

PINNER

HIGH SCHOOL



COVER SUPERVISOR

CANDIDATE INFORMATION PACK

2021/2022

Inspiring Learning



Shortlisted
Secondary school of the year



INVESTORS IN PEOPLE™
We invest in wellbeing Gold



Dear Applicant,

I could not be more excited about Pinner High School, past, present and future. We have much to celebrate: our first set of GCSE results were 24% above the national average for top grades 9-7, we have just finished an £18 million refurbishment programme and we were 1 of just 8 schools nationwide shortlisted for the 2020 TES Secondary school of the year award.

I am now looking for more exceptional colleagues who can make Pinner High School even better. Our opening five years were a great success, with very positive feedback from students, staff and parents. They all rated us 'Outstanding' in all categories at the end of our first year. Ofsted rated us 'Outstanding' in all categories in summer 2019. Most important of all, we have happy students who are keen to learn and lead a busy and active secondary school life.

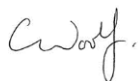
We have strong foundations but you will bring a fresh perspective to our school to lift us to new heights and help us meet new challenges. We have grown quickly to over a thousand students across Years 7-12, but we still have plenty of areas we are still developing, especially as our Sixth Form continues to grow. You will need to ensure our students continue to make exceptional levels of progress and receive first class pastoral care, with access to the highest quality enrichment activities: everything that is involved on our school motto 'Inspiring Learning' that makes our school an excellent, inclusive one for the whole community. We are 'Stonewall School Champions', have the Silver Arts Mark and 'Green Flag' Eco Schools Award. You will need to be proactively supportive of these programmes.

Whilst setting up Pinner High School is immensely rewarding, growing a new school is certainly challenging. Now open for five years, roles at Pinner High School are demanding and they will expand your professional horizons. You will need to embrace this variety and inspire others to do the same. I call our first group of students the 'Trailblazers', and you will need the same pioneering mindset. I am well aware that no matter how strong the foundations, an organisation is only as good as its people. The Pinner High School that we continue to build together is one where colleagues are valued for the contributions they make to the lives of the young people we serve, and are recognised for the opportunities they provide for our students. Well over a thousand people have applied to work at the school since it was established, and I have exceptionally talented and hardworking colleagues. Continuing Professional Development is a key element of our motto 'Inspiring Learning' as we always strive to be the best we can. We achieved the Investors in People Health and Wellbeing Award in our first year of opening, and on our reaccreditation jumped an extra level to Gold status. New members of staff will share a commitment to a healthy work-life balance.

I am looking for colleagues who embody the Pinner High School Values in everything they do. The 'unfinished' Pinner High School is as exciting a workplace as you can imagine, at the most oversubscribed school in Harrow, in one of London's most brilliant boroughs. Opportunities like this need to be seized.

If Pinner High School sounds like it is right for you, complete the application form in full and submit a personal statement, of no more than two sides of A4. In your personal statement explain why you want to work with us and why you are the best person for the role. Applications must be emailed to careers@pinnerhighschool.org. Please include your name and the post you are applying for in the subject line of the email and in the file name with which you save your application.

I look forward to hearing from you.



Chris Woolf
Headteacher

Cover Supervisor

Reports to:	Cover Manager
Start date:	1 October 2021 (or shortly thereafter)
Salary:	H4, point 9; £23,825 FTE per annum; £19,767 pro rata (based on working 36 hours per week over 38 weeks)
Hours:	Full time or part time
Contract:	Permanent
Closing Date:	21 st September 2021 at 9am
Interview date:	27 th September 2021

We encourage you to read our website carefully and familiarise yourself with our prospectus, this candidate information pack and the application form for the post.

