

Candidate Information Pack:
Teacher of Design & Technology
Required from 1 September 2022

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 are proud of the achievements of each and every one of our students. We are committed to being the best in everything we do for the students, for each other and for our local community and we want to give our students every opportunity to enable them to #BeMore in school and in life. The strong sense of community and our genuine commitment to caring for our boys permeates all aspects of the school life. Traditional values of respect, courtesy, consideration and honesty are visible everywhere. The boys will address you as Ma'am or Sir and, in turn, we treat all our students as gentlemen. The students' pride in their school and the JHGS community ensures that they look after it and they look out for each other. JHGS is an exciting community; the high standards of behaviour enable teachers to facilitate lessons full of active, deep learning. We are forward thinking and innovative in our teaching and use Google classroom to enable boys to access all our lesson material, access and submit homework and to undertake further study.

Sport is an integral feature of JHGS and we are proud to be ranked the 16th best state school for sport; boys have Games afternoons one day a week, there is an extensive Sports Club programme which runs after school and we compete in many sporting competitions at local, county, national and international level. The arts are also enjoyed by many students who can have music lessons in school, perform in the school concerts or star in our annual, West End standard, school productions. One in ten of the students performed in the recent Spring concert which featured a jazz band, African drummers and a 55-piece orchestra. We run a comprehensive programme of school visits, annual Language trips to Europe and the History department leads the annual visit to the WW1 Battlefields. The PE department led the hockey tour to India in summer 2018. Sadly, the cricket tour to Barbados was cancelled for the summer of 2020.

Whilst committed to providing an all-round education we are rightly proud of the academic successes of our young men. We are graded outstanding by Ofsted. In 2019 we had our best set of GCSE results under the new specs, over 80% of grades were 9-6. At A level 64% are A*-B. The vast majority of students continue their studies at the best Universities or on L3 apprenticeships. We are committed to improving attainment and achievement further.

When you join JHGS you are joining an aspirational and caring community. Our ambition to be the best is accompanied by a strong belief that our achievements should be used, not for personal gain, but to benefit the wider community. A successful SSEF bid has brought over £3m to invest in a new teaching block called the Innovation Hub, 2 new Science labs, a refurbished and expanded Design Technology department and a newly created 3rd Quad for recreation and rest. Additionally we run a comprehensive outreach programme to raise attainment and achievement in Wycombe. In September 2019, we expanded to six forms of entry in year 7 to cater for the rising demand for places at JHGS.

This information pack provides you with an overview of JHGS and I would encourage you to look at the website for more information www.jhgs.bucks.sch.uk. I look forward to reading your application to join JHGS.

Tracey Hartley

Headteacher



Welcome from our Head Boy

In my time at John Hampden Grammar School, what has really stood out to me is the outstanding level of support, from staff and students alike, and the multitude of opportunities offered to its students. Whilst it seems obvious that students come into school to learn, what makes our school unique is the experiences that John Hampden provides, which are essential in giving students the knowledge and confidence to take responsibility for their progress and to prepare for their future. This is highlighted by our school's #BeMore campaign.

Our school is not just a factory that produces great academic results, but it is a school with great success in debating, sport, Science Olympiads, music, and even Masterchef competitions, to name a few. The variety of activities the school offers is unlike any other, and I believe this enables students to maximise their time at John Hampden and become the best version of themselves.

Personally, I have thrived off the opportunities provided by the school; whether it be representing the school at a debating competition, running for the school at a cross-country meet or travelling to different areas of the world including Albania, France, Belgium and Snowdonia. These experiences have shaped me into the person I am today and if students involve themselves in the school community (which I would highly recommend) then they are certain to develop their leadership skills, communication and self-confidence, which will prove invaluable in later life.

Students at John Hampden are supported in all avenues of their education and personal lives. Our strong community values at the school enable each student to realise there is no limit to their horizons. Teachers encourage students at every opportunity to achieve their full potential by arming them with the necessary skills to achieve their future aspirations. Our teachers are specialists in their subject areas and, importantly, they are enthusiastic and genuinely want nothing but the best for their students.

