

Sanders *School*

Teacher Information Pack





Sanders School

Teamwork Hard work Transparency

Dear Candidate,

Thank you for taking the time to consider joining our team of staff at Sanders School part of the Success for All Educational Trust (SFAET). We share the Trust vision of 'Commitment to Success for All' and work hard as a team to ensure our students develop the skills that will enable them to achieve the very best at every stage of their life.

Sanders has a very unique history and you can read more about this further in this pack. We believe strongly that we will be the best we can be, by being true to our values of Teamwork, Hard work and Transparency.

If you were to ask a parent why they chose Sanders for their child, they would tell you how the focus here is on the development of the whole child. Sanders strives for academic success as well as offer a range of opportunities beyond the classroom and throughout providing excellent pastoral care.

We understand the importance and role that a school plays within the local community. Our students play an increasing role looking to give back positively to Hornchurch and Havering. This has included delivering mince pies at Christmas to our neighbours and raising money for the local food bank.

Our students are amazing and have a real thirst to grow, develop and be challenged. We provide many opportunities for them to use their voice and also represent Sanders; for example, classroom ambassadors, Student prefects and Senior Leadership team, our PE leaders who help organise and run local primary schools sports day and host a big Primary Olympics on site, on the sports field, the stage in the school play or in the many opportunities to play music.

We are committed to improving outcomes for all students and focus on high quality teaching and learning to ensure the best possible progress for every student. Our Partnership with Redden Court School and The Royal Liberty School has afforded us fantastic opportunities to collaborate and share best practice. Together we are passionate about raising educational standards across Havering

Sanders School has been and continues to be a journey to becoming an outstanding educational establishment, we are relentless in our pursuit of this. We are driven by our belief that every student is capable of achieving great things and that through our belief in them. We also understand the importance of working with home in partnership illustrating

We have a balanced CPD Programme which offers a mixture of department time, staff designed training matrix covering a range of aspects of note for staff/departments and the whole school CPD. Additionally, we offer support to staff at all levels to develop and experience opportunities to progress their careers within Sanders and the Trust.

Staff well-being is vitally important and we invest in School Advisory Service. This is a package of Health and Well-Being Services with a range of services for all staff in the school to access. Further information can be found about this towards the end of the information pack.

Visitors to our school are always impressed by the atmosphere at Sanders and the real passion and pride students have for the school. I would welcome you to visit us to see this for yourself, meet some of our amazing students and staff and get a true taste of Sanders.

Stuart Brooks
Headteacher

Our Vision



To be the best we can be, by being true to our values

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Our Values

Teamwork Hard work Transparency

We believe students are more successful when they feel safe and are challenged yet supported. Students thrive in an environment in which they are allowed to take risks, develop confidence, discover a passion, find themselves, develop individuality and independence.

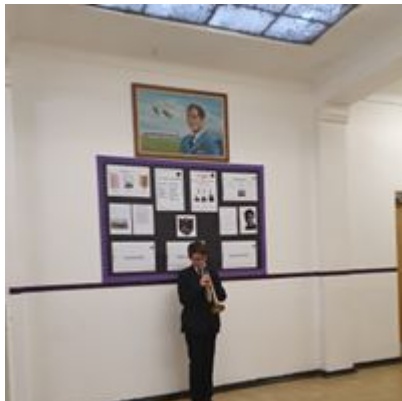
Students at Sanders succeed because they are inspired to learn, challenged to exceed expectations and encouraged to persist in the face of adversity.

Teamwork will help students communicate with others, increase their social skills and self-confidence, and help them to develop into happier adults. Teamwork teaches children important skills and life lessons.

All staff share the view and desire to bring about success for every student. We all work together collaboratively and in unity. At Sanders we understand the importance of working with the home and the family, as it is together that we will instil the values and ethics required to be successful not only in their studies but in all future endeavours.

We are unapologetically ambitious for our students and this empowers our students to believe that through working as a team, with hard work, and honest open conversations they can and will achieve their goals.

Our students learn in an environment firmly rooted in an ethos of respect, understanding and empathy for others. Our students are learning today to be leading tomorrow.



