RECRUITMENT
INFORMATION PACK
2022

ESHER CHURCH OF ENGLAND HIGH SCHOOL



POSITION:

TEACHER OF DESIGN & TECHNOLOGY

ELT
Together We Can











Dear Candidate,

Thank you for expressing an interest in joining the staff team at Esher Church of England High School. This is an exciting time to be joining the School and the Trust. This post offers an outstanding opportunity to be part of a highly cohesive and forward-thinking community. We value our staff and the important role they play in making our school great; day in and day out. In this pack you will find more information of what it is like to work at our school.

Our core values of Wisdom, Hope, Community and Dignity are brought to life at Esher High School in a unique way. This is achieved by a new motto this year of 'Belong, Be More, Be Esher' which gives both our students and staff the guidance as to how to live our values. We work purposefully to educate our students to be open minded and inclusive of all, this is worked through 'Belong'. We value the extra efforts of all students and staff, we celebrate this with 'Be More'. This applies in the formal curriculum, the wider curriculum and in personal development. We have three 'Be More Days' each year to give students an opportunity to explore this further. 'Be Esher' is the fruit of all this work. It is about creating excellent young people who not only make the school a better place to be, but also the community beyond our school gates.

If you share the School and Trust's vision based on the unshakeable belief that children learn through all aspects of their daily lives and that their values and knowledge, experiences and habits are as important as their academic qualifications, we would be delighted to hear from you.

Yours faithfully,



Andy King
Headteacher



SCHOOL ETHOS

The school is committed to providing a happy and secure learning environment, in which all students have the right to learn and achieve, uninterrupted by others.

We place emphasis on all members of our community co-operating with others politely, considerately and honestly, promoting an understanding that right and responsibility go hand in hand.

Andy King **Headteacher**





10 REFLECTIONS
ON OUR APPROACH TO TEACHING AND LEARNING AT ESHER HIGH SCHOOL

1. We value every child as unique and believe in social equity. This means that some will need more support than others in order to help them thrive such that each has the best chance to flourish.

2. We believe that every moment of a school day will be a learning opportunity and see it through the lens of our formal, wider and personal curricula. Formal is in lessons, wider is the clubs and activities we provide and personal is all the values and behaviours we model to our community. We pay attention to all three.

3. Our students do best when learning is engaging and making them think and work hard. We know that our staff can balance rigorous, challenging learning with an enjoyable, varied and positive atmosphere.

4. In our lessons we have clarity of key routines and habits and seek fidelity in these, whilst allowing each teacher to have their own personal approach. The children need to know where they stand each time they arrive at a classroom.

5. We are evidence informed and use the research from outside organisations to help frame our developments, while always contextualising them to our school, staff and students.

6. We encourage our teachers to take risks with their teaching, evaluate the effects of new approaches and share their findings with colleagues.

7. We focus closely on the relationships between our staff and students, and between the students themselves. We view this as more important than rules and expectations and it has lifted students' behaviour and engagement. Our corridors, classrooms and communal areas are vibrant and uplifting.

8. Our staff constantly model to students how to interact with others knowing that for many we may be the only stable adult role model in their life. It is founded in our values and includes our work ethic, visible enjoyment, expectations of each other and workload.

9. We seek alignment on key school approaches without them becoming burdensome or constraining.

10. We delegate significant agency to our middle leaders over curriculum content and design, behaviour management and support for their team. We have high expectations of them around how they work together to plan cohesive learning that complements other subjects and meets our students' diverse needs.



ABOUT OUR SCHOOL

Esher Church of England High School is an excellent, high performing school and is proud to be part of Enlighten Learning Trust (ELT). As a trust, we have a strong record of working collaboratively with schools across all phases and we have seen the benefits of this approach for all involved. Our aim is to develop a strong sense of school-to-school support and through collaborative working we have built on growing outstanding teachers and leaders.

Our mission at Esher High School is that every student will grow in character, spirit, knowledge and skills, mindful of their part in God's creation. Our school offers a vibrant curriculum, both in the classroom and beyond. We strive for excellence in all that we do, in academic performance as well as personal development, in order that students and staff will flourish and be ready for future opportunities. Our commitment to academic excellence in a supportive environment is absolute and we provide an environment that enables everyone to work together in an atmosphere of mutual respect, openness and trust.