Although success is never guaranteed and it is likely that all students will face challenges, we have a strong support network to ensure no student struggles alone. All of our teachers, our student welfare officers and even our therapy dog are committed to ensuring that each and every student leaves John Hampden with lots of cherished memories and a desire to make an impact on the world.

I am immensely proud to be Head Boy and of our school; its high expectations, fantastic successes and the work done to ensure students are prepared for adult life, as embodied by our ethos 'Quit Ye like Men'. I would like to take this opportunity to thank you for your interest in John Hampden and look forward to meeting you soon.

Kind regards,

Ewan Hayward
Head Boy



History of John Hampden Grammar School



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.

The school was originally built on 530 square yards of land in Frogmore Gardens.

In 1919, the Institute moved to Easton Street but the building soon proved too small and a series of wooden huts were installed to be used as classrooms.

The school moved to its current site in 1966 and became John Hampden Grammar School in 1984. Much development of the site has taken place since 1966 including the building of classroom blocks, a sports hall, music studio, food technology room, a learning resource centre and sixth form study areas.

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.

The last full OFSTED inspection was in 2008 when the School was rated outstanding. The report stated that “John Hampden Grammar School is an outstanding school. It provides a caring and nurturing environment for its students and prepares them exceptionally well for their future lives”

Today, JHGS is an outstanding school combining the academic rigour of a traditional grammar school with a strong sense of community and a warm and supportive ethos where young men acquire the interpersonal skills of successful leaders.

During the pandemic we have made a number of videos that capture the life of the school and have been used for open evenings as well. You can view all the videos via our website <https://www.jhgs.bucks.sch.uk/>

Quit Ye Like Men and #BeMore

The school's motto, 'Quit Ye Like Men' is adapted from 1 Corinthians 16: St Paul's letter to early Christians who were being persecuted in the Roman city of Corinth. In the letter he encourages the community to be aware of their actions, to follow their principles, to be courageous and strong, and to act with love. The motto was chosen in the 1920s when the school's focus was on helping rehabilitate soldiers from WW1. We believe that these principles are just as relevant and important in today's world and all of our boys understand and embrace the school motto.

Quit Ye Like Men

Be Aware of your Actions

Follow your Principles

Be Courageous and Strong

Everything you do should be done with Love

Resourceful Responsible
Reflective Be Involved
Interested
Challenged Curious
Creative Resilient
Connected



JOHN HAMPDEN
GRAMMAR SCHOOL

#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 to prepare them for their future life.

#BeMore Campaign

#BeMoreInvolved

#BeMoreExcited

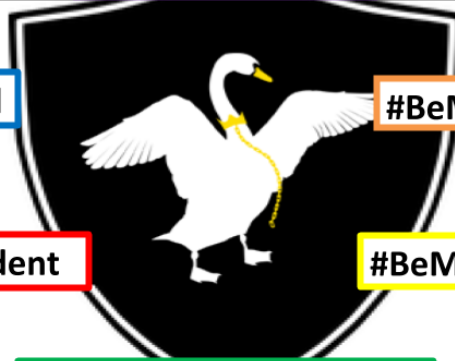
#BeMoreAmbitious

#BeMoreIndependent

#BeMoreResilient

#BeMoreKnowledgeable

#BeMore at JHGS and 'Quit Ye Like Men'



#BeMore

What makes JHGS unique?

JHGS is an outstanding school with a long and proud history of educating able boys. Academic excellence pervades all that we do but JHGS offers far more: we encourage boys to enjoy as wide an experience as possible. A JHGS education is inspirational and we are proud of the young men who leave us to make their mark locally, nationally and internationally.



We are a multicultural school with 1,155 pupils currently on roll. This includes 766 pupils in Years 7 to 11 and 313 pupils in the Sixth Form. In 2019, over 80% of grades were 9-6 at GCSE and at A level 64% are A*-B.

The majority of Sixth Form pupils go on to their first choice university and in 2020, 3 pupils were accepted at Oxbridge and a further 126 pupils had applied to Russell Group Universities. Pupils go on to study a diverse range of subjects including Medicine, Aerospace Engineering, Business, History and Song writing to name just a few.

