CROXLEY DANES SCHOOL

Appointment Brief for
Teacher of English
Fixed Term Contract

Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER

CROXLEY DANES SCHOOL

Dear Applicant,

Thank you for showing an interest in the fixed term post of Teacher of English starting in January 2022.

This is an extremely exciting time to join Croxley Danes School as in September 2020, the school opened its brand new permanent accommodation at Baldwins Lane in Croxley Green, including a building with a capacity for over 1200 students. The permanent site for the school comprises 12.3 hectares. This far surpasses the need for a six form entry school, therefore the space afforded to the students on site is, compared to other local schools, second to none. Furthermore, the permanent school building has been meticulously designed to ensure both students and staff experience a first-class learning environment. More details about (and images of) the permanent site can be found here.

The Danes Educational Trust currently comprises nine schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onslow St Audrey's School, De Havilland Primary School, Elstree Screen Arts Academy, Ascot Road Primary School, Jupiter Primary School and Lanchester Primary School . Dr Josephine Valentine OBE is the CEO of the Danes Educational Trust. She was Headteacher of St Clement Danes School for 20 years. She is a National Leader in Education, a DfE Advisor and has oversight of all nine schools. If appointed, you will benefit from working within an established, outstanding Trust whilst also contributing to the education of the first cohorts of students in a new school at an exciting stage in its development.

We are heavily over-subscribed with 840 students across Years 7-11 who are aspirational, confident and have excellent attitudes to learning. They are extremely proud of being the first cohorts of students in a brand new school and excited about the future. Staff overwhelmingly report that they are delightful to teach and fun to have in the classroom. Their behaviour is excellent.

We are looking to recruit a Teacher of English with a strong grasp of good and outstanding teaching, confident in their ability and able to consistently deliver effective lessons and learning with a positive approach. We look for talented and committed people and work hard to keep them, helping them to reach their full potential. In return we offer an exceptional CPD programme within the Trust.

I want Croxley Danes School to be outstanding and a strong part of the local community. If you share our commitment to educational excellence, we want to hear from you.

We are part of the Danes Educational Trust, more information about the Trust can be found here.

Yours sincerely

MR S THOMPSON
Headteacher



Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onlsow St Audrey's School, De Havilland Primary School, Elstree Screen Arts Academy, Ascot Road Primary School, Jupiter Primary School, Lanchester Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of 'Making the Difference Together' and consider our core values to be at the heart of what makes our Trust unique:

- We value ***joy*** in working, teaching and learning together
- We encourage everyone within our Trust to feel ***optimistic*** about the future and how they can shape it
- We support all individuals in developing ***resilience*** to enable them to respond to change and grow as a result
- We value and support the ***wellbeing*** of all individuals who learn and work in our schools
- We provide ***equality*** of opportunity and experience for all
- We provide a ***safe*** and secure learning environment for all



Job Title: Teacher of English
Line Manager: Head of English Faculty
Pay Range: MPS/UPS (Fringe Area)
Full-time
Fixed Term Contract: 1st January to 31st August 2022

Core Purpose

- To contribute to the effective functioning of the faculty as a team
- To maintain high professional and academic standards, remaining up to date in terms of subject knowledge and pedagogical techniques

Main Duties and Responsibilities

Teaching and Learning

- Ensure effective curriculum coverage, continuity and progression in the subject for all students
- Establish clear teaching objectives in lessons and use appropriate teaching and learning methods
- Prepare lessons thoroughly and review content, presentation and relevance, ensuring that full records of work done are kept
- Follow policies for assessing, recording and reporting on student achievement, and use these to set achievable targets for further improvement for all students of all abilities
- Ensure effective development of students' individual learning skills takes place
- Create and maintain a stimulating learning environment
- Ensure a level of discipline conducive to learning

Communication and Liaison

- Attend faculty and full staff meetings and represent the faculty at other meetings, where appropriate
- Meet formally and informally with Head of Faculty or Subject Leader over matters relating to teaching and learning, classroom management and over personal professional development
- Communicate and work effectively with other members of the faculty
- Liaise with other staff, including Form Tutors and Key Stage Pastoral Leaders/Assistant Pastoral Leaders on matters relating to the teaching of the subject
- Maintain appropriate contact and consult with parents of students as necessary

General

- Keep up to date with and follow faculty and Danes Educational Trust (the 'Trust') policies
- Assist in the general management of the faculty as directed by the Head of Faculty or Subject Leader
- Carry out delegated tasks to meet faculty objectives

Job Description

DANES EDUCATIONAL TRUST



Our Vision
At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

Core Values
The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all

Compliance
The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

Safeguarding
We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

Additional Information
All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

Supervision/Job Context
The post holder is managed by the Head of the English Faculty.

Contacts
The post holder will work with all members of staff in the school and have contact with students, parents, advisors and other specialist visitors to the school.



We are looking for …

A full-time English Teacher who will be able to contribute positively to the work of the English Department.

Our ideal candidate will have the ability to teach English to GCSE.
This role is suitable for NQTs or experienced colleagues.

