



Dronfield Henry Fanshawe School

Green Lane, Dronfield, S18 2FZ

Headteacher: Mr M. J. Cooper



Recruitment Pack



Contents Page

- Letter from Dronfield Henry Fanshawe School (DHFS) Headteacher, Martyn Cooper
- School Vision and Core Principles
- DHFS Curriculum Statement
- Child Protection and Safeguarding Policy
- Explanatory Notes
- How to Apply

Letter from Mr Cooper

Dear Colleague,

I write to thank you for your interest in a post at our school and to provide further background regarding the post and the application process. I hope that the information provided will give a flavour of what we are aiming to achieve and enable you to determine whether we are the school for you at this stage of your professional development and you are the colleague for us. If you decide that this is the case, I will be delighted to receive an application from you. If not, then may I thank you for your interest in our school and wish you well in the future.

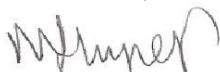
As a school we are committed to excellence in all aspects of our work with young people and as such, we are seeking a colleague who will join a strong team working to continue to bring our vision of success with care to fruition. We are committed to education as a vehicle for the holistic development of young people and to delivering our vision, core principles and curriculum statement. We live out our philosophy on a daily basis and at DHFS every person matters. We offer a comprehensive induction programme to all newly appointed staff along with tailored development programmes for staff at all levels within the school.

We expect colleagues to play a full part in the life of our school, to commit to the organisation and the people within it and to have due regard for accountability, aiming to be the best we can be in all that we do.

I hope that you will wish to submit an application. We would be happy to provide any further details you may require. In addition, the school website contains useful information about the school. Please do not hesitate to contact us for an informal discussion of the post or to arrange a visit to the school.

With very best wishes,

Yours sincerely



Mr M. J. Cooper
Headteacher



DRONFIELD HENRY FANSHAWE SCHOOL

Success with Care

Vision Statement

Dronfield Henry Fanshawe School strives to provide a high quality educational experience for all students, through an enriching curriculum that enables them to acquire a deep knowledge of the world in which they live, so that they can develop a love for learning and can thrive personally, economically and academically, in life. The school aims to engage and inspire the students of today, from Y7 to Y13, to grow and develop into rounded citizens that become positive, caring and successful members of society and are equipped to become the leaders of tomorrow.

Core Principles

The following core principles embody the ethos of Dronfield Henry Fanshawe School and the learning environment that we aim to achieve:

- Develop students into happy, caring, healthy, confident, courteous, articulate and independent learners with a strong moral compass, who can succeed in life
- Ensure students demonstrate the DHFS 3Rs by being responsible, resilient and reflective
- Offer a broad and balanced curriculum that is inspiring, motivating, challenging and relevant for all abilities and prepares students for their role as future citizens of the world
- Allow students to experience lessons of the highest quality delivered by dedicated and highly skilled professionals
- Equip students with the necessary skills, knowledge and values to make outstanding progress, in the broadest sense throughout their school journey, irrespective of starting point and celebrate and encourage high aspirations both in and out of the classroom
- Deliver care, guidance and pastoral support for all students so that they are safe within a well ordered and disciplined environment
- Celebrate what makes us unique through embracing diversity and equality of opportunity, promoting the DHFS family through respect and acceptance
- Develop strong relationships with parents and carers so that an active triangle of partnership exists between student, school and home
- Work with students, parents, carers and the community to ensure a sense of pride and care in Dronfield and the wider area.



DRONFIELD HENRY FANSHAWE SCHOOL

Success with Care

DHFS Curriculum Statement

DHFS promotes a broad and balanced curriculum that provides opportunities for an individual to gain a rounded education. Through experiencing the curriculum, students develop knowledge, understanding and skills that enable them to thrive throughout life and develop a love for learning and which will enable them to continue their personal journey beyond DHFS and live a happy, safe and successful life.

The curriculum enables students to leave school fully equipped for the modern world so that they are able to contribute as a positive citizen within the immediate and wider community. It promotes care, independence, responsibility, resilience, reflection and innovation and aims to encourage students to be ambitious and forward-thinking so they can make a worthwhile contribution to society. The curriculum enables students to progress, develop, grow and realise their highest aspirations.

The school believes in providing a range of options so that students can specialise in their chosen areas of progression and interest of academic, creative, expressive and vocational subjects that prepare them for a fulfilling life beyond DHFS. Pathways exist for students to follow either within school or to make the most suitable next step in education, employment or training elsewhere. The school promotes alternative pathways for those students who benefit from a tailor made approach and a nurture curriculum for those that have additional needs. Importance is placed on personalised information, advice and guidance, which spirals throughout the curriculum to enable students to make the right choices for them at the right time.

Emphasis is placed on a curriculum that enables horizons to be widened and promotes engagement, creativity and enjoyment. There is a passionate belief in providing diverse and rich opportunities and encouraging all students to step up and actively participate in what is on offer. Beyond the subject curriculum we promote participation in a wide variety of extra-curricular and enrichment activities encouraging full participation in the different opportunities that are available. The school places great value on students experiencing a curriculum that develops the fullest knowledge of the world around them so that they develop their cultural capital and thereby have an awareness and an active responsibility for the global environment in which we live.

Underpinning the curriculum is a culture of critical reflection on designing and developing the different elements that make up the educational experience for students, so that the school can realise its vision and students can become the best versions of themselves that they can be.

Summary Child Protection and Safeguarding Policy

The school is committed to safeguarding and promoting the welfare of all of its students. Each student's welfare is of paramount importance. We recognise that some children *may* be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world in a positive way. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all of our students.

The School's Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the School.

'Everyone in the education service shares an objective to help keep children and young people safe by contributing to:

- Providing a safe environment for children and young people to learn in education settings; and
- Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in the education setting'

The school pays full regard to DfE guidance 'Keeping Children Safe in Education'. We ensure that all appropriate measures are applied in relation to everyone who works for the school who is likely to be perceived by the children as a safe and trustworthy adult including, for example, volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, undertaking Disclosure and Barring Service checks.

Please find enclosed the full Child Protection and Safeguarding Policy.

Explanatory Notes

Applications will only be accepted from candidates completing the School's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

Safeguarding Children and Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced Disclosure and Barring Service checks.

- Candidates should be aware that all posts in Dronfield Henry Fanshawe School involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
- Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.
- If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
- Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may, where appropriate, be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a panel, who will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as a current driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for all school based positions and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

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

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory DBS Disclosure
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

For teaching posts

- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)

You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or DBS and/or other relevant investigating bodies.

How to Apply

Application packs are available from Stephanie Dunne (sdunne@dhfs.uk) at the above address or from the school website. Please apply directly to the school, for the attention of the Headteacher.

Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Completed application forms may be returned in electronic format to:-

sdunne@dhfs.uk

If you would prefer to submit a paper application form, please return to:

Headteacher
Dronfield Henry Fanshawe School
Green Lane
Dronfield
S18 2FZ