



Waverley Education
Foundation Trust

Recruitment Pack: Waverley School
Teacher of History
Start Date: 1 April 2023

Waverley Education Foundation (WEF) is a Multi Academy Trust, which operates both Waverley School and Waverley Studio College. WEF has over 1900 students on roll across the trust. It develops, brokers and delivers a range of services which support learning and leadership & management and improve outcomes for children and young people.

Waverley School is an all through school catering for students aged 4 – 19, of all abilities from all ethnic backgrounds. On arrival in Reception, the foundations are laid to enable children to do well as they progress through the school.

"The all-through provision enables pupils moving from primary to secondary to build on their prior learning." – Waverley School – Ofsted 2021

It is one of a few schools in the city which has a Special Needs Resource Base for both primary and secondary students.

"The curriculum for pupils with special educational needs and/or disabilities (SEND) is adapted well to meet their needs" – Waverley School – Ofsted 2021

Waverley Studio College opened in September 2013 and caters for students at key stages 4 and 5. With up to 75 students in each cohort the college has provision for up to 300 students.

In its recent September 2022 Ofsted inspection the Studio College retained its 'Good' grading. Inspectors stated that *'Pupils behave well in lessons and around school. They get on well together.'*

At WEF we aim to give all students every opportunity to maximise their full potential through a wide range of activities, enabling them to be successful members of society.

We provide a broad and balanced curriculum where academic rigour is matched by an equally important love of the creative arts, music and sport. Our Sixth Form provision across the trust is very popular offering both academic and vocational pathways that enable students to further their education beyond the age of 18, with many of them gaining their first choice university places.

Through our trust values of Humanity, Equality, Aspiration and Respect we encourage our students to have high expectations, aim high, work hard and develop their intellectual powers to the full. To help our students to achieve this we have skilful, committed, dedicated staff and a stimulating and disciplined learning environment.

We are very proud of our school community which is rich in cultural diversity. We aim to give each student a sense of belonging to the community based on mutual respect and self-discipline.

"Pupils have a strong understanding of diversity, respect and tolerance, including for different family lifestyles." – Waverley School – Ofsted 2021

Throughout their time at WEF, students will develop as 'Waverley Learners'. This is someone who is an independent enquirer, creative thinker, reflective learner, team worker, self-manager and effective participator.

We welcome potential applicants to visit our trust and we look forward to receiving your application.

Mr S. Farar
Executive Principal



Waverley Education
Foundation Trust

Welcome from the Executive Principal

Dear Applicant,

Thank you for expressing an interest