Knowledge, Experience and Training

Essential:

- Qualified Teacher Status
- Experience of teaching English at Key Stages 3 and 4
- A passion for English and for education in its widest sense
- Demonstrate a natural aptitude to model the Trust's core behaviours – '*We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.*

Person Specification

DANES EDUCATIONAL TRUST



Curriculum Summary

We currently have nine faculties: English, Maths, Science, Humanities, Modern Foreign Languages, Technology, Physical Education, Creative Arts (Art, Music and Drama) and Social Sciences.

All Faculties currently have a Head of Faculty or Subject Leader. Over the course of the next five years a number of curriculum and pastoral middle leadership roles, as well as a variety of senior leadership posts, will also become available, ensuring that aspirational staff will have opportunities to progress their career and assume additional responsibilities at the school.

All our Faculties use Schemes of Work that have been developed from tried and tested resources from St Clement Danes, our sister school. As such, the students are following a similar curriculum and assessment framework at Key Stage 3 which facilitates progress comparisons with an established school which has outstanding student outcomes. Every data comparison to date demonstrates that the students have adopted the positive attitude to learning that is highly evident in our sister school and are making good progress. When the students reach Key Stage 4 they follow the same specifications at GCSE as St Clement Danes to facilitate the sharing of resources, knowledge and expertise, which should reduce workload whilst promoting positive academic outcomes. The school has high expectations of student behaviour, which is proving to be exemplary. To learn more about the curriculum and to download the KS3 and KS4 curriculum booklets, please visit our website: https://www.croxleydanes.org.uk/198/ks3-ks4-curriculum

There is a rich programme of Extra-Curricular activities and Student Participation Groups underway. Successful candidates will be encouraged to add to these opportunities for our students. In addition, many Faculties have already started to create links with the local community in Croxley Green where the school is situated. Examples of this can be seen on our News Pages and Twitter Feed. We are keen for successful candidates, to further develop these links. The current extra-curricular programme can be downloaded from our website: https://www.croxleydanes.org.uk/200/extra-curricular-1

Staffing

As a new school, we have an extremely keen, committed and cohesive staff group. The active staff room committee organise social events at least once per term (coronavirus pandemic permitting). We are looking for colleagues who want to make a difference to the lives of the families we serve whilst also developing their own interests and careers; we hope they will, like our current staff, also enjoy working at our school.



Resources

Our school is fortunate to be extremely well resourced. There are interactive TVs in all classrooms and software has been purchased to support and facilitate learning and reduce workload: ActivInspire, Show My Homework and Mint Class have all been very well received by teaching staff. There is also considerable investment in curriculum software in all Faculties, for example - Accelerated Reader, Hegarty Maths, Kerboodle, Seneca and Active Learn to name but a few. In the fullness of time, each Faculty will have its own dedicated ICT resources, either through a computing suite of 30 PCs or the provision of 30 laptops. Through a prudent expenditure and staffing plan, the school has been able to provide all the resources requested by staff whilst also developing significant reserves to develop financial resilience at a time when funding is a significant issue in most schools.

Accommodation

The funding envelope for the development of the permanent site and construction of the school building was approximately £30million and therefore **since September 2020** the school has been able to provide first class facilities to create a rich learning environment, which is populated by students and staff who demonstrate a 'can-do' attitude and enjoy celebrating one another's successes. The building has been designed around the faculty system, in which classrooms within a faculty are grouped together, each Faculty benefiting from its own staffroom.

With the permanent site totalling 12.3 hectares, the playing fields are extensive but also many of the aesthetic features of the site, such as an historic lime tree walk and other established shrubs and trees, have been retained to create a landscaping effect which few other schools can offer. In addition to the playing fields, there are dedicated tennis courts and (separate to the tennis courts) dedicated netball courts and a floodlit astroturf pitch.

Our permanent site is situated within walking distance of Croxley Green underground station and a short bus ride from Watford town centre. Opposite the school is a parade of shops and several key bus routes serve the location. Croxley Green itself is a welcoming and cohesive community of which the school is already becoming a part. We hope that this relationship will only grow and flourish with time.

School Summary continued

Our student body is drawn from local families, largely from Croxley Green, West Watford and Rickmansworth. They are engaging, imaginative and enthusiastic learners who are excited about coming to school each day. The video we made of them for our 2017 Open Evening, although shot within days of them arriving at the school, gives a flavour of their character and can be seen **here**. The videos we created for our 2021 virtual secondary transfer event can be seen **here**

Data from recent progress checks shows fantastic attitudes to learning from the vast majority of students and detailed support plans are successful in helping those who find learning more challenging to access the curriculum and work alongside their peers successfully. In terms of their ability on entry, their aggregated overall KS2 scaled scores of 106 is above the national average. Their progress so far is a little hard to evidence comprehensively, as you will appreciate, but all data captures to date indicate that the students are progressing well.

Our numbers on Free School Meals are low (9% FSM). 15% accrue Pupil Premium funding. Our population is ethnically diverse and 24% of students have English as an additional language. 15% of students receive SEND support and five students have an EHCP. We have a highly experienced SENCO who leads a team that includes an SEN Teacher and six learning Support Practitioners (LSPs).

All visitors comment on the pride our students take in their school, the care they show for one another and the delight they express about being students who have the chance to help shape a new school community – a role which they take extremely seriously.

Leadership qualities are already being developed and it is intended to build on opportunities to allow students to lead as the school grows. An extensive student participation programme has been introduced and has been heavily oversubscribed by students wishing to join. A number of groups such as the Student Council, Environment Group and Equalities Team feed into the School Parliament.

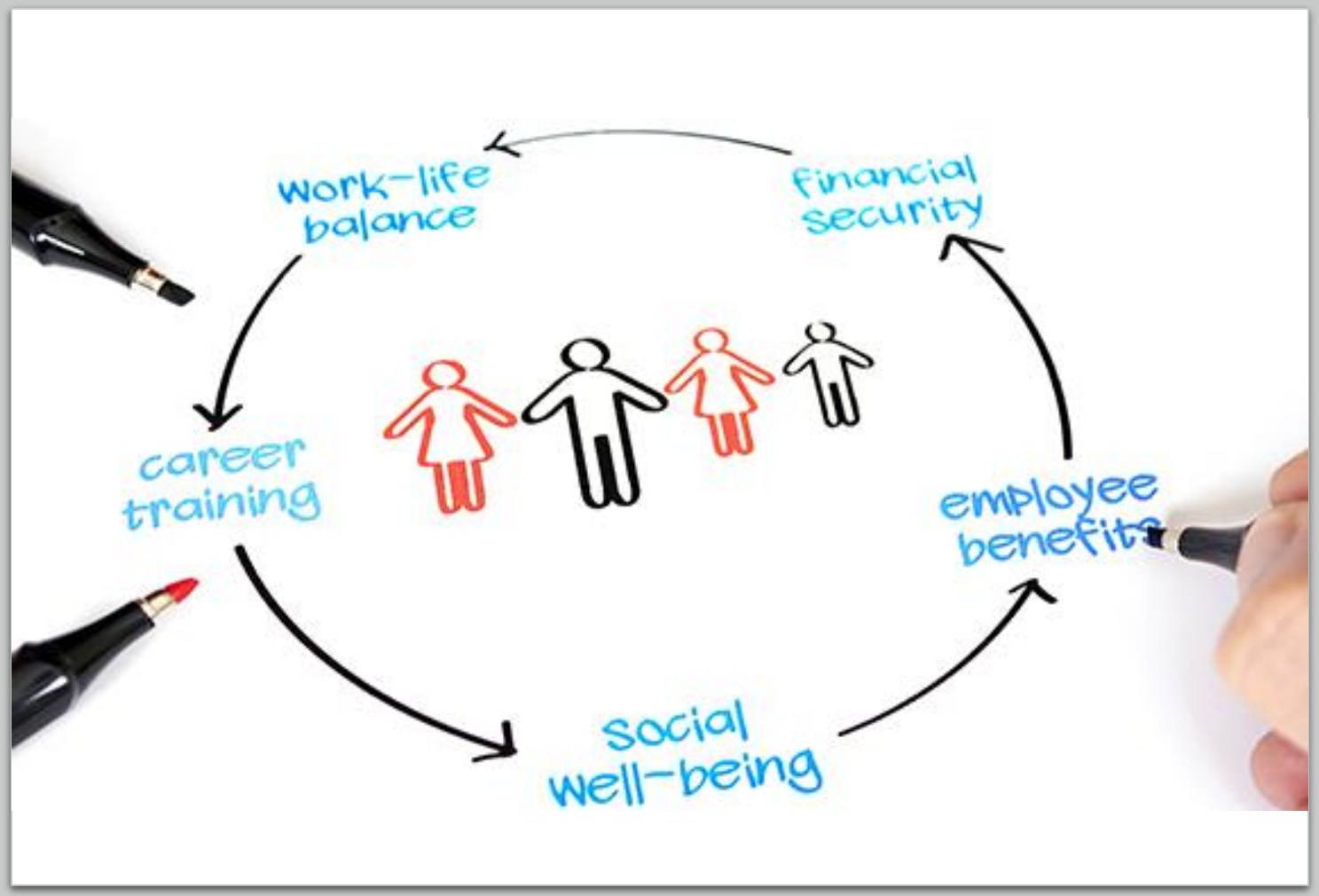
The school prides itself on nurturing students' talents, whatever they might be. Students are currently able to join in with a wide range of clubs and activities and our sports teams are starting to chalk up promising results against local schools. To get a full sense of the life our students are able to lead at the school, see our **News Pages** or **Newsletters** on the school website or follow us on Twitter **@croxleydanes**.



Our students

We can offer a range of benefits including:

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science & Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Free flu jabs
- Free parking
- Staff Committee that organise regular social events



Benefits

CROXLEY DANES SCHOOL

Baldwins Lane, Croxley Green, Rickmansworth
Hertfordshire, WD3 3LR
T: 01923 284483

Headteacher:
Stephen Thompson, MA (Cantab) PGCE

https://www.croxleydanes.org.uk/



Dawn Gamble
Recruitment Manager
01923 589699 / 07917 035962
dgamble@danesedtrust.org.uk

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