Pupils here are well-motivated, self-assured and enthusiastic. The atmosphere within the school is spirited and purposeful. Pupils work in partnership with staff to improve the learning experience. They willingly embrace the many leadership opportunities available. Pupils are proud of the school and of each other.

In addition to sport and music we have an extensive extra curricular programme run by all members of staff and some 6th form students. This programme is enjoyed by all involved and further strengthens the sense



of community in the school

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 have helped changed the world, significantly contributing to many areas of life.



In keeping with the design and furniture making history of the School and High Wycombe, we were proud to become a partner with The Furniture Makers Livery Company in March 2018.



Parents are equally proud of the pupils, the school and staff. A recent survey showed that 98% of parents strongly agree that their child is happy at JHGS. Below are some testimonials received:

*My son is settling in well and this could not have happened
without yours and the teachers support*

*We will always be
grateful for the support
the Learning Support
Team gave my son*

*My son couldn't have achieved
what he has without the
dedication of everyone at JHGS
who worked with him and the
ethos of the school*

Department Information

Overview: Design and Technology is moving on an upwards trajectory at JHGS. Following a recent extensive refurbishment and the appointment of a new experienced Head of Department in 2020, we are looking to develop the department into the best in the local area and for JHGS to be the first choice for students wishing to study Design and Technology. Furthermore, we now offer Food Preparation & Nutrition at GCSE level with specialist teaching in this area.

Accommodation: We have three large well-resourced workshops with three linked design rooms. Food Technology is taught in a large well-resourced kitchen classroom. The department also has a dedicated Sixth Form design room and a large exhibition space. The refurbishment of the department was completed in October 2020.

Staffing: The Head of Design and Technology, two full time teachers and one-part time teacher currently work in the department. The department has two full time technicians to assist with material preparation and practical work.

Curriculum time: In Years 7 and 8, there are three timetabled hours of Design and Technology each fortnight. Students choose their GCSE options in Year 8 meaning the full GCSE course is taught over Years 9, 10 and 11. Each GCSE year group has five timetabled hours every fortnight. At GCSE we offer Design and Technology and Food Preparation & Nutrition. In Years 12 and 13, students have eight timetabled hours of A level Product Design each fortnight. These lessons are evenly split to deliver the NEA work and examination preparation work covered by separate specialist teachers. Design and Technology is an increasingly popular subject at JHGS

TEACHER OF DESIGN AND TECHNOLOGY

We are seeking to appoint an outstanding hands-on practitioner to contribute to our high achieving department. You will be keen to make a real impact within your department and further enhance standards for our motivated and ambitious students. The department has a focus on teaching resistant materials using traditional techniques and new technology. We offer great facilities and equipment, a caring and welcoming school community and a supportive leadership team. We would welcome applications from NQTs.

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 - a relocation allowance may be available for candidates who apply directly.

We offer:

- An established centre of academic excellence with an exceptional record in sport, music and community involvement
- Motivated and ambitious pupils
- A friendly and supportive team of teachers and support staff
- Well-resourced facilities and DATA training to use the wide range of equipment
- A positive, caring and collaborative working environment
- A commitment to professional development

Salary: Teachers Main or Upper Range dependent upon experience.

How to apply: Interested candidates can find out more about our school by visiting our website <https://www.jhgs.bucks.sch.uk/>

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

Applications to be received by the closing date of Wednesday 25 May 2022, 9am. Interviews will take place as soon as possible after the closing date.

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

John Hampden Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to pre-employment vetting checks which include an audit of social media presence and an Enhanced DBS check. John Hampden Grammar School is an equal opportunities employer.

