

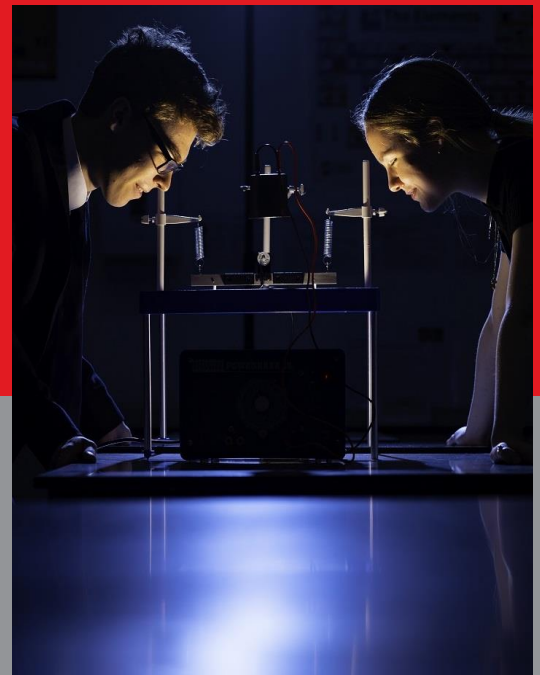


CHESHAM  
GRAMMAR  
SCHOOL

# JOIN OUR TEAM

*'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'*

*Ofsted, 2014 (Outstanding)*



Recruitment pack



## HISTORY TEACHER 0.8 FTE / full time (fixed term)

<b>POSITION:</b>	History Teacher
<b>TYPE:</b>	Teaching
<b>HOURS:</b>	Part time (0.8) or Full time
<b>CONTRACT:</b>	Teaching, fixed term (September 2024 – August 2025)
<b>GRADE:</b>	MPS / UPS (fringe)
<b>START DATE:</b>	September 2024

An exciting opportunity has arisen for an excellent colleague to join our History Department in this outstanding school on a fixed term basis. We are seeking a passionate, forward-thinking graduate teacher to teach History (QTS). The successful applicant will join a friendly, welcoming and supportive team, where teachers work together to provide an enriching learning experience for students, both within and beyond the curriculum.

### BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff as much as to our students.

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

**APPLICATIONS** Completed applications should be emailed to: [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org)

**CLOSING DATE FOR APPLICATIONS:** Monday 22 April 2024, 10am

**INTERVIEWS:** Wednesday 24 April

*We reserve the right to interview and appoint on application. We encourage early applications to avoid disappointment*

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service



# CHESHAM GRAMMAR SCHOOL

March 2024

Dear Colleague

Thank you for your interest in Chesham Grammar School and in this post, History Teacher. I hope this information will help you decide whether you wish to apply. CGS is a co-educational, selective school with over 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS was graded outstanding by Ofsted when it was last inspected. It is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS a truly exceptional place in which to study and to work. Our public examination results are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university at the end of Year 13, including Oxford and Cambridge.

Our curriculum is broad and rich from Year 7 with all students studying traditional academic subjects. They also explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to Year 12. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring, organised around our strong House system, gives the school a very distinctive family 'feel' and enables every student in the school to be known well by their tutor. It also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions throughout the year in sport, music, art, drama to name but a few.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.



Annmarie McNaney  
Headteacher

This role is a superb opportunity. We are seeking an outstanding classroom practitioner who will inspire and motivate our students and staff. History has an important place in the life of the school and the department is very highly regarded within the school and beyond it. The quality of work our students produce in History is superb. The department is staffed by highly qualified, passionate and experienced teachers who work incredibly hard to get the best from and for our students. Results at both GCSE and A level are excellent

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: [www.cheshamgrammar.org](http://www.cheshamgrammar.org) and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form. Additionally, please submit a letter of application, details of which are in this pack. Your application and responses should then be emailed to [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org).

I look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, reading 'Annmarie McNaney'. The signature is written in a cursive, flowing style with a large, stylized 'A' and 'M'.

Annmarie McNaney  
Headteacher

# CGS FACTS

1947

*School Founded*

187

*Teaching days per year*

1317

*Number of students*

400

*Number of sixth form students*

48%

*2023 A level A\*– A grades*

81%

*2023 A level A\*– B grades*

51%

*2023 GCSE 8-9 grades*

74%

*2023 GCSE 7-9 grades*



Annual Celebration of Sport Award

22

RESIDENTIAL TRIPS

8

DIFFERENT COUNTRIES

33

*Number of staff who have worked at Chesham Grammar School for over 10 years.*





## HISTORY TEACHER 0.8 FTE or full time (fixed term)

RESPONSIBLE TO:	Subject Leader of History
GRADE:	MPS / UPS (fringe)
HOURS:	Part time (0.8) or Full time
CONTRACT TYPE:	Teaching, fixed term (September 2024 – August 2025)
START DATE:	September 2024

### OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

### KEY ELEMENT OF THE ROLE

- To encourage and support the learning of all students
- To promote positive values and attitudes
- To demonstrate professional values and practice

### TEACHING

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- To tailor teaching and learning strategies for individual students accordingly
- To employ a variety of assessment, marking and feedback strategies to inform planning, develop learning and evaluate students' progress
- To provide constructive feedback to help students reflect upon and improve their work
- To ensure the highest possible standards of student behaviour
- To contribute to the department development plan

### CPD

- To demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme

### PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme



## GENERAL SCHOOL RESPONSIBILITIES

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
<b>EDUCATION AND QUALIFICATIONS</b>		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
<b>EXPERIENCE</b>		
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
The ability to teach the AQA Tudor Specification at Key Stage 5		✓
Excellent wider subject knowledge	✓	
<b>PERSONAL SKILLS AND QUALITIES</b>		
A demonstrable passion for History with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓



## ABOUT

History is a thriving subject at Chesham Grammar School, taught by six highly qualified specialist teachers.

In Key Stage 3 History, we cover a broad range of historical topics. In Year 7, students study the theme of Protest over time, starting with the Magna Carta and finishing with the Pride Movement. Students also undertake a unit of study on the History of Chesham Grammar School. In Year 8, students consider the theme of Imperialism over time and study Britain's Migration Story as well as the Transatlantic Slave Trade, India, Apartheid, the First World War and the Black Civil Rights Movement in Britain. In Year 9, students finish KS3 with the theme of Extremism in the 20<sup>th</sup> Century and undertake units of work relating to Nazi Germany, the Holocaust, Russia and China. History is a very popular subject at GCSE and A-level, with ten classes at GCSE and six at A-level. The department follows the Edexcel specification at GCSE and AQA at A level. At GCSE our thematic study is "Crime and Punishment through time c.1000-present," our British depth study is "The Reigns of Richard and John," our period study is "Superpower Relations: 1945-1991" and our modern depth study is "The USA 1954-1975: Conflict at Home and Abroad". At A-level we offer both modern and early modern topics with units on Germany 1918-1945 and the Tudor Century. The non-examined assessment is on African American Civil Rights from 1865-1968. Each year a number of students go on to study History and at university.

In recent years, the History department has embarked on some exciting projects within the local community, developing our archive of interviews related to both the local area of Chesham as well as the History of the School. The legacy of this work has created a dynamic and exciting department and we are currently working to embed this within our schemes of work and students also have the opportunity to be part of an Archives extra-curricular club.

As a department we also enjoy enriching the understanding of our students with a variety of different visits and experiences for all year groups. For example, we regularly take students on visits to historical sites such as Westminster Abbey and Whitechapel. We also go on longer residential visits to the WWI Battlefields, Berlin, Krakow and Auschwitz, and New York and Washington.

This is an opportunity for a passionate, innovative and forward-thinking graduate teacher to join our team. We are looking for someone who shares our commitment to providing a range of high quality learning experiences for our students, who is willing to share good practice with colleagues, and who will contribute to our extracurricular programme.



## HOW TO APPLY

To apply for this position, you will need to complete an application form, which can be downloaded from our website. Completed applications should be sent to Clare Harvell, HR Manager at [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org)

## SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

## INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation/administrative task and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