Pinner High School opened in September 2016 with 150 Year 7 students. We will admit 180 Year 7 students each year; so having 900 Year 7 – Year 11 students. Our onsite sixth form, for up to 250 students, has just opened and admitted our first cohort of Year 12 students for 2021/22 with a full complement of year groups commencing in 2022/23. Alongside this, there are 12 additional places for students with Autistic Spectrum Disorder. Pinner High School is located on Beaulieu Drive, HA5 1NB.

Pinner High School is part of The Harrow Academies Trust, a multi-academy trust established by the seven secular high school academies within Harrow. Our high schools, together with Whitmore High School (which is a community school maintained by Harrow Council), have a strong track record of collaboration, including establishing Sixth Forms, the age-of-transfer that saw Year 7 join high school (instead of middle school), academy conversion in 2011, and establishing The Jubilee Academy (an alternative provision free school) in 2013.

The Harrow Academies Trust also includes Harrow View Primary School, which is a primary school that will be constructed as part of the major housing / regeneration project in Harrow on the site of the current Kodak site.

The following job description is not necessarily exhaustive; it will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the post holder.

While this post is expected to be based predominantly at Pinner High School it may involve work with, and at all schools within, the Trust as the Trust develops.

INTRODUCTION

At the heart of a successful school is the provision of high quality teaching and learning, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development and well-being. All colleagues play a key part in this provision by a commitment to the school's ethos, by working effectively in administrative teams for the benefit of our students. In this way, s/he assists the school in reaching its targets and objectives.

Recruitment and hiring during COVID-19:

Despite the challenges we face, recruitment and hiring will continue for all Harrow Academies Trust vacancies with as little disruption as possible over the coming weeks and months. This is for all senior, teaching and support staff appointments. Applications will still be reviewed and interviews conducted in a timely manner, although interview activities may vary. We will still conduct face to face interviews where possible, and will abide by social distancing protocols such as no hand-shaking, using large meeting rooms, etc. Candidates will be given the option to interview via online video if you cannot attend in person - this can be discussed if your application is shortlisted.

If you have any queries or concerns, please get in touch via careers@pinnerhighschool.org

JOB DESCRIPTION:

CORE PURPOSE

- To cover lessons for absent teachers.
- To facilitate and encourage learning which promotes all students reaching their potential.
- To embody the Pinner High School Values and 'Inspiring Learning'.

KEY RESPONSIBILITIES

- To be committed to and to promote the school's vision, aims, objectives and values.
- To maximise the progress of learners under your direction
- To contribute to effective personalised provision by taking practical account of diversity
- To support learners in accessing the curriculum in accordance with the Special Educational Needs Code of Practice and disabilities legislation
- To contribute to the planning and preparation of learning activities
- To plan their own role in learning activities and how they will support the inclusion of children and young people
- To devise clearly structured activities that interest and motivate learners and advance their learning
- To contribute to the selection and preparation of resources suitable for students' interests and abilities
- To monitor learners' responses to activities and modify the approach accordingly
- To monitor learners' progress in order to provide support and feedback
- To support the evaluation of learners' progress
- To promote positive behaviour and respond appropriately to situations that challenge equality of opportunity
- To advance learning when working with individuals, small groups and whole classes

- To update the maintenance of records and information systems, on behaviour, attendance and other related issues, both computerised and manual, with due regard for data protection and confidentiality
- To contribute to safeguarding children and keep up to date with the latest procedures and regulations and ensure attendance at appropriate INSET training, meetings, and suchlike
- To work co-operatively and support the School's Professional Review system
- To update and maintain records and information systems, on behaviour, attendance and other related issues, both computerised and manual, with due regard for data protection and confidentiality.
- To contribute to safeguarding children and keep up to date with the latest procedures and regulations and ensure attendance at appropriate INSET training, meetings, and suchlike.

NOTES

The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

All postholders are expected to be aware of and comply with policies and procedures relating to health and safety and security, confidentiality and data protection, reporting all concerns to the Headteacher and/or Line Manager as appropriate; ensure compliance with your responsibilities as laid out in the Pinner High School Equal Opportunity Policy and take an active role in promoting equality and diversity; promote the school's policy on behaviour and punctuality for learning, and a commitment to providing a caring and stimulating environment and improving standards for all pupils within the school.

