



CANDIDATE RECRUITMENT PACK



SAPIENTIA
EDUCATION TRUST

**WYMONDHAM
COLLEGE**



HEAD OF HISTORY

Wymondham College

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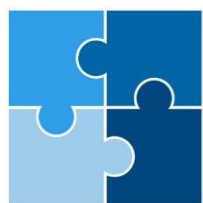
Web: www.wymondhamcollege.org



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Dear Applicant

I am delighted to outline what is a really exciting opportunity and hope that this briefing pack will both motivate and inspire you to apply for this key head of subject role at Wymondham College.

Wymondham College is the largest state boarding school in the UK and the highest achieving non-selective state secondary school in East Anglia in both 2015 and 2016. Wymondham College is rated "outstanding" by Ofsted for both education and boarding, part of the Sapientia Education Trust (SET) established by the College in 2016.

Wymondham College was appointed as a National Teaching School in October 2016, is a World Class School and we have fantastic students and staff.

Wymondham College offers:

- A strong commitment to developing the whole child
- Achievement that is viewed in its broadest sense
- A belief that all can and will achieve
- Learning outside the classroom is highly valued and actively promoted (Wymondham Life)
- Character education is integral to our work - developing resilience, self-esteem and a can-do approach – we call this our Floreat Programme
- CPD and Staff development is central to our improvement strategy
- A diverse student community and a broad international outlook (e.g. partner schools in China, Argentina, France, Spain and Czech Republic)
- We never settle for less than outstanding as our latest Ofsted report indicates.

Sapientia Education Trust provides:

- Opportunities for CPD and Career Development in a rapidly growing, successful Multi-Academy Trust
- Mentoring programmes to support senior leaders
- A National Teaching School Alliance and associated opportunities
- Links with a range of partner schools, both in Secondary and Primary

The successful candidate will be ambitious, student focused and resilient, they will believe in the power and moral purpose of education and insist on the highest standards for all of our students. Ultimately, they will want and have the capacity to make a difference. Informal visits to the College are welcomed; please contact Dan Browning, Headteacher in the first instance (via his Secretary, Mary Lawson, secretary@wymondhamcollege.org). If this excites you, please apply!



The closing deadline for applications is: Friday 9 April 2021 with interviews on Thursday 29 April 2021.

Best wishes,

Jonathan Taylor
CEO Sapientia Education Trust

Dan Browning
Headteacher



BACKGROUND INFORMATION



The College

Wymondham College is the largest state boarding school in the UK, with around 650 boarding students and 800 day students. We are a mainstream 11 – 18 non-selective state school, serving a very broad and diverse student community. We have a large Sixth form, with just under 500 students. The College is proud to be one of the great, distinctive state schools. Over the past few years the College has secured numerous accolades – these include: 'Outstanding' Ofsted inspections in education and boarding, World Class Schools Award, International Schools Award, Top 50 Schools Sunday Times parent power Award, Good School Guide endorsement and even selection to the Tatler Guide to the best state schools. We are a leading member of the Boarding School Association (BSA) and one of the few state schools to be admitted to the HMC group of highest performing Independent schools.

GCSE and A Level performance is extremely high as are our value-added scores making us the highest performing Sixth Form in East Anglia.

As a boarding school extra-curricular life and character development is core to our work. We run an extensive range of extra-curricular activities and our students excel in a wide range of areas – Arts, Sport and International opportunities are all exceptionally strong. We also have our own Combined Cadet Force (CCF) with Army and RAF sections.

Student Admissions

The College has always been co-educational and has been organised in co-educational, combined day and boarding houses since the 1970s. The College is non-selective other than for a small number of places allocated for students with sporting or musical aptitude in Year 7 and the operation of a Minimum Qualifying Standard for entry into the Sixth Form. We are heavily oversubscribed for day places, with typically over 250 applications for our Year 7 day places.

School Funding

As a state funded boarding school all education at Wymondham College is free but parents (or sometimes charitable trusts or local authorities) pay a fee to cover the costs of the boarding provision at the College. The fee is much less than that which is charged by independent boarding schools and this, along with the fact that half of the College comprises of local day students whose parents pay nothing for them to attend, gives Wymondham College a very inclusive and down to earth ethos.

