide them with the best possible experience.

Sixth Form Facilities



We have a purpose built Sixth Form Centre which includes a cafeteria, private study area and mezzanine study zone. There are also two dedicated sixth form seminar rooms where students are well served by technology, with a PC suite and a bank of laptops for research and study purposes.

The Sixth Form Centre allows our students to enjoy their own dedicated facility whilst still being part of a thriving school environment.

Mission and Values

The core values of Sandbach School are those embodied in the School's motto and crest displayed on all uniform badges and school documentation. Such values are known, understood and should be practised by all members of the Sandbach School Community.



The Latin motto "Ut Severis Seges" broadly translates as "As you sow, so shall you reap" or the more you put into school life, the more you will get out of it. The crest of the Cheshire wheatsheaf suggests that care, nurturing and commitment are needed to achieve a harvest of quality. Applying both concepts to an all-boys comprehensive school, the values which the motto and crest encapsulate are:

- Commitment to excellence in all aspects of school life – "working hard and playing hard".
- Respect for self and others, combined with a responsibility and caring for all members of the school and its wider community.
- Integrity, honesty and open-ness in how every member of the school community operates.
- Encouragement of all to be creative, innovative and able to take initiative in order to develop every individual beyond their perceived potential.

Such values are regularly communicated, reinforced and celebrated in assemblies, performances, fixtures, formal documentation and the School's website.

Extra Curricular

The school runs an extensive programme of extra-curricular activities. Many activities change each term and information is regularly updated on our website.

XTRA
#GetInvolved

At our most recent inspection Ofsted commented:

"The school's record of sporting prowess and pupils' strong cultural development has been sustained through a rich variety of extra-curricular activities. Those pupils that do not enjoy sports as much can access a wide range of clubs that take place regularly. These include drama club, band practice and the science, technology, engineering and mathematics (STEM) club." Ofsted 2018

Please take a look at our website for a further insight into Sandbach School www.sandbachschool.org

We aim to develop the compassion, aspiration and resilience of each student. When they leave us we want them to be at ease with themselves, to have a sense of self-worth, to have developed their talents and abilities and to be a valuable member of society.

The English Department

The department consists of 11 English teachers, including the Curriculum Leader. The department is also supported by a dedicated HLTA. All members of staff work from their own classroom. Since the start of the 2016 2017 academic year the department has been partly refurbished, with the school investing in a new teaching area, new staff work area and a departmental office.

The department has eight well-equipped specialist teaching rooms all with either state of the art TVs/ interactive whiteboards and projectors. With strong links to the Learning Resource Centre and literacy development placed at the heart of the curriculum, the department is seen to be fundamental to the success of the school.

At Key Stage 3 (Years 7 and 8) all boys are currently taught in mixed ability groups – 8 periods per fortnight. All boys have one lesson a week to focus on skills and reading. The subject is taught within a structured framework of units, which are closely aligned to the National Curriculum in both content and assessment. The department has also been at the forefront of recent approaches to cross-curricular Literacy developments and developments in Learning and Teaching including the Accelerated Reader scheme and a national FLASH marking initiative.

At Key Stage 4 (Years 9, 10 and 11) all pupils follow the AQA specification syllabus in both English Language and English Literature. Teaching is organised into sets to facilitate this. The two GCSEs are taught totally separately.

At Key Stage 5, the department offers AQA English Language and Edexcel English Literature. English at Sandbach School is a thriving and forward thinking subject, which has attained excellent results at Key Stage 3, GCSE, 'AS', and 'A' levels. It is a popular choice at 'A' level in Language, and Literature.

The department is working hard to ensure high quality schemes of work are in place to support the team, providing the tools to ensure teachers can deliver the exciting and dynamic teaching environments the school strives to create. Within these schemes of work standardised homework tasks are embedded, as are assessment tasks, which have been scheduled to ensure teacher workload remains manageable. As a member of the international Boys School Association we are active in exploring all strategies that enhance Boys education and regularly network with other similar schools to find and share best practice in the classroom.

The CPD program at Sandbach is of the highest standard providing teachers with the facilities and opportunities to develop their pedagogy throughout their careers. Many staff have followed CPD routes allowing them to gain certification as 'Outstanding teachers' or attend step up to middle / senior management programs.

Progress and Attainment for our students continues to be a high priority for the school and both English and English Literature GCSE and A level results demonstrate the excellent work that goes on in the classroom. The school routinely achieves significantly higher A*-C grades than the national average. Progress for Boys at GCSE is an area which we have identified as a key priority in our journey from 'Good to Great'.

Job Details – Teacher of English MPS

The School is looking to appoint a well-qualified, enthusiastic and dynamic teacher, who is able to work within a department characterised by its friendliness, co-operation and dedication.

As a teacher you will be able to:

- teach all aspects of English up to GCSE.
- set the highest standards for yourself and those you teach.
- continue the department's culture of Learning and Teaching innovation.
- integrate the use of ICT in a variety of ways into your teaching.
- share good practice and resources with other members of the department.

In addition the opportunity to contribute to the teaching of A-Level Language or Literature exists for a suitably experienced and qualified candidate.

Job Description for Main Scale Teacher

Responsible to: Curriculum Leader

Core purpose: To facilitate inspirational learning

Main Responsibilities:

- To implement and deliver relevant and differentiated learning for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/Form Tutor.
- To contribute to raising the standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Key Tasks:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and the department.
- To contribute to the curriculum area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To maintain appropriate records and to provide relevant, accurate and up-to-date information for SIMS, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.
- To communicate effectively with the parents of students and external agencies, as appropriate.
- To take part in marketing and liaison events with partner schools.
- To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a pastoral leader to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Involvement in Extra-curricular and House activities.

Person Specification

Criteria	Requirements
Qualifications	• Good degree in English • QTS • Excellent subject knowledge to challenge and inspire all students • Ability to teach A level is an advantage
Experience	• Proven record within a department for facilitating outstanding learning and progress in English or NQT with the potential to be outstanding.
Skills and Aptitudes	• A passion for teaching • Ability to engage and motivate students of all abilities across all key stages • Excellent ICT skills including use of new technology to enhance teaching and learning. • Excellent classroom management skills • Ability to work collaboratively and creatively to develop the English Curriculum. • Willingness and initiative to try new approaches and ideas • A positive attitude towards professional development and self-learning • Excellent time management
Other requirements	• Willingness to lead and contribute to extra-curricular activities • Excellent punctuality and attendance record • Commitment to further developing own professional knowledge, skills and experience

How to Apply

Please download and complete our application form from our website and e-mail your completed application to headteacher@sandbachschool.org together with a supporting letter of no more than 2 sides of A4 detailing how you fulfil the requirements of the post. In order to promote fairness and consistency amongst applicants, only application forms fully completed will be accepted (please note that CVs will not be accepted).

Closing date for application is: 8.00 a.m. Monday 21st October 2019



Sandbach School, Crewe Road, Sandbach, Cheshire, CW11 3NS, Tel: 01270 758870, E-mail: enquiries@sandbachschool.org