



Roding Valley
HIGH SCHOOL

Recruitment Information Pack



Ofsted
Good Provider

March 2013

THIS IS A GOOD SCHOOL

Overall Effectiveness	Good
Achievement of Pupils	Good
Quality of Teaching	Good
Behaviour and Safety of Pupils	Outstanding
Leadership and Management	Good

*“Our vision is to be the school of choice for our local community, developing successful young people with high **aspirations**, who show **respect** for all and **endeavour** to become the very best that they can be.”*



About Our School

Roding Valley High School is a co-educational community school, and was established in 1989 as an amalgamation of three different schools within the local community: the former Loughton County High School for Girls, Buckhurst Hill County High School for Boys and Epping Forest High School.

The history of the School and its development throughout the years makes it the outstanding school that it is today. It has remained a community school serving primarily the communities of Loughton and Buckhurst Hill. Our ethos is to educate the whole child, regardless of social and ethnic background; we value academic performance and the building of personal character in equal measure.

Roding Valley High School has always offered excellent extracurricular and enrichment opportunities, particularly in the fields of sport and drama.

The opening of the Roding Valley Sixth Form in September 2015 has allowed us to offer the same opportunities at post-16. This has provided great opportunities for post 16 teaching and learning and the School continues to move from strength to strength. The Roding Valley High School spirit is one of teamwork, collaborative and innovative teaching and learning and seeking to obtain the very best from staff and pupils alike.

Our School is situated on a single site and has a main building (dating from when it was Loughton County High School for Girls), along with two newer buildings. One built for the opening of the newly amalgamated school that is connected to the main building by a covered bridge, and then in 2018, the Brook Building was opened to accommodate the expansion in Year 7 and the Sixth Form provision - this building includes a state of the art Library and a Computer Suite for the Sixth Form. The Sports facilities are outstanding and sit opposite the Main Building and include a Sports Hall, a gymnasium, two FIFA standard AstroTurf's, Fields: (Winter) 1 x 9-a-side & 1 x 11 -a-side Grass Football pitches, 1 x Grass Rugby Pitch, (Summer) a 400m Athletics Track, 2 x Long Jump Land Pits, and w 3 x Netball Courts.

In June 2018, the School converted to an Academy (joining the Chelmsford Learning Partnership). Roding Valley High School is oversubscribed and has currently just over 1,300 students including over 150 in the sixth form.

"The sports facilities are amazing and encourage pupils to participate and work together."

"I am delighted with the school. My son really enjoys it and has settled in well."

"A wonderful and supportive faculty which allows for development and progression." Head of Geography

"RVHS is a great place to work as it combines the freedom to be creative in your teaching alongside the support which ensures you are best able to do your job."





Ethos and Performance

We ARE a school that takes pride in enabling and encouraging every one of its students to do their very best. Our motto is 'An outstanding education for all' and this is underpinned by some key beliefs that define the purpose of our School:

High quality teaching and learning: We believe that first quality teaching and learning should take place in every lesson.

Our Key Beliefs: Aspiration for all, Respect for all and everyone Endeavour to be the very best that you can be, staff and students.



- **Exemplary Behaviour:** We have the highest expectations of our students and we reward hard work and effort. Our students take pride in being part of our community.
- **High Achievement:** We believe students, regardless of their ability, should make excellent progress. Our rigorous and detailed tracking systems allow us to ensure that all students are meeting our high expectations.
- **Aspiration:** We believe that all students should be given the opportunity to follow a career pathway that is relevant to them after Roding Valley High School. We expect all our students to aspire for excellent academic achievement, regardless of ability.
- **Personalised Curriculum:** We believe in the importance of helping our students achieve their future ambitions through a curriculum pathway that suits their individual beliefs.
- **Developing Character:** We believe in the importance of helping our students develop into independent, confident citizens. We offer a range of school trips, sporting clubs and teams, extra-curricular clubs and enrichment activities to help support and complement the learning that goes on in the classroom.