Our values are rooted in those of the Church of England but interpreted for our own unique setting and students. We apply these through an ethos of high expectations with a supportive and cooperative approach. We have a set of values that underpin our approach:

- Wisdom, knowledge and skills
- Hope and aspiration
- Community and living well together
- Dignity and respect

The school enjoys a fantastic campus set within a 16-acre site with wonderful, modern facilities including a large sports centre, lecture theatre/auditorium, science block and performing arts centre. We invest significantly in technology, with full migration to Microsoft Office 365, knowing that this is a key element in delivering a high-quality learning experience. The environment and resources support great learning and allow students to make the most of what we have on offer. We have high expectations of our students at all times, and work alongside parents to help the students to meet these expectations. Through this support they will become confident, ambitious and responsible citizens, ready to enhance the world around them now, and into the future.



WHY WORK FOR ESHER HIGH SCHOOL?

In addition to a competitive salary, we can offer the successful candidate continual professional development and the opportunity to further develop your skills and talents with us. You will have the opportunity to be part of a growing and dynamic trust led by a strong and dedicated senior team that provides support, effective challenge and strategic direction.

If appointed, you will be working with talented teachers and support staff, who are fully committed to delivering the best outcomes for students. We have low staff turnover and many of our leaders have grown up through our own staff team thanks to our excellent CPD activities, coaching and support.

Our vision, values and ethos provide an environment that enables everyone to work together in order that students flourish in every aspect of their learning. We also have strong links with parents and the wider local community and a highly supportive and dedicated governing body.

Staff benefits include:

- Bespoke professional development opportunities
- Full training programme for ECTs
- 2-week October half term holiday
- Staff Laptop
- Full Office 365 licence for home use
- 2 additional hours of non-contact time on top of PPA per fortnight
- Teachers have their own classroom
- Teachers' pension scheme
- Staff wellbeing group
- Overseas wider curriculum opportunities
- Staff association dedicated to social activities, gifts, staff morale
- Free gym use
- On-site parking
- Cycle to work scheme
- Opportunities may arise to work within other ELT schools and phases



JOB DESCRIPTION

TEACHER OF DESIGN & TECHNOLOGY

Full-time
Permanent Position
Start date: January 2023
Salary: MPS/UPS (Fringe)
ECTs are welcome to apply

Key Areas of Responsibilities:

- To teach all aspects of your subject across the ability range within Key Stage 3 and Key Stage 4
- To meet the teacher standards; aiming for consistency good or outstanding practice by:
    - Setting high expectations which inspire, motivate and challenge students
    - Promoting good progress and outcomes by students
    - Demonstrating good subject and curriculum knowledge
    - Planning and teaching well-structured lessons
    - Adapt teaching to respond to the strengths and needs of all students
    - Making accurate and productive assessment
    - Managing behaviour effectively to ensure a good and safe learning environment
    - Fulfilling wider professional responsibilities
- To be effective form tutor, as detailed in the staff handbook and form tutor pack
- To work with your line manager, keeping them informed of progress and any areas of concern
- To communicate effectively with parents
- To implement school and department policies designed to improve standards of achievement and wellbeing
- To have a responsibility for the Safeguarding, Health, Safety and Welfare of students
- To participate in and promote extra-curricular activities to appeal to all students
- To Provide high quality enrichment and extension experiences for students – this could include participation in challenges or competitions, trips, visits performance opportunities, visiting speakers etc
- To supervise students as directed by the relevant duty team leader
- To carry out the duties of a school teacher, as set out in the Teachers Pay and Conditions document
- To undertake any other tasks as reasonably requested by your line manager

HOW TO APPLY/
THE APPLICATION PROCESS

More information about this vacancy can be found on the vacancies page of our website: **Esher Church of England High School/Vacancies**

The closing date for applications is **Monday 10 October 2022 at 8.00 am.**

If you are applying for this role via our school website, please submit your completed application form electronically to: **recruitment@enlightenlt.education**. Alternatively, if you are applying via TES or Eteach please complete the online application form and submit your application via this platform.

Interviews for shortlisted candidates will take place w/c 10 October 2022.

We welcome early applications and will consider holding interviews and appointing before the closing date for strong candidates.

Shortlisted applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. It is an offence to apply for a role if applicants are barred from engaging in regulated activity relevant to children.

This school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Please refer to the following link for further information regarding our **Child Protection & Safeguarding Policy.**

Any successful applicants will be required to undertake an enhanced disclosure check by the Disclosure and Barring Service [DBS].



HOW TO FIND US

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Email: recruitment@enlightenlt.education
Web: www.esherhigh.surrey.sch.uk

Headteacher: Mr A King
Executive Headteacher: Mr M Boddington



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