

## THE NETHERHALL SCHOOL AND OAKES COLLEGE

### Candidate Information Pack TEACHER OF ENGLISH



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## Welcome from the Chief Executive Officer

Thank you for your interest in the position of **Teacher of English at The Netherhall School and Oakes College, Cambridge**, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and nine primary schools, the latest to join our community being the new Marleigh Primary Academy which opened in September 2022. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Sarah Casciano (HR Officer) or Martyna Rownicka (HR Co-ordinator) via email at [hr@netherhallschool.org](mailto:hr@netherhallschool.org)

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin  
Chief Executive Officer



## Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 15 schools across three counties, with a 16<sup>th</sup> school due to open in September 2024. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure. We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely to provide with other trusts to provide professional qualifications in addition to own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

The core Vision of Anglian Learning is to enable:

Dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally.

Our four core values and principles guide our work to achieve our vision:



### Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



### Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



### Empowerment

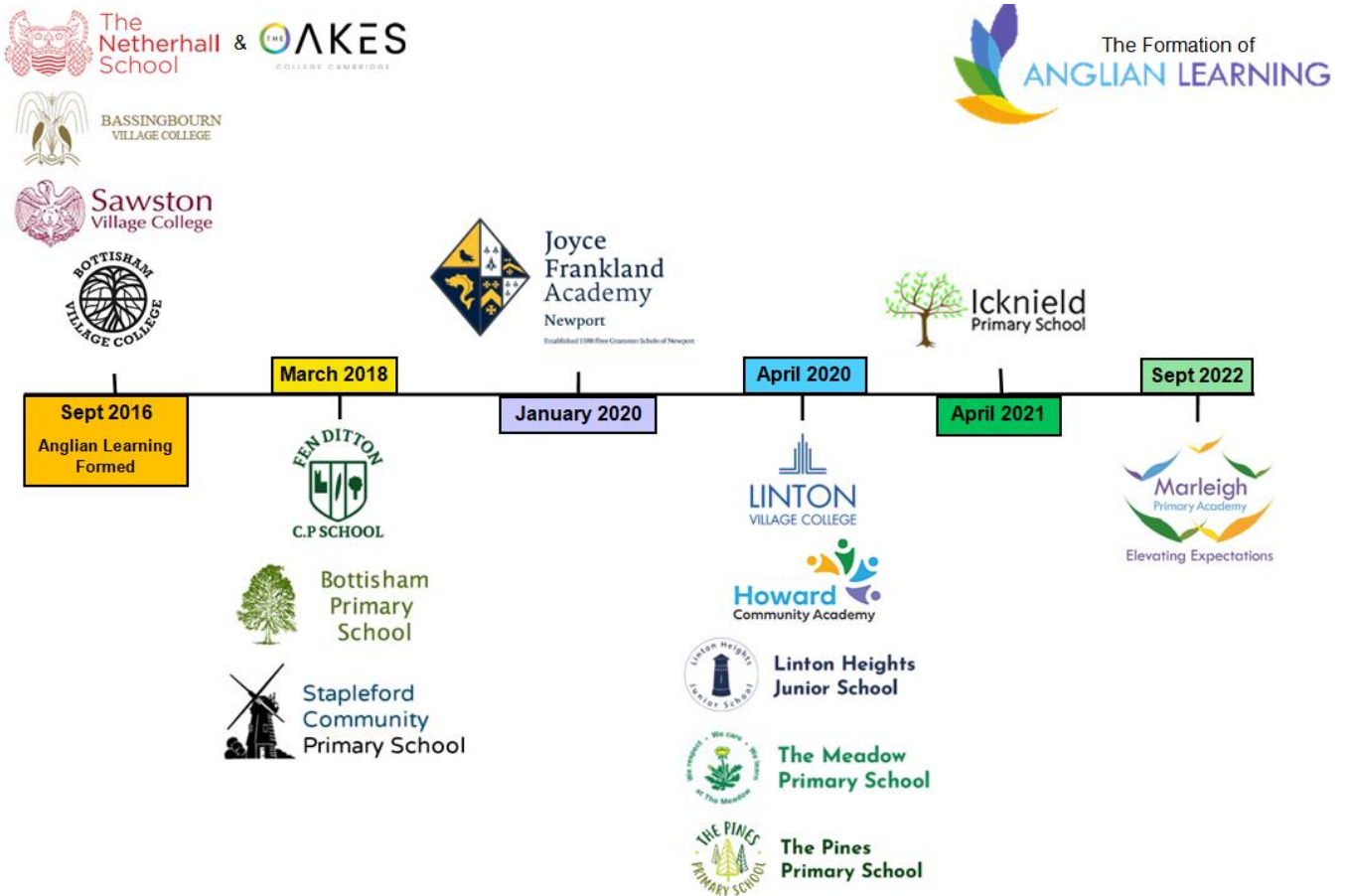
We enable our academies, staff and learners to embrace new ideas and think creatively



### Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

**This is our Anglian Learning community. It is an exciting time to join our growing Trust.**



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust



Thank you for you very much for your interest in a position at The Netherhall School and Oakes College. We hope that the following information assists you in understanding the ethos of our school and will encourage you to apply for the position.

The Netherhall School has been offering high quality education in Cambridge for over 150 years and boasts a strong recent track record of exceeding national performance targets and expectations.

Netherhall School has developed and grown since it welcomed its first student on the 9 January 1871, and has adapted constantly to the needs of the community and the changing demands and ethos of the educational sector. The history of the school encompasses being a grammar school, a comprehensive school in 1974, a Foundation school and now an Academy. For many years it was the only school in Cambridge that offered a 6th Form and, still today, one of only two school based Sixth Forms offering A Levels.

In February 2016, Netherhall School became an Academy, joining with Bottisham Village College, to form the Bottisham Multi Academy Trust. On the 1st September 2016, the Trust grew to four schools with the addition of Sawston Village College and Bassingbourn Village College, two high performing schools just outside Cambridge. At the same time, the name of the trust changed to 'Anglian Learning'; this has brought increased opportunities for collaboration and career development. Since that point, two more secondary schools, Linton and Joyce Frankland have joined the Trust.

Our examination results over recent years have been excellent with A level results in excess of targets and GCSE results well above national benchmarks. Our Progress 8 score has been consistently positive which, given the inclusive nature of the school, is impressive: schools in Cambridgeshire do not permanently exclude students so these figures contain students who, in other authorities, would be taken off roll.

### **Our Students**

Netherhall School is set on the outskirts of Cambridge and serves both the City and the surrounding rural villages. As a result, student admissions are from a diverse range of backgrounds.

The whole operation of the school is built upon our values of Inspiring, Individual Inclusive,:

**Inspiring:** We believe that it is our role to provide a setting, curriculum and staff which inspire students.

**Individual:** We offer a range of pathways for our students, matched carefully to their needs and aspiration. This includes:

- **Star** - nurture classes for years 7-8,
- **Innovate** - alternative vocationally biased curriculum for years 9-11,
- **Hobbs** – provision for those who would otherwise have been permanently excluded
- **ALVIN** – provision for those with medical needs
- **EAL** groups for all year groups

Inclusive: We take every opportunity to ensure students are not affected by economic disadvantage, learning needs, language barriers. As a highly diverse community we aim to welcome cultural difference and create a sense of belonging for all.

Crucially, we want all of our students to feel happy and secure. We have a well-developed pastoral care system and staff genuinely care about the students as individuals. We encourage students to assume and enjoy responsibility as Duty Students and through our Student Ambassador and Leadership schemes. Our highly skilled staff work closely with students, monitoring their progress to ensure they achieve their potential. There is an excellent student volunteer peer-counsellor scheme and students are encouraged to play an active part in the running of the school through School Councils. We understand that students need a range of skills and opportunities to fulfil their potential and therefore encourage students to undertake a full range of extra curriculum activities in addition to the educational requirements. Staff give their time freely to run a very broad range of activities from the traditional sports and drama to Warhammer Club and Language Leaders.

The Ofsted report of October 2018 gave a rating of Good in all areas with some areas of outstanding strength. Typically, we are not resting on our laurels and pushing forward to gain even stronger judgements next time around.

Many of our students choose to stay at Netherhall for seven years, progressing from Year 7 through to our highly successful Sixth Form, The Oakes College, Cambridge. The centre has an excellent reputation in the City of Cambridge and beyond and many students join us from other schools for their post-16 studies. We have an impressive track record in placing students in Higher Education, including Oxbridge and in employment.

In 2021 the A levels qualifications gained by students were impressive with 28% A\*-A 55% of grades at A\* - B; 81% A\* - C and 98% A\* – E.

### **Our staff**

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. To this end, we have a vibrant and varied Continual Professional Development programme, which is personalised each year to support both our main school priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues as well as drawing on external expertise. Cross collaboration between other local schools and schools in the Trust is also encouraged so that best practice is formulated.

Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.

### **The Oakes College**

The Oakes College Cambridge, formerly known as Netherhall Sixth Form Centre, has a long tradition of supporting young people to achieve excellence at A-level and Applied courses. The Oakes College builds on these great foundations, embracing its role as a key provider of post-16 education for the Anglian Learning Trust. We provide continuity of high-quality education, both for students who have progressed through Trust schools and for those adding the richness and diversity from within the high-quality educational landscape of Cambridgeshire.

Oakes College is all about people; ambitious students who are determined to achieve; committed professionals who love teaching and a dedicated pastoral support team. We take pride in knowing each student as an individual and our ethos of “Inspiring, Individual, Inclusive” is reflected in everything we do.

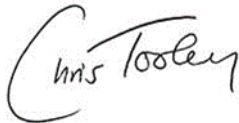
### **Partnership with Parents and Wider Community**

We are a warm and welcoming community which places a high importance on working with families and getting to know each of our students as individuals. We engage with parents through a variety of mediums; parental internet, regular newsletters, Parents’ Evenings, written progress reports as well as individual responses to queries. We are keen to engage parents from all backgrounds and to adopt strategies which will enable us to communicate better with all parents regarding their child’s progress and development.

Integrate is our provision to bring together local charities, educational institutions, public health and business with parents from across the Cambridgeshire region. We provide training, childcare, online courses, fora and referrals for parents. The support we provide is free to all and is advertised through our website, social media and partner schools. We are based at Netherhall school, co-ordinated by our communities manager, Chika Akinwale. We strive to provide completely inclusive support for parents raising children from 0-18.

The Parents and Friends of The Netherhall School (PFNS; or Puffins!) meet regularly to put on school events but also to provide the stakeholder feedback so vital to continuing and deepening relationships.

Thank you for your interest and we look forward to hearing from you.

A handwritten signature in black ink that reads "Chris Tooley". The signature is written in a cursive style with a large, sweeping initial 'C'.

Chris Tooley  
Principal



# TEACHER OF ENGLISH

Scale: MPS/UPS

Full time

Required as soon as possible

## **Opportunity**

We are seeking to appoint an inspirational, enthusiastic, and motivated teacher to teach our English Curriculum over KS3 and KS4. The candidate must have high expectations and want to work within a school where we are ambitious for all our students whatever their abilities and where we recognise that staff development and teamwork is key to this.

## **Vibrant working environment**

Our central belief is that great schools recruit and retain great teachers and leaders. You will be joining an ambitious, vibrant and supportive working environment. You will be working with outstanding colleagues who are passionate about their subject specialism and pedagogy and who show extraordinary commitment and dedication to the young people in their care, as well as being hugely supportive of each other.

## **We offer:**

- A successful 11-18 mixed comprehensive school with a flourishing Sixth Form
- Impressive subject facilities
- A vibrant, supportive community with friendly colleagues and students
- Situated in Cambridge – a centre of excellence
- Cross trust developmental opportunities

This is an exciting time to consider joining our outstanding learning community and we look forward to receiving your application.

To apply for this position please complete the application process or contact the HR Team on [hr@netherhallschook.org](mailto:hr@netherhallschook.org)

Only application forms with a covering letter will be accepted.

**Application deadline: Monday 11th November 2024 at noon**

**Please note interviews will be held shortly after closing date.**

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org)

We value diversity and welcome applications from all, including those with protected characteristic under Equality Act.



## JOB DESCRIPTION: TEACHER

### 1. Principal Responsibilities

Under the direction of the Subject Leader (where appropriate):

- a. To contribute to the teaching of the department, as follows:
  - 1.1. by planning and preparing courses and lessons in accordance with departmental schemes of work
  - 1.2. by teaching pupils according to their educational needs (including liaison with the Special Needs Department and Teaching Assistants as appropriate.)
  - 1.3. by setting and marking work carried out inside and outside school
  - 1.4. by assessing, recording and reporting on the development, progress and attainment of pupils, according to departmental and school policies.
  - 1.5. by delivering cross-curricular themes and skills (e.g. Information Technology), as required.
- b. To participate in the development of appropriate syllabuses, materials and schemes of work.
- c. To participate in arrangements for preparing pupils for public examinations and in assessing pupils for such examinations.
- d. To contribute to the selection for appointment and professional development of other teachers and non-teaching staff including the induction and assessment of newly-qualified teachers.
- e. To contribute to the induction of trainees.
- f. To contribute to the storage and recording of Department resources and to the display of pupils' work in subject areas.
- g. To comply with health and safety regulations and observe safe working practices.
- h. The Postholder has a responsibility for promoting and safeguarding the welfare of children and young persons s/he is responsible for, or comes into contact with.

### 2. Additional Specific Responsibilities

To be Tutor of an assigned Form/Tutor Group and carry out related duties in accordance with the general job description of Form/Group Tutors.

### 3. General Duties

- a. To maintain good order and discipline among the pupils and to safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- b. To carry out a share of supervisory duties in accordance with published schedules.

- c. To contribute to the supervision and so far as practicable teaching of any pupils whose teacher is not available to teach them, subject to the conditions of employment.
- d. To participate in appropriate meetings with colleagues and parents relative to the above duties.
- e. To participate in appraisal arrangements.

#### **ADDENDUM**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post-holder must use Directed Time in accordance with the school's published Time Budget Policy and have regard to clause 36(1)(f) of a Teacher's Conditions of Employment.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once every two years and it may be subject to modification or amendment at any time after consultation with the holder of the post.



# PERSON SPECIFICATION: TEACHER

This specification is informed by the TDA Professional Standards for Teachers

| Attribute                              | Essential   | Desirable  |
|--|---|--|
| <b>Education and Qualifications</b>    | <ul style="list-style-type: none"> <li>• Degree in related subject</li> <li>• QTS</li> </ul>  | <ul style="list-style-type: none"> <li>• Further qualification &amp;/evidence of continuing professional development</li> </ul>  |
| <b>Experience</b>                      | <ul style="list-style-type: none"> <li>• Successful teaching experience during ITT placements &amp;/as a fully qualified teacher</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience in a fully comprehensive school across the spectrum of age and ability</li> </ul>  |
| <b>Skills, Knowledge and Aptitudes</b> | <ul style="list-style-type: none"> <li>• Able to work collaboratively with others</li> <li>• Able to form good relationships with students.</li> <li>• Able to motivate students</li> <li>• Energy and enthusiasm</li> <li>• Flexibility</li> <li>• Excellent organisational and classroom management skills</li> <li>• Excellent communication and interpersonal skills</li> <li>• Expertise in the teaching of the relevant subject including evidence of excellence in own work as a practitioner</li> <li>• Good knowledge and understanding of current issues in learning and teaching</li> <li>• A reflective practitioner</li> <li>• Clear indication of leadership potential</li> </ul> | <ul style="list-style-type: none"> <li>• ICT competency</li> <li>• Willingness to get involved in the broader life of the college through extra- curricular activities</li> <li>• Excellent time-management</li> </ul> |
| <b>Other requirements</b>              | <ul style="list-style-type: none"> <li>• High standards of behaviour in the professional role</li> <li>• Commitment to form and maintain appropriate relationships and personal boundaries with young people</li> <li>• Commitment to safeguarding and promoting the welfare of young people</li> <li>• Satisfactory DBS check, Medical Clearance and References.</li> </ul>  |  |

The Netherhall School and Oakes College are committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



## Anglian Learning

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