JOHN HAMPDEN
GRAMMAR SCHOOL
High Wycombe

Ofsted
Outstanding
Provider

September 2022

Candidate Information Pack

Head of Art

Full Time, Maternity Cover potentially up to 1 year

Teachers Main or Upper Range dependent upon experience.
TLR: 2.1 equivalent to £3,017 p.a.

Closing Date: Monday 24 April 2023

Interview Date: w/c Monday 24 April 2023

Start Date: 1 September 2023

Welcome from Headteacher Miss Hartley

Welcome to John Hampden Grammar School – a thriving, innovative boys Grammar School where everyone can **#BeMore**. We are a friendly and caring community of over 1200 boys and 125 staff who all support each other to be the best we can be.

John Hampden really is a special place to work and this was recognised in our Outstanding Ofsted report in September 2022.

The report noted that our boys are

"ambitious, confident, happy and kind" and ***"they behave exceptionally well and display exemplary character"***.

In addition ***"teachers challenge and nurture all pupils"***

and ***"Leaders have designed a rich and ambitious curriculum for all year groups and for all pupils, including for those with special educational needs and/or disabilities (SEND)."***

We are not an 'exam factory' and recognise that a student's mental wellbeing and happiness contributes to their overall success.. The JHGS staff, parents/guardians and Governors are committed to ensuring that every student exceeds his potential whilst having the time of his life, making memories, and building skills to equip him to be successful through his future years. Our website (https://www.jhgs.bucks.sch.uk/) will provide you more information about JHGS and our YouTube channel (John Hampden Grammar School shows highlights of school events.

I look forward to receiving your application to join JHGS.

Miss Tracey Hartley,

Headteacher

Our History and our Future

John Hampden Grammar School was established in 1893 in the centre of Wycombe 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 shortly after moving to its current site.

Staff are supported in their roles through Department Heads, and SLT links, with wellbeing at the heart of staff satisfaction and the positive morale which we pride ourselves on. A comprehensive CPD programme allows for staff members to grow personally and professionally and broaden their skills in their specialist areas allowing them to #BeMore in ways individual to them and their personal and department goals.

John Hampden is a wonderful place to work. Recent investment of over £4 million in a new state of the art teaching block, and with plans for the expansion of the canteen the school never stands still.

You will be joining a fast paced, challenging and supportive school with clear leadership and direction and common goals.

Our Ethos

Quit Ye Like Men

The School's motto, *'Quit Ye Like Men'* is adapted from 1 Corinthians 16.

We believe our motto is just as relevant today as ever as we prepare and equip the next generation of gentlemen to enter the world beyond school. Our motto can be summarised as:

- **Be aware of your actions**
- **Follow your principles**
- **Be courageous and strong**
- **Everything you do should be done with love**

#Be More

#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 and rewards system and are visible around school.

#BeMoreInvolved

#BeMoreKind

#BeMoreAmbitious

#BeMoreIndependent

#BeMoreResilient

#BeMoreKnowledgeable

Exam Results

We achieved our best ever set of GCSE and A level results in summer 2022. Attainment at A level was considerably up on the last actual A level results in 2019: A* 8.3% up to 19.8%, A*-A up from 29.4% to 46%. Students secured their Oxbridge places and many went on to study Engineering related degrees, Business and Economics as well as more unconventional course choices included Ancient History, Film Production, Game Design and Development and Football Business and Finance. We have students starting degree Apprenticeships with Goldman Sachs, Williams Formula 1 and Dyson.

Our GCSE results were excellent: 25.6% of results were Grade 9, 50.5% were Grades 9-8 and 89% were grades 9-6. There were outstanding results in Biology (31.4% grade 9, 55.1% grade 8 or 9), Geography (36.0% Grade 9, 67.5% Grade 8 or 9), Mathematics (50.0% grade 9, 70.0% grade 8 or 9), and chemistry (35.9% grade 9 and 60.3% Grade 8 or 9.