SCHOOL DESCRIPTION

In 2018 we joined the Success for All Educational Multi Academy Trust. We are making extensive use of our partnership with Redden Court School and The Royal Liberty to continually raise standards of teaching and learning and student outcomes. We are using these links to drive further improvements in all aspects of learning across the Trust. We have made massive strides in our progress as evident from internal monitoring and external audits.

We are a small school and have a real strong sense of community. We have many second generation Sanders's students. Staff and students have good relationships based on mutual respect.

Job Profile

Job Title: Teacher
Pay Scale: Main Scale



To be the best we can be, by being true to our values

Job Purpose

A teacher is responsible for ensuring that the students he/she teaches are able to learn effectively and to make progress.

Key Accountabilities

- The preparation of lessons in accordance with the school's agreed policies and procedures.
- Planning of lessons and teaching resources that enable students to learn and make progress.
- The Assessment of students learning recognising its place in developing students learning.
- Using assessment to inform teaching and learning. Following the school policies on assessment and marking.
- Setting and marking of homework, extended learning tasks and class work. Working in accordance with the homework policy.
- The provision of an effective learning environment through proper use of resources and effective management of student behaviour.
- Being a reflective practitioner, keeping up to date, through reading and INSET, with educational thinking.
- Contributing to the development of a subject area through attending meetings and being involved in Faculty review and planning.
- Being a positive role model for students, encouraging them to behave in accordance with the school code of conduct. Using the Behaviour Management Policy and Working Together Code of Conduct.
- Developing positive relationships with parents through the formal reporting system, parents' evenings and when in communication with parents.
- Promoting positive attitudes in students when undertaking the role of form tutor, using the tutor period effectively.
- Ensuring that school equipment is used safely and take measures to ensure the security of equipment after use.
- To take an active role in School Performance Management system to review own progress and set targets for future development.

- To undertake the responsibilities of a form tutor.

Other Professional Responsibilities

- To take appropriate action to identify and minimise any risks to health, safety and security in the immediate working environment.
- To work in accordance with the values of the school particularly with regard to promoting positive attitudes towards tolerance and respect for other people.
- To work in accordance with school policies and procedures as identified in the staff handbook and school policy folder.

Signed: Date:

Signed: Date:
(Head Teacher)

Sanders School is committed to safeguarding and promoting the welfare of children and young people. All adults who work at the school must share this commitment to young people.

What people say about us



“What a great atmosphere. Happy student and staff” (A visiting parent Open Evening 2019)

School leaders work closely with external agencies, parents and carers to provide support to pupils when it is needed. Leaders with specific safeguarding responsibility in the school have a thorough understanding of the safeguarding policy and procedures. They have detailed knowledge of the needs of pupils and work well to promote pupils’ well-being and safety. (Ofsted 2017)

"I am proud to be a member of Sanders and understand we are all working together as one team to be successful" (Year 9 student 2019)

"Pupils enjoy a range of extra-curricular activities that support learning and enrich their experiences" (Ofsted 2017)

"I am excited at the journey Sanders is on and the drive and passion by the leaders to improve the outcomes for the students" (Staff member 2019)

"Sanders is better than primary school because there's more after school clubs, I go to rugby on a Monday. The Atmosphere is great, the teachers help us and are really nice" (Year 9 student 2019)

"At Sanders Leaders are ambitious, passionate and driven ... Students enjoy their learning and teachers choose tasks and ways of learning that interest them. Expectations are high." Havering School Improvement Review March 2020)

"At school I feel safe and know that the staff really care about me. They are always there. " (Yr8 student 2019)

"The Parental Communication Group allows parents to provide constructive feedback directly to the school. The group look at the processes and systems in place and how it could be improved from a parental view and not just that of the school. It is about being part of the school community, being involved and helping to make a difference." (A parent who is a member of the Parental Forum Group 2019)

They provide pastoral and practical support for children who are worried about anxiety, depression and other concerns. The team are aware of the social and cultural pressures on the children, they recognise the lack of parental understanding and confusing role models for some children. The clear aim is de-escalation, keeping children focused on day to day life and the positives they experience. (External 175 Audit - Havering Borough 2019)

" All classes visited were calm and purposeful. Students demonstrated good behaviour and almost all students were engaged and working well. Students enjoy their learning and teachers choose tasks and ways of learning that interest them. Expectations are high." Havering School Improvement Review S Sutton March 2020

"I am so proud to be a staff member at Sanders and know that I am making a real difference to the future lives of our students" (Staff member 2019)

"My daughter has had lots of opportunity to develop as a leader which is so important" (Parent 2019)



Staff portfolios

Ms Nicholson, AHT Pastoral

Since joining Sanders as a trainee teacher, I have been able to grow and develop my skills and expertise through the opportunities and experiences made available to me. I have filled the role of Geography teacher, Head of Year, Leader for KS4 and progressed to the Senior Leadership team, here I lead on across the school on all matters pastoral. Sanders shares my view that it



To be the best we can be, by being true to our values



is vital we develop the whole child. The school believes passionately in every young person. I have huge admiration for our students. They are the heartbeat of our school. Our staff are passionate and dedicated in ensuring that they support our students. As part of the SFAET I am able to further develop as a leader and utilise expertise across the trust.

Mrs Allen, KS3 Lead Science

Sanders School have supported me from when I was training 5 years ago, through my NQT and then I progressed into the KS3 Lead in Science role 3 years ago. I have been encouraged to challenge stereotypes within the Science industry to help more girls think about a career in Science by a number of interesting projects I have been working on. The staff and students are a pleasure to work with and I enjoy coming into work everyday. I can see that the Multi-Academy-Trust is a good support network and I look forward to the progress that we are planning on making as a School to become the best that we can be.



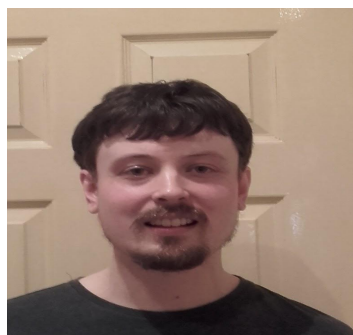
Mrs S King, AHT Raising Standards

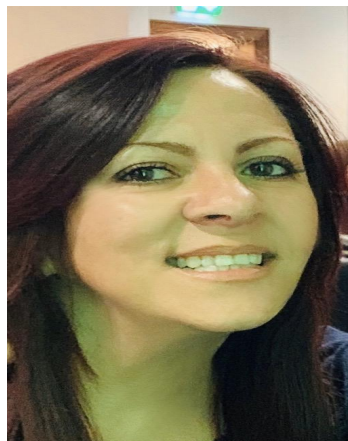
Sanders School recognises the need to Raise Standards across the school for all students. My appointment was based upon this, coming from a school that changed from Special Measures to Good in 5 years. I have had the privilege of working in Dagenham, Dubai and Basildon and hope that my experience can help drive Sanders to be the best school it can be, whilst remaining a community school with a great history. The staff and students are a pleasure to work with and our team ethic is impacting positively on our results and pupil achievement. Our drive and inclusion in the Multi-Academy Trust can help us to meet our goals for all of our students.



Mr J Watson, History/Raising Standards

Since joining Sanders in January 2020, I have felt really valued as a teacher and have found SLT really supportive of my professional development. For example, as a member of the Raising Standards team, I have had the chance to attend informative webinars and then work alongside members of SLT to develop strategies to both support low attainers and stretch and challenge high attainers. These strategies have begun to have a positive impact on our pupils' learning, particularly in terms of student engagement. This demonstrates the value of teamwork that lies at the heart of our community: teachers and pupils work together to succeed.





Mrs S Shread, Assistant Headteacher (Wider curriculum and Personal Development)

I began my teaching career as a trainee teacher at Sanders School in September 2003...and I have never left!! The school has been a part of my life now for 17 years and my career has progressed massively during that time. I began as a science teacher, moved into a Head of Year role, became Head of the Science Department and then Head of the Science and PE faculty, and finally became an Assistant Headteacher. I have never wanted to leave Sanders as both the staff and students are amazing and it is like having an extended family. The opportunities that we provide, the support and encouragement and development of the whole child at Sanders is something I am particularly proud to be a part of and we really work hard here to grow students into being the best people that they can be!!

Mr M Yeates, Music/Raising Standards Team

I joined Sanders as a newly qualified teacher; it was the perfect school to develop my practice and knowledge of teaching, planning and assessment. With support I was given the freedom to develop music within the school, raising its profile and I became a part of the Sanders community. Professionally the school has supported and developed my skills so I could make an impact in more whole school responsibilities. Having been Head of Arts and having a role in the Raising Standards team, helping to improve outcomes for all our students. The school has given me the time and resources to be able to start a two year NPQML course in Middle Leadership which will benefit both my own practice and the whole school. The Sanders community is a special community, made up of unique and curious young minds. I not only love teaching the pupils and running the various extra curricular clubs, which are enthusiastically and well attended.



Mr C Britton, Head of Year and PE Teacher

Since joining the Sanders community as a trainee, I have embraced every opportunity to develop as an educational and pastoral practitioner. I began my journey as an aspiring Physical education teacher, and soon assumed the additional role of Head of Year.

These roles have allowed me to truly express and implement my passion for helping, and inspiring young people into reaching their full potential. The Sanders ethos, core values, and staff members are integral in facilitating our ever evolving approach to developing our young people. My mission is to ensure every young person realises and utilises their best attributes, in order to secure a positive future



A brief history of Sanders

When Suttons School was officially opened by Lady Simon on 2nd June 1938, it was unique in being situated only 530 yards from the perimeter of Hornchurch Aerodrome, soon to gain fame as a vital Sector Station in R.A.F. Fighter Command's elite No. 11 Group.

Built to accommodate 960 boys and girls in two entirely separate establishments. Locating the Boys' School at the southern end of the building was a major error since it overlooked the aerodrome, and teachers whose windows had panoramic views across the airfield swiftly discovered that ensuring the average schoolboy's mind upon his work instead of watching aircraft taking off and landing, was no easy task!



On Wednesday 24th March 1943 at 10.40am, a Spitfire of No. 64 Squadron piloted by an American volunteer serving with the R.A.F., Flying Officer Raimund Sanders Draper, developed engine trouble shortly after take-off. What actually happened will never be known for sure but those present believe that he intended passing to the left of the school in an attempt to land on the open ground beyond.

Realising that with reduced power he could possibly hit the school, he deliberately put the nose of the Spitfire down in the playing field, whereupon it bounced up onto the gravel drive and came to rest against the wall and windows of the two end classrooms. The noise was tremendous but mercifully the high octane fuel did not ignite and only one boy, Dick Barton aged 13, was injured.

An R.A.F. crash tender smashed its way clean through the wooden boundary fence but Sanders Draper was dead in his cockpit. The boys were assembled in the School Hall by Mr. Ward, the Deputy Headmaster, where he told them the sad news. After the dinner break, schooling resumed as normal

We are forever grateful to Raimund Sanders Draper for the sacrifice he made



Staff Wellbeing Services



To be the best we can be, by being true to our values

Schools Advisory Service philosophy is to work with Sanders to prevent and reduce staff absence. All the Well-Being and Medical support offer to Sanders staff is designed and implemented by the SAS team of experienced in-house Nurses. Our joint aim is to keep staff in the classroom thus ensuring the children at Sanders get the best possible opportunity to succeed!

20 YEARS' SERVICE



SAS
Schools Advisory Service

Health and Well-Being Services

available from SAS under your Staff Absence Insurance

All
services are
complimentary

Physiotherapy Service

- Up to 5 free sessions provided
- We co-ordinate specialist treatment outside the NHS to speed recovery and return to work
- Programme developed for your personal needs

Stress Counselling

- Up to 5 free sessions of phone, Facetime or Skype support
- Allows convenient access to a time and place to suit your needs
- Access to relationship counselling for you and your spouse / live in-partner





How to Access

Download the Well-Being App now at schooladvice.co.uk or via the Apple/Android store. Once downloaded click onto the relevant service you require to access more information.

Search for: schools advisory service



Medical Support

- Access to over 150 operations performed at a local private hospital to you
- Cover includes surgeon, physician and anaesthetist fees

Online GP with Video Consultation

- Access to free online GP video consultation
- Connects users with a doctor giving a rapid diagnosis
- Flexibility of a pre-planned appointment to fit in with you



SAS PREHAB Supporting staff at work
SAS REHAB Supporting staff back to work

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