JOB DESCRIPTION

Salary: Teachers Main or Upper Pay Scale

Reports to: Head of Design and Technology and Art

Key Functions:

- To plan and deliver high quality lessons that ensure students develop practical and theoretical knowledge and understanding of relevant materials, processes, technologies and resources.
- To foster enjoyment and satisfaction in the study of Design and Technology by students through use of making, modelling, testing and problem-solving using traditional and new media.
- To maintain and build upon the Teachers' Standards ensuring that all students can meet their potential
- To support the extra-curricular programme
- To safeguard and promote the welfare of all students

Key Accountabilities:

Teaching and Learning:

- Manage student 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 students
- Set homework in accordance with JHGS homework policy and encourage students 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 the Head of Design and Technology and colleagues to improve the quality of teaching · Set high expectations for all students to deepen their knowledge and understanding and to maximise their achievement
- Use positive behaviour management techniques in an environment of mutual respect that allow students to feel safe and secure and promotes student self-esteem
- Consider the needs of all students within lessons
- 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 students in your lessons
- Track student progress, monitoring achievement and take appropriate action on student outcomes
- Assess students' work regularly and use results to inform future planning and teaching
- Keep an accurate register of students for each lesson

Subject Knowledge and Understanding:

- Have thorough and up-to-date subject knowledge and understanding (engineering, resistant materials, food technology)
- Develop the role of CAD/CAM in the department through the use of CNC milling machines, laser cutters and 3D printers.
- 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 students
- 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. Ensure that your team take a responsible attitude to Health & Safety and that any hazards are reported to the School's Health & Safety Officer.
- 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

- Relevant degree or closely related discipline (or equivalent)
- QTS (prior to commencement of employment)
- Experience of teaching in a British secondary school system

Knowledge/Skills

- A passion for teaching Design and Technology and ability to equip students with transferable skills of time management, research, IT, quality control and health and safety awareness
- An enthusiasm for your subject and a genuine interest in promoting design technology within school and community contexts, building on the school's current industry links.
- 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

Knowledge/Skills

- Experience of teaching Engineering to A level
- Experience of teaching Food and Nutrition
- 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
- Attitudes to the use of authority and maintaining discipline

You can #BeMore at JHGS

When you join the JHGS team, you become part of a community that directly influences the futures of the most outstanding young men in the area. Working here gives you the chance to work in a school with a very strong sense of pastoral care and a commitment to the importance of an all-round education.

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 to familiarise you with school procedures and to see students taught by colleagues in your department and across the school
- Staff Buddy System for all new staff to support you in your first year of teaching at the school
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula which are developed collaboratively by creative and innovative department staff committed to high quality teaching and learning
- Feedback and marking policies designed to enable student to progress and make the most efficient use of colleagues' time.
- An additional non contact hours for all teachers
- Excellent in-house and external CPD opportunities and regular opportunities for career development within the school and neighbouring schools we work with
- Positive Behaviour Policy and an outstanding Pastoral Team ensure that the boys have an excellent to learning, good manners and are apologetic when caught doing wrong
- Supportive and appreciative parents
- Highly experienced SEND department who are always willing 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 7:30am throughout the day serving a range of hot and cold food, salads, sandwiches, cakes and desserts
- Free parking on site
- Good local transport connections, we are based just off Junction 4 of the M40. The train takes 30 minutes to central London and 33 minutes to Oxford Parkway
- Cycle to Work scheme
- Local amenities—Waitrose is just across the road and Asda and John Lewis a 10 minute drive away
- 20% discount on membership to the excellent Wycombe Sports and Leisure Centre opposite the school
- Mindfulness sessions for staff
- Access to Worklife Support: An Employee Assistance Programme
- Employee recognition scheme where all staff are recognised for their achievements at the end of each term and colleagues nominate each other recognising those who have gone above and beyond for “Prosecco moments”
- Social events: staff meet every Friday for “Period 6” for drinks and catching up, Squash Club, after school sport, Book Club meets once a month, staff perform with students in the termly music concerts. You’ll regularly find cakes and biscuits in the staff room and there are countless opportunities to be involved in events such as Tough Mudder and the annual Christmas Party and don’t forget out boys! They’re the ones that will make laugh everyday 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.

Candidates are encouraged to submit their applications as soon as possible as the school reserves the right to close the advert should we feel able to appoint an appropriate candidate.

Key Dates:

Deadline for applications: Wednesday 25 May 2022, 9am

Interviews will be held: As soon as possible after the closing date

Candidates who have not heard from us by then 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

Follow us on Twitter [@JHGSHW](https://twitter.com/JHGSHW)

Find us on instagram.com:

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