The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post.

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust. All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. Successful applicants will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

Reasons to work at Pinner High School:

- A friendly, respectful and collaborative environment.
- The opportunity to work with a number of skilled professionals.
- The opportunity to contribute to extra-curricular activities as part of the 'Heads Challenge' scheme; our own Duke of Edinburgh style award.

- The opportunity to work with independent, resilient pupils who take pride in their community and themselves.
- Excellent CPD opportunities including schools within the Trust across the Borough.
- A collaborative approach to building a new school community.

Benefits:

- Continuous professional development;
- Employee Assistant Programme;
- Contributory pension scheme;
- Paid lunch break duty with free lunch whilst on duty;
- Subsidised meals;
- Free tea and coffee;
- Onsite parking
- Gym access;
- Brand new facilities;
- Free eye care voucher;
- Salary sacrifice scheme for Cycle to work.

Application process:

If Pinner High School sounds like it is right for you:

- Download the application (<https://www.pinnerhighschool.org/news/?pid=0&nid=5>), complete and email to: careers@pinnerhighschool.org
- Submit a personal statement explaining why you want to work with us and why you are the best person for the role.
- CVs strictly not accepted.

For more information about our safeguarding policies, please visit our school website:

<http://www.pinnerhighschool.org/page/?title=Safeguarding&pid=44>

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. All offer of appointment are subject to an enhanced Disclosure and Barring Service (DBS) check.

If you have any questions or queries, please contact careers@pinnerhighschool.org or call 020 3096 0769

The school reserves the right to appoint at any stage of the recruitment process; early applications are encouraged.

PERSON SPECIFICATION

Education, Qualifications and Training	Essential	Desirable	How Identified
Maths & English Grade C or above GCSE (or equivalent)	Yes		Application
Degree or professional qualification		Yes	Application
Experience	Essential	Desirable	How Identified
Experience of working with young people	Yes		Application Reference Interview
Previous experience of working to support students in an education environment		Yes	Application Reference Interview
Experience of working with data systems and on line materials and a knowledge and understanding of data security		Yes	Application Reference Interview
Experience of working with a range of stakeholders in a service environment		Yes	Application Reference Interview
Knowledge, Skills and Abilities	Essential	Desirable	How Identified
Ability to engage constructively with, and relate to, a wide range of young people from different backgrounds	Yes		Reference Interview
Ability to work independently and, at the same time, understand the value of team work and the overall strategy of the department, for the benefit of young people	Yes		Application Interview
Demonstrates great communication & interpersonal skills	Yes		Interview Reference
Demonstrates an ability to quickly establish positive working relationships with students, staff, parents and a wide range of people from within and outside the school	Yes		Application Reference Interview
Demonstrates an ability to handle difficult situations with sensitivity, confidentiality and discretion at all times, combined with a calm personality, a practical approach and sound judgement	Yes		Reference Interview

Ability to be a good role model to young people – demonstrate and promote positive values, attitudes and behaviour	Yes		Reference Interview
Demonstrates an ability to maintain a non-confrontational approach	Yes		Reference Interview
Good basic IT proficiency	Yes		Application Interview
Other Requirements	Essential	Desirable	How Identified
Enthusiasm, energy and commitment	Yes		Reference Interview
High expectations of all young people, respect for their social, cultural, religious & ethnic background, and a commitment to raising the achievement & self-esteem of all young people	Yes		Application Interview
A commitment to safeguarding & promoting the welfare of children and young people	Yes		Application Reference Interview
A willingness to undertake additional training, keep up-to-date with developments and changes in good practice	Yes		Interview
Awareness and adherence to relevant health & safety regulations and a commitment to equality of opportunity	Yes		Application Interview

Sept 2021