Alumni

We have an active alumni group and recent and more established alumni regularly return to the school to give University and early career talks continuing their strong bonds within the JHGS community.

We value all of our alumni and also have many old boys that have gone on to make a name for themselves internationally including Sir Terry Pratchett, Kenton Cool, Alex Sobel MP, Simon Burnett and Liam A

You can #BeMore at JHGS

Why you will enjoy being part of our school community

Staff Development and Opportunities

- Excellent induction programme including a buddy system
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff
- Excellent in-house and external CPD opportunities
- Positive Behaviour Policy and an outstanding Pastoral Team
- Highly experienced SEND department to help and support you and the boys
- The opportunity to go on or lead Educational Visits in Britain and abroad. Recently staff have been to India, Valencia, Porto, Berlin, and Austria
- Many staff have gained internal and external promotions

Wellbeing and Social

- Welcoming, friendly and supportive colleagues
- Feedback and marking policies maximising student progress whilst managing staff workload
- Additional non contact hours for all teachers
- Supportive and appreciative parents
- School canteen open from 8am serving a range of hot and cold food, salads, sandwiches, cakes/ desserts
- 20% discount on membership to Wycombe Sports and Leisure Centre opposite
- optional Mindfulness and HIIT sessions for staff
- Access to Education Support: An Employee Assistance Programme
- "Prosecco(chocolate)" moments awarded termly
- Staff Social Events; book club, parties and meals, 5- a-side football and HiiT sessions, tea, coffee and cakes in the staffroom.

Financial and Practical

- Membership of the Teacher Pension Scheme
- Long service awards
- Childcare Voucher scheme
- Free parking on site
- Good local transport connections; 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

...and don't forget our students! They're the ones who will make you laugh every day and give you memories of JHGS that you'll treasure!

Department Information

Art Department

Our aim is to provide a high-quality and diverse curriculum in order to foster a life long love of art. Our courses combine the learning of key skills as well as developing students knowledge of different styles, techniques and artists. Students are given the opportunity to use a range of media, tools and specialist equipment in order to master the techniques that they will take on to GCSE, A Level and beyond.

Classrooms

We have two art classrooms in the main school building. We have accommodation for 34 students per classroom. Students enjoy using the facilities during extra-curricular time in addition to lessons.

Staffing

The Art Department consists of a full time Head of Department, a part time Art Teacher (0.8) and a part time Technician.

Curriculum time

In Years 7 and 8, there are two/three timetabled hours of Art each fortnight. Students choose their GCSE options in Year 8 meaning that the students are working in GCSE groups from Year 9. We follow the AQA GCSE Fine Art specification. In Year 9 and 10 students have four timetabled hours every fortnight. In Year 11 students have five timetabled hours every fortnight. We offer A Level Art and follow the AQA Fine Art specification. In Years 12 and 13, students have eight timetabled hours every fortnight.

Job Advert

Head of Art

We are seeking to appoint a hands-on practitioner to contribute to our fantastic Art department. You will be keen to make a real impact in this subject area to enhance standards and opportunities for our motivated and ambitious students. We offer great facilities and equipment, a caring and welcoming school community and a supportive leadership team.

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
- A positive, caring and collaborative working environment
- A commitment to professional development

Salary: Teachers Main or Upper Range dependent upon experience. TLR: 2.1 equivalent to £3,017 p.a.

How to apply: Interested candidates can find out more about our school by visiting our YouTube channel https://www.youtube.com/channel/UCG1ANbgSHcn9gbGJV6ls1VA

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 Monday 24 April 2023, 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

Role: Head of Art - Maternity Cover

Salary: Teachers' Main Scale/Upper Pay Scale and TLR 2.1 £3,017 pa

Hours: This post is full-time and Maternity Cover

Reports to / accountable to: Senior Leadership Team

Introduction (and General Duties)

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder. The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher, or other Senior Leader if appropriate, who will be mindful of his/her duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post. This job description will be reviewed at least annually and any changes will be subject to consultation.

