APPLICANT PACK

Harris Academy Wimbledon



Teacher of History

MPS—UPS (Inner London) + £1,500 Harris Allowance + Performance and Loyalty Bonus + Pension Scheme (TPS) + Harris Wellbeing Cash Plan + Additional Benefits

Start date: January/ April 2027

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on 020 3962 4300 or

info@harriswimbledon.org.uk

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Dear Applicant,

We are an *'Outstanding'* (Ofsted 2023) secondary academy, established in 2018 to provide an excellent education for children in Wimbledon.

Two years after opening, we moved into our brand-new building which is modern, bright and equipped with state-of-the-art facilities in every area of the curriculum. We are oversubscribed and fortunate to have an amazing level of support from the community with waiting lists for entry into every year group of our academy.

Our academy is an exceptional place to learn, providing an ambitious but happy and inclusive environment. We have high expectations of our students of all starting points and abilities. We know that our students will leave us academically successful, but we also want them to be well-rounded individuals with a highly developed social conscience, ready to lead in their communities and beyond. Our motto is *'make a difference'* and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them.

Three words are crucial to how we guide students to be able to *'make a difference'*: independence, integrity and resilience.

Independence means we support students to develop their skills and attributes, so they have everything they need to succeed. We set challenging targets and raise aspirations so every single one of our students reaches their potential.

Integrity means staff and students must be fair and truthful and have the courage to take the right action in every situation, even when no-one is looking.

Resilience means we give students the tools to recover from difficulties. We show students how taking risks and making mistakes is all part of the learning journey. We also show students how hard work brings success, and support them to persevere with all challenges.

We are looking for an experienced and enthusiastic Teacher of History to join Harris Academy Wimbledon at this exciting time.

There is a great deal of collaborative working and sharing of good ideas about what works within secondary academies at Harris. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.

I look forward to receiving your application.

Yours sincerely,

Joanne Larizadeh

Joanne Larizadeh
Principal



Job Description

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Job Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.

Teaching

- To undertake an appropriate programme of teaching as directed by the Principal.
- To plan and prepare courses and lessons in line with Academy policy.
- To contribute to the whole academy's planning activities.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To ensure effective and efficient deployment of classroom support.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To lead in the development of appropriate syllabuses, resources, schemes of work, Assessment for Learning, Behaviour for Learning policies and implementation of strategies for raising achievement the subject area.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student.
- To teach the enrichment curriculum and contribute weekly to extra-curricular activities.

Job Description

Pastoral System

- To be house tutor to an assigned group of students and carry out the duties associated with this role, including teaching Human and Life skills.
- To promote the general well-being of the individual and of the house as a whole.
- To participate in assemblies.
- To participate in after-hours activities with students.
- To communicate as appropriate, with the parents of students and with external agencies concerned with the welfare of the students.
- To contribute to and implement the Academy policy on rewards and support taking responsibility for student behaviour.
- To monitor students attendance and punctuality together with students' progress and performance in relation to targets set for each individual, ensuring follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To ensure the Behaviour Management system is implemented consistently in the subject area, so that effective learning can take place.
- To liaise with the Director of Upper/Lower school where a student is causing concern, attending planning meetings where appropriate.

Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area.
- To contribute to the subject area's Development Plan and its implementation.
- To attend all appropriate meetings.
- To plan and prepare courses and lessons.
- To contribute to the whole academy's planning activities.

Curriculum

- To assist the Subject Lead of History and Politics to ensure that the curriculum area provides a range of teaching which complements the academy's Strategic Objectives.

Staff Development: Recruitment and Deployment of Staff

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the academy.

Quality Assurance

- To help to implement academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with

agreed academy procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

Management of Information
- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications
- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
- To follow agreed policies for communications in the academy.

Marketing and Liaison
- To contribute to the academy liaison and marketing activities.
- To assist the Subject Lead of History with the effective promotion of the subject at open days/evenings and other events.

Management of Resources
- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Subject Lead of History to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, subject area and the students.

Academy Ethos
- Undertake whole Academy duties as outlined in responsibilities agreed each year.
- Monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Academy's corporate policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.

Job Description

- To adhere to the Academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.

Disclaimer

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. General Data Protection Regulations (2018)
4. Safeguarding children

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).



Person Specification

Attributes	Description	Desirable
Knowledge and Experience	Graduate in relevant subject and DfE recognised Qualified Teacher Status. Successful teaching experience at secondary level (can be teaching practice). Understanding of theory and practice of effective teaching and learning. Knowledge of National curriculum requirements at KS3 and KS4. Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement. Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers. Knowledge and experience of writing lesson plans, developing resources and assessing students work. Understanding the importance of being a Tutor.	Experience in Multi-ethnic urban schools. Experience of working in an 11-18 school. Understanding and/or experience of A Level teaching.
Skills and Abilities	The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff. Good level of ICT skills The ability to create a motivating and safe learning environment for all students. The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school. Good communication skills both writing and speaking. Ability to lead and manage own work effectively and take responsibility for own professional development. Ability to carry out the job description. Excellent time management skills and the ability to prioritise and meet deadlines under pressure. Ability to inspire, engage and challenge students.	
Personal Qualities	Enthusiasm for and commitment to the achievement of the academy's overall vision for success at all levels. Have a passion for Mathematics and a commitment to achieving high standards for students. Commitment to contributing to academy life as a whole and willingness to be involved with clubs and community projects. A positive approach to hard work. A positive role model for students. Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. Awareness of and commitment to equal opportunities and valuing diversity.	

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Thank you for your interest in our school. We look forward to receiving your application.

If you think a career with us is right for you, discover more at:

www.harriscareers.org.uk





An exceptional place to learn and teach

Harris Academy Wimbledon

- 'Outstanding' (Ofsted 2023) secondary academy
- Brand-new building with state-of-the-art facilities
- Oversubscribed with waiting lists for entry into every year group
- We value our exceptionally dedicated and talented staff whose hard work enables our students to leave us academically successful, and as well-rounded individuals
- Our motto is '**make a difference**' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them

A dynamic, inclusive and supportive team

Harris Academy Wimbledon is the perfect place to kickstart your teaching career or build on your expertise and progress into leadership. We offer a unique and dynamic teacher-centred approach to professional development comprised of five pathways:

1 Instructional Coaching
Weekly
Peer-to-peer coaching for all teachers

2 Professional Development
Bi-weekly
From 'expert coaches' and external providers

3 Beginner Teacher Training
Weekly
Instructional coaching & Federation CPD

4 Subject-specific CPD
Weekly
Responsive to department priorities

5 Formal Accreditation
Ongoing
NPQs, Diverse Leaders Programme, part-funded masters

Harris Academy Wimbledon

At HAWI we really take care of our staff



Performance & loyalty bonus



£1.5K HAWI allowance



Competitive pension



Cycle to work scheme



Interest-free ICT loan



Gym & leisure discounts



Comprehensive induction



Free counselling & advice



Flexible working



Priority admissions for children of HAWI staff



Interest-free season ticket loan



Sports and social activities