

Class Teachers Hinchley Wood Primary School & Thames Ditton Junior School

Application Pack



Hinchley Wood Learning Partnership
CEO Mr Ben Bartlett
Hinchley Wood Primary School – 3 form entry, Reception to Year 6
Headteacher – Mrs Aisling Hogan
Thames Ditton Junior School – 3 form entry, Year 3 – Year 6
Headteacher – Mrs Emily Fanzo (Maternity Cover)



1 February 2023

Dear Applicant

Thank you for your interest in joining Hinchley Wood Learning Partnership, within this pack you will find information about us and the application process.

Applications are warmly invited from inspiring, talented and highly motivated teachers, whether you are looking to take your first step into teaching or an established practitioner. Hinchley Wood Learning Partnership is a small, friendly multi academy trust located on the borders of South West London between Surbiton and Esher, Surrey; and includes a 3 form entry primary school, 3 form entry junior school and a co-educational secondary academy supporting students from 11 – 18 years.

We are seeking practitioners to join us within Reception, Key Stage 1 and Key Stage 2 within the primary phase at Hinchley Wood Primary School and Thames Ditton Junior School. Applicants will need to demonstrate high standards and expectations, and be able to deliver innovative and enjoyable teaching and learning experiences, ensuring our pupils achieve the best possible outcomes.

In return, we can offer you enthusiastic and highly motivated children with a love of learning, excellent parental and community engagement, and a commitment to your professional growth and development.

If you join us as an ECT you will have a dedicated mentor, the ability to join coaching and training workshops across the Trust, and a paid induction in July.

This is an exciting time to join our Schools and Partnership, where you will find a committed, supportive team and be able to help shape a new era of development and growth, so that all children are able to reach their full potential. We offer:

- A competitive salary, London Fringe;
- two weeks' autumn half term;
- friendly and supportive colleagues
- staff benefits & discount scheme
- occupational health and employee assistance programme
- free use of Gym at HWS
- professional development and progression opportunities; and
- membership of the Teachers' Pension Scheme with generous employer contribution

Please contact us if you have any pre-application questions or would like to arrange a visit using contact details on the last page.

HWLP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The position advertised is subject to an Enhanced Disclosure and Barring Service Check. Staff, Trustees and Governors have also established a code of conduct, an extract is included within this pack, which applies to all members of the school community.

We look forward to receiving your application by **the date specified in the advert - at the latest** and appreciate the time taken you have to consider and apply for this post. Early enquiries are encouraged.

Yours faithfully

Ben Bartlett
CEO



Location

Hinchley Wood and Thames Ditton are located on the borders of south-west London with good road and public transport links. The M25 and A3 provide convenient road links to other areas.

Hinchley Wood and Thames Ditton both have a railway station offering a regular service to London Waterloo and the K3 bus service links the local area to the nearby towns of Surbiton, Kingston and Esher.



Our schools are located in a lovely area approximately 4 miles south from Kingston upon Thames; a buzzing market town, with extensive venues such as a multiplex and boutique cinemas, gyms, an excellent regional shopping centre and a large selection of bars restaurants and night clubs.

Surbiton, with regular fast rail links to London and out to the south and west, is 2 miles away and further south are the towns of Esher, Cobham and Walton upon Thames which offer a further selection of recreational facilities.





The Hinchley Wood Learning Partnership

Our vision is to inspire all our pupils to be ...

Confident

Have self belief, communicate clearly in any situation

Considerate

Respect others' views and values

Determined

Work hard to achieve the highest possible standards in all aspects of life

Enthusiastic

Willing to learn from mistakes and maintain a positive outlook

Independent

Take responsibility for themselves and their learning



Extract from the Staff Code of Conduct

Our Code of Conduct sets clear guidance on the standards of conduct and behaviour expected from all staff at Hinchley Wood Learning Partnership (HWLP). The principles underlying the guidance aim to encourage staff to achieve the highest possible standards of behaviour and minimise the risk of inappropriate conduct occurring and to safeguard staff and pupils.

School staff are in a unique position of trust and influence as role models for pupils and other staff. Therefore, all staff must adhere to behaviour that sets a good example to all members of the school community. Staff have an individual responsibility to maintain their reputation and the reputation of the school, both inside and outside working hours and the work setting.

CORE PRINCIPLES

The welfare of pupils is paramount and all staff should always act, and be seen to act, in each child's best interests.

Staff should work, and be seen to work, in an open and transparent way. All staff working within HWLP are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.

As part of the School's positive safeguarding culture, staff must have a regard for the need to safeguard children's well-being in accordance with statutory provisions. All staff should know the name of the overall Designated Safeguarding Lead (DSL), and must be familiar with child protection arrangements and understand that they have a responsibility to speak up immediately about safeguarding and welfare matters within the school, and to external agencies where necessary, to safeguard and protect pupils.

PROFESSIONAL BEHAVIOUR AND CONDUCT

- Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Hinchley Wood Learning Partnership expects staff to treat each other, pupils, parents/carers and the members of the wider community with dignity and respect at all times. All staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.
- Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of pupils are given the highest priority.
- Staff must have regard for the ethos and values of the Hinchley Wood Learning Partnership and must not do or say anything which may bring the School or Trust Board into disrepute.
- Staff should act in accordance with the school's policies and procedures at all times.



TEACHER: JOB DESCRIPTION

Line of Responsibility: The teacher is directly responsible to Headteacher or other designated member of SLT.

Salary: The postholder will be paid on the appropriate point of the Teacher's Pay Scale.

At the heart of a successful school is the provision of high quality teaching, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development and well-being. A teacher plays a key part in this provision by a commitment to the school's ethos, by working effectively in phase and subject teams and by delivering high standards of teaching and learning and personal care.

Job Purpose

To teach pupils across the age and ability range in order to ensure the highest possible standards of achievement, personal development and well-being. The post holder will continue to meet, maintain, and build upon, as appropriate:

- Teacher Standards
- Induction Standards
- Threshold Standards

Teaching and Learning

To secure and sustain effective teaching of the relevant subjects for individuals, groups and classes, and to develop the quality of teaching, assess the standards of pupil's achievements and set targets for improvement.

- To use school policy and National Curriculum requirements to set clear targets for improvement of pupils' achievement and monitor pupil's progress towards those targets.
- To use appropriate teaching and learning strategies to communicate clear learning objectives and expectations including, where appropriate in relation to: literacy, numeracy and other school targets.
- To recognise the level that a pupil is achieving and make accurate assessments, independently, against attainment targets, where applicable, and performance levels associated with other tests or qualifications relevant to the subject(s) or phase(s) taught.
- To plan effectively to ensure that pupils have the opportunity to meet their potential, notwithstanding differences of race and gender, and taking account of the needs of pupils who are: underachieving, very able, not yet fluent in English; making use of relevant information and specialist help where available.
- To plan effectively, where applicable, to meet the needs of pupils with Special Educational Needs and, in collaboration with the SENDCo, make an appropriate contribution to the preparation, implementation, monitoring and review of Individual Education Plans.

Managing and Working with People

To lead, manage and work collaboratively with pupils and, as appropriate, with other adults and colleagues.

- To secure a good standard of pupil behaviour in the classroom through establishing appropriate rules and high expectations of discipline which pupils respect, acting to pre-empt and deal with inappropriate behaviour in the context of the behaviour policy of the school.



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- Where applicable, to deploy other adults effectively in the classroom, involving them, where appropriate, in the planning and management of pupils' learning.
 - To work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
 - To liaise effectively with pupils' parents/carers through informative oral and written reports on pupils' progress and achievements, discussing appropriate targets and encouraging them to support their children's learning, behaviour and progress.
 - To take responsibility for own professional development, setting objectives for improvements, and take action to keep up-to-date with research and developments in pedagogy and in the subject(s) taught.

Deployment of staff and resources

To develop, monitor and control resources within the teaching area.

- To organise and maintain a stimulating working environment appropriate for a range of activities.
- To teach pupils to take responsibility for resources and the environment.
- To ensure that resources are organised and readily available to promote a purposeful environment for teaching and learning to take place.

General

- The post holder is required to support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body.
- To uphold the school's policy in respect of safeguarding and child protection matters.
- The postholder may be required to perform any other reasonable tasks after consultation.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed once a year and it may be subject to modification at any time after consultation with the postholder to meet changing regulations or circumstances.
- All staff members participate in the school's performance management scheme.



PERSON SPECIFICATION - TEACHER

Qualifications

Essential	Desirable
<ul style="list-style-type: none">Qualified teacher status	<ul style="list-style-type: none">Commitment to continuing professional development

Experience

Essential	Desirable
<ul style="list-style-type: none">Have met the Teacher Standards and continue to meet them.Have a secure knowledge and understanding of own subject/curriculum area.Evidence of taking responsibility for own professional development.Evidence of good teaching skills, leading to consistently high standards of achievement.Knowledge of current developments in teaching and learning.	<ul style="list-style-type: none">Experience of teaching a second subject.Experience of using ICT for subject development.Understanding Experience of personal involvement in the wider curriculum.Evidence of leading high quality extra-curricular activities.Evidence of working with other professionals as part of a team. Experience of teaching across all Key Stages.

Knowledge/Skills (Ability to)

Essential	Desirable
<ul style="list-style-type: none">Develop a broad and imaginative range of teaching skills.High-level communication and presentation skills applicable to a range of audiences.Think creatively and imaginatively to solve challenges.Make effective use of assessment for learning in the classroom.	<ul style="list-style-type: none">Knowledge of how to use and adapt a range of teaching, learning and behaviour management strategies including how to personalise learning to provide opportunities for all learners to achieve their potential.

Personal Attributes

Essential	Desirable
<ul style="list-style-type: none">Enthusiasm for the subject and a desire to communicate that to others.Commitment to running and leading extra curricular activities, where appropriate.Commitment to the highest standards of child protection.Enjoy working with young people.Demonstrate energy, vigour and perseverance and promote an 'I can' philosophy.Ability to prioritise, plan and organise own work and that of students.Effective interpersonal skills.Self-motivated and a desire to achieve the highest possible standards.	<ul style="list-style-type: none">Involvement in creative and innovative teaching developments.Willingness to take on delegated responsibility.Ability to build on the experience, advice and contribution of others.



Why join the Hinchley Wood Learning Partnership?

The Hinchley Wood Learning Partnership offers a positive and innovative learning environment supported by pupils, staff, parents/carers and governors. We value our staff and the professionalism and experience they bring to the school, and wherever possible we have tried to anticipate and build in holistic support.

Job Satisfaction and Progression

HWLP has a very good record of staff retention & job enhancement opportunities, we offer a pleasant and supportive working environment and excellent staff:pupil working relationships. To improve working environments for staff we are committed to an on-going programme of investment. Over the last year this has included a rolling programme of classroom/corridor and office decoration and updating of ICT infrastructure.

Early Career Framework

We have an established programme of support for newly qualified teachers, and those in their second year of teaching. This includes regular support meetings, a dedicated mentor, CPD sessions and ECT support network.

CPD

We have an excellent CPD programme and many opportunities in school for staff to extend their professional knowledge and develop their skills. As a result, we have a very good record of staff gaining internal and external promotions and sharing good practice across departments.

There is a warm convivial atmosphere among the staff in our schools and mutual support between teaching and associate staff, to ensure effective teaching and learning and the best outcomes for our pupils.

Staff have opportunities to work on cross curricular projects with pupils and colleagues, and this is actively encouraged.

Secure School Finances

In this time of uncertainty within education, the school is well placed to weather the storm including:

- Robust school finances during a period of much financial uncertainty
- STP&CD pay rises approved each year to date for all Teaching and Associate staff
- Performance Related Pay outcomes fully funded

Other Benefits include:

- Supportive staff body
- Employee Assistance Programme – available to staff and their immediate family
- Membership of either of the following pensions schemes, including a generous employer contribution;
 - Teachers Pension Scheme
 - Local Government Pension Scheme
- Cycle to Work salary sacrifice scheme.
- Staff Benefits Scheme
- Use of Gym at HWS
- Occupational Health support.
- Recognition of previous maintained school or Academy continuous service.



The Application Process

Please download, complete and return the application form by the closing date specified. This can be emailed to the address below or sent by post to:

HR Department
Hinchley Wood School
Claygate Lane
Esher
KT10 0AQ

Please email any questions and completed applications to hr@hinchleywoodschool.co.uk

We are committed to meeting our data protection obligations and for information on how we collect, use, share and store your data within the recruitment process please click [here](#)

Hinchley Wood Learning Partnership is committed to equal opportunities and to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced check by the Disclosure and Barring Service (DBS).