Boarding

Boarding remains central to the Wymondham College ethos and experience. Some 650 of the College's students board on a full or weekly basis. Most boarders come from East Anglia, but there are a significant number of students from further afield in the UK, from continental Europe, the Gulf and Hong Kong. Service Children are well represented among the student body. The Ofsted Boarding Inspection in 2019 judged boarding at the College to be "Outstanding". The College is delighted to have secured Outstanding in all areas of our latest Ofsted boarding inspections in 2008, 2012, 2017 and 2019.

Sixth Form

The large Sixth Form of nearly 500 students is an important feature of the College. The Lincoln Sixth Form Centre was extended in 2008 and provides over 200 boarding spaces (of which 115 are in single en-suite rooms) and a focus for the life of the whole Sixth Form. Sixth Formers benefit from outstanding support and an extensive programme of enrichment opportunities, including work experience and visiting speakers tailored to their needs. The annual Lincoln Lecture is an opportunity for students to attend a lecture given by a speaker of national or international renown and there is a parallel lecture on scientific subjects, the Sam Peel Lecture. Student leadership is a major feature of Sixth Form life. Members of the Headteacher's Council are elected by their peers and undertake a wide range of representative, ambassadorial and organizational responsibilities on behalf of the student body as a whole. Student Subject Leaders are appointed by each academic department to act as advocates for the subject and to run activities and provide support for younger students. The Lincoln Junior Common Room runs a successful programme of events for the Sixth Form.

Curriculum

More information regarding our curriculum can be found here:

[Main School Curriculum Overview - Wymondham College](#)

[Sixth Form Curriculum Overview - Wymondham College](#)

Governance

Wymondham College has a strong and active Local Governing Body (LGB), sitting underneath the SET Trust board. The LGB play a vital role in the wider leadership and accountability of the College.

There is an active Old Wymondhamians Association and a Parent Staff Association (PSA) which raises significant amounts of money to support a wide range of College projects.

Brief History

Wymondham College was established in the aftermath of World War Two on the site of one of the largest American Army Hospitals in the European theatre. Its foundation was driven by the vision of Dr (later Sir) Lincoln Ralphs, then Director of Education for Norfolk. The Ralphs family remain closely connected to the College. Lincoln Ralphs's vision was to create a boarding school which would be a centre of excellence which children from all backgrounds could attend and which would bear comparison with boarding schools in the independent sector.

In 2020 the Wymondham College Prep School opened on the College campus and in September 2021 will move into its new multi-million home here.



JOB DESCRIPTION:

HEAD OF HISTORY

Line Manager

Headteacher

General Responsibilities

The successful candidate will be employed as a teacher under the standard conditions of service for teachers at Wymondham College. This includes the requirement to work on some Saturday mornings. Additional holiday entitlement compensates for Saturday morning work and the annual requirement for directed time is 1265 hours in line with the STPCD.

The teacher will be responsible to the Headteacher for teaching classes in the College using his/her skill, experience and best endeavours and in accordance with Teachers' Standards. He/she will abide by the Code of Conduct for Staff and Volunteers at Wymondham College. A contribution to the wider life of the College is an expectation of all staff, for example by supporting the extra-curricular activities within the History Department.

Wymondham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

Specific Responsibilities

- Plan and deliver outstanding lessons for all abilities;
- Monitor progress of the students in your classes and be prepared to provide evidence of both impact and progress;
- Liaise with the SEN department to ensure appropriate support is given to all students;
- Be willing to share teaching strategies and resources and deliver CPD within the department/College;
- Contribute towards the wider college community;
- Be a Tutor and play an active role in House-based tutor activities;
- Participate in the staff performance management and appraisal process;
- Participate in, and where appropriate, contribute to the College programme of Continuing Professional Development.
- Additional Responsibilities
- Lead colleagues effectively and hold staff to account
- Work strategically and operationally to tight deadlines