In 2019, we celebrated the best GCSE results ever achieved at Roding Valley High School. We are delighted with the improvements that our School has experienced and these results are a testament to the sheer commitment and hard work of all staff and students.

Our 2019 results in English, Maths and Science were significantly above both the Essex and national averages. A record-breaking 5% of all grades were awarded at Grade 9 – more than double the national average. 72 Grade 9s awarded (A** Grade equivalent) – 15 Biology, 11 Chemistry, 6 Physics, 7 English Language, 6 English Literature and 8 in Maths.



Our ethos is to educate the whole child, regardless of social and ethnic background; we value academic performance and the building of personal character in equal measure. I hope that you have the opportunity to come and meet us; visitors always comment on the warm and welcoming atmosphere. They are always impressed by the politeness of our students and how highly they speak of their school, this is testament to our School's growing success.



Ethos and Performance

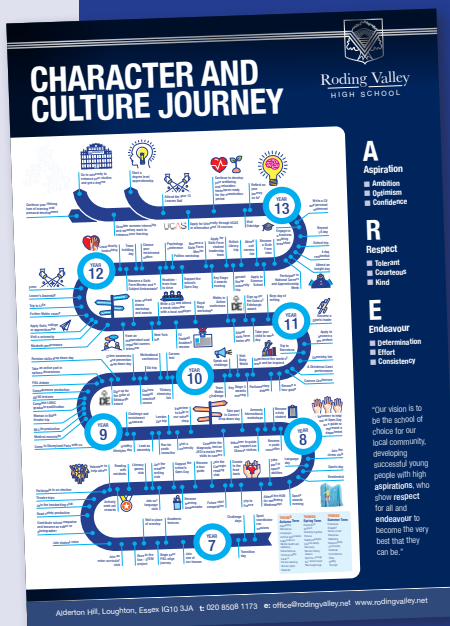
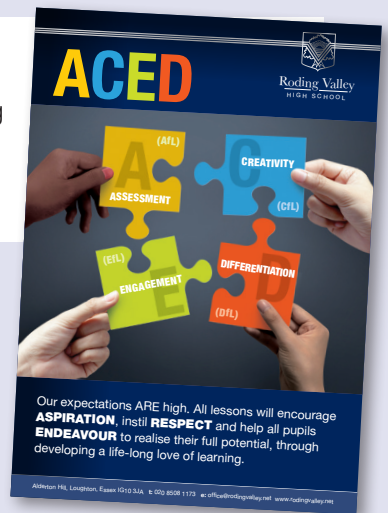
At Roding Valley High School, a student can expect high levels of support, encouragement and high-quality teaching. Our innovative approach to teaching and learning, data and assessment ensures that more students than ever are achieving high levels of academic success as evidenced by our 2019 GCSE Results.

Our School has developed its own successful Teaching and Learning framework, ACED. We believe that if learning is to be outstanding and learners are to feel valued and motivated then the essential ingredients must be:

- **Assessment:** Students should receive regular feedback on their work
- **Creativity:** Is evident within the curriculum and within activities which inspire learning
- **Engagement:** Is encouraged by holding high expectations of all learners
- **Differentiation:** Where learning meets the diverse needs of all students

Our curriculum is planned to aid the progression of skills in each subject to ensure that our students are equipped with the tools to be successful at every stage of their 7 year school journey; including GCSE, A Level and beyond. Students study a broad range of subjects until they focus on their chosen GCSE subjects from Year 10.

Our Sixth Form is now established, offering a wide range of A Level courses. There is a serious work ethic at Roding Valley High School, with the vast majority of students moving on to top Russell Group universities or securing higher-level apprenticeships. They receive high-quality support and guidance from our in-school careers advisor and specialist Sixth Form team. In 2019, our top performing A Level student, Igor Dasuzhau, achieved two A*s in Biology and Chemistry and three A's in Maths, Physics and the Extended Project Qualification.