Principal Responsibilities

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation. To meet all the requirements of the Teachers' Standards, September 2012: please see: https://www.gov.uk/government/publications/teachers-standards

General Duties

You will be expected to carry out the professional duties of a teacher and Head of Department as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation.

Leadership and Management

1. Develop and deliver a clear vision and department development plan that will raise academic attainment for all students.
2. Contribute to the Pastoral development plan to ensure suitable targets and steps are made to support the whole school pastoral vision.
3. Establish an effective working environment in your department in which staff thrive and are happy and students feel supported and inspired.
4. Lead the appraisal programme to support colleagues in their professional development.
5. Contribute to whole school meetings and lead your department at whole school events.
6. Complete regular assessment analysis and implement strategies to support staff and students as appropriate.
7. Review department development plan termly and complete annual exam analysis.
8. Be a visible presence around the school setting high standards and modelling warm relationships with colleagues and students.

Teaching and Learning

1. Plan, prepare and deliver high quality lessons to academically able students at some or all of Key Stages 3, 4 & 5.

2. To foster a love of learning and enjoyment in the subject area.

3. Track pupil progress, monitoring achievement and take appropriate action on pupil outcomes, reporting on progress and any concerns to both your line manager and parents.

4. Report on progress and any concerns to SLT line manager and parents and implement interventions as appropriate to enable students to achieve their potential.

5. Lead the curriculum development work of the team.

6. To liaise with the Learning Support Department to ensure that all students have full access to the curriculum.

Pastoral Care

To provide high quality pastoral care as a tutor to a group of students in one year group. To actively promote the wellbeing, self worth and confidence of all the students in your classes.

General Responsibilities

All staff employed by John Hampden Grammar School are expected to work within the following policies and procedures:

Safeguarding

Ensure that all School child protection policies are adhered to and concerns are raised in accordance with these policies.

Health and Safety

- Take reasonable care of their own Health, Safety and Welfare and that of others who may be affected by what they do or do not do.
- Be familiar with emergency and First Aid procedures.
- Cooperate with all issues involving Health, Safety and Welfare.
- Use work items provided correctly and in accordance with training and instructions.
- Not interfere with or misuse anything provided for protection of Health, Safety or welfare.
- Report any Health, Safety or Welfare concerns to their line managers as soon as is practicable.
- Ensure tasks are completed in a safe manner.

Security and Data Protection

Work within the confines of the General Data Protection Regulation and to take appropriate measures to ensure the security and confidentiality of data.

Equal Opportunities Statement

The School's policy is to employ the best personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital status, religion or religious belief, disability or age.

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	Desirable
Qualifications	• Relevant degree or closely related discipline (or equivalent) • QTS (prior to commencement of employment)	• Postgraduate qualification
Knowledge / Skills	• A passion for teaching Art 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 Art within school • 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	• Ability to teach a second subject • Evidence of helping students fulfil their academic potential

Person Specification

	Essential	Desirable
Experience	• Experience of teaching in a British secondary school system	• Ability to effect change
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	• 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

How to apply?

Applications will only be accepted from candidates completing a JHGS Application Form in full, available from the school's website ((http://www.jhgs.bucks.sch.uk)) or online via TES.

CV's may be submitted in addition to the application form in order to supply any additional background information.

All information within your application will be treated in confidence..

Completed application forms can be:

- Sent by email to: hr@jhgs.bucks.sch.uk
- Or 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.

Key dates

Closing Date for applications: **Monday 24 April 2023**

Interviews: w/c **Monday 24 April 2023**

Start date: **1 September 2023**

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

Tel: 01494 529589
Email: HR@jhgs.bucks.sch.uk
Our website: https://www.jhgs.bucks.sch.uk/
Follow us on Twitter @JHGSHW
Instagram @johnhampdengrammarschool
Linkedin: https://www.linkedin.com/school/john-hampden-grammar-school