- Help to build and sustain a cohesive department that achieves at the highest level on every measure and to hold teachers, and all staff, tightly to account for all aspects of their professional responsibilities and outcomes.
- Secure continuous improvement and development in every area of the department raising standards and producing the highest levels of student achievement to ensure student targets are met or exceeded
- Effectively help to lead, manage and deploy teaching and support staff within the department to ensure the highest student outcomes
- Contribute to, and drive forward, the school's vision, values, aims and policies as a Middle Leader and ensure that they are translated into action across the department and the school
- Ensure that the department has a demonstrable impact in terms of attainment, participation, enrichment and whole-school ethos.
- Liaising with and support all other departments in the MAT, Teaching and Learning SLT, other Curriculum Leaders, Learning Support, Parents/Carers and external agencies.
- Establish and implement a strategic vision for the department
- Lead the preparation for and implementation of actions from the Department Review Process, Department Development plan and other School Self Evaluation processes, ensuring that they result in demonstrable improvements in the outcomes of all students and groups of students
- Participate in the recruitment and selection of teachers, and other staff, as appropriate
- Participate as a line manager in the staff appraisal process
- Develop and deliver a programme of extra-curricular activities within the Department

The Job Description will be reviewed annually as part of Wymondham College's Performance Management



PERSON SPECIFICATION

Qualifications

- Qualified to degree level
- Qualified Teacher Status

Personal Competencies

- Be an innovative, independent thinker with the capacity for strategic thinking;
- Be creative and proactive in finding solutions;
- Be flexible and adaptive to changing needs and priorities;
- Be resilient, calm and tenacious under pressure;
- Be insightful and analytical with good problem-solving skills;
- Have excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students, parents and the wider community;
- Be a self-reflective practitioner who always seeks to improve;
- See the 'big picture' in relation to whole school priorities & improvement;
- Able to reason their educational philosophy, in tune with the school ethos;
- Be willing to contribute to the extra-curricular life of the school ;
- Possess a sense of humour;
- Have the ability to inspire and enthuse staff and students about their subject;
- Be highly self-motivated, able to energise and motivate others;
- Be insightful and understanding of national, international and research developments relevant to teaching and learning in their subject.

Professional Competencies

- Be an Outstanding Teacher (or have the potential to be) with evidence of impact on student outcomes with a proven track record of total commitment to helping every student achieve their very best and make progress;
- Have excellent understanding of what constitutes excellence in teaching and learning;
- Have a keen understanding of data and be able to analyse patterns in performance over time;
- Be a positive role model for students and staff on a day-to-day basis;
- Collaborate effectively with staff, parents/carers and students;
- Liaise and work with partner schools, HEIs, Examination Boards and other relevant external agencies in the pursuit of continued improvement;
- Excite and engage visitors about the College at Open Evenings and all other events;
- Have very high expectations of the learning of all students at all times;
- Work with colleagues across all key stages to ensure embedded transition from Key Stage 1 to 5.

TERMS AND CONDITIONS

This post is offered on a full time, permanent basis to start in September 2021.

Remuneration

This post is paid on the MPR/UPS Teacher Salary Scales and TLR2.

All payments are pensionable under the Teachers' Pension Scheme.

Wymondham College staff enjoy a number of non-contractual benefits, including free refreshments and midday meals during term-time.

Pre-employment Checks

All applicants must be prepared to undergo a number of checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.



HOW TO APPLY

To apply, please submit an application form together with a supporting statement outlining your suitability for the role. **Your supporting statement should outline how you satisfy the qualifications and experience elements of the person specification.** For candidates invited to interview, these responses will be explored further together with the other elements of the person specification.

Apply online at www.wymondhamcollege.org/vacancies
or contact the HR Dept, Wymondham College, Norfolk NR18 9SZ.
Tel: 01953 609012 Email: hr@se-trust.org

The closing date for applications is noon Friday 9 April 2021

Interviews will be held Thursday 29 April 2021

Wymondham College is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. Any offer of employment is subject to a satisfactory 'Enhanced with a Barred List Check' through the Disclosure and Barring Service.

We strongly advise you to take up the opportunity to visit the College and informally meet with the Headteacher prior to submitting an application – please contact Mary Lawson, secretary@wymondhamcollege.org to arrange.

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