We value everyone for their individuality and the unique talent that they bring to our School. I am very proud of the teachers; they are all dedicated educators of their subjects but they also work hard to foster good relations with students. Our pastoral systems are excellent; we nurture, reward and sanction as appropriate. Our School has been enhanced by the introduction of our House System, which supports healthy competition, encourages student voice and collaboration across the age ranges. We use student leadership to support our highly effective transition programme at both Year 7 and Year 12. Our specially trained Yes Prefects and Sixth Form mentors help support where needed.

As well as academic success, we are also proud of the wide range of extra-curricular clubs and activities offered to our students. We have won many sporting titles both locally, regionally and nationally. Our School productions are fabulous and bring together students from all year groups. We run the successful Duke of Edinburgh Award scheme and there are also a wide range of trips and visits that allow our students to gain skills and experiences beyond the classroom.

Roding Valley High School has a number of accolades to be proud of. We are currently National Debating Champions of 2019, a title won against 1000 schools nationwide. We also won the Epping Forest Debating competition.



Working at Roding Valley High School

The basis of Roding Valley High School's success is the motivation of pupils and the quality and commitment of our staff. The academic organisation of our School is based on Faculties that are broken down into Departments. The staff are encouraged to work as teams and to engage in dialogue across the School.

There is a strong collegiate ethos in our School, which those coming to Roding Valley High School find supportive. Our School is conscious of the need to provide staff with every opportunity for career development both through the imaginative use of its own CPD programme and through enabling staff to take advantage of opportunities throughout the Trust and from outside of the School.

The salaries for our advertised positions will depend upon the qualifications and experience of the selected candidate; this will be discussed at the interview stage.



Roding Valley High School offers a wide range of benefits to staff, including:

A strong commitment to professional development, with a substantial budget for whole school training and personal development;

- **Membership of occupational pension schemes**
- **Employee Assistance Programme**
- **Free parking;**
- **Bike to work scheme**

General Requirements

The expectations of our staff are:

- Through their own conduct, manner and appearance support the general values and objectives our School seeks to promote, including its responsibility for safeguarding pupils.
- For teaching staff: Support our daily Period 1 programme and take responsibility for a Form Group as appropriate.
- For teaching staff: Contribute to the School's wider offer of extra-curricular and Intervention activities.
- Observe the School's Health and Safety Policy to ensure a safe working environment for pupils, staff and visitors.
- Staff are required to wear smart business dress for work, PE and Site staff will be provided with uniform for their roles – full information will be provided at the interview stage.





How to Apply

Please apply by completing an Application Form on The TES, via Essex Jobs or completing the application form on the School's website. All completed applications should be submitted through our advertisement portals above or emailed to **recruitment@rodingvalley.net**

We do not accept CV's.

All Candidates invited to interview will be required to bring the following documentation:

- An original identification document (e.g. passport or driving license),
- If applicable, proof of eligibility to work/reside in the UK
- Documents confirming educational and professional qualifications.

Roding Valley High School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Any candidate wishing to seek additional information should contact our Deputy Headteacher - Mr. R Mammen, either by email **rmammen@rodingvalley.net** or telephone **0208-508-1173**.





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Roding Valley High School and its Locality

Roding Valley High School is in Loughton, which is situated about 12 miles North East of Central London, south of the M25 and west of the M11 motorway and has boundaries with Chingford, Waltham Abbey, Theydon Bois, Chigwell and Buckhurst Hill. Loughton includes three conservation areas and there are 56 listed buildings in the town, together with a further 50 that are locally listed.

Loughton Underground station on the Central Line is within 100m of the School site. Loughton is in the Epping Forest District of Essex and has a population of 31,106 (2011 census).





Recruitment and Selection Policy Statement

Roding Valley High School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

NB: It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.



The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388. Registered Office: Suite 78, Waterhouse Business Centre, 2 Cromar Way, Chelmsford, Essex, CM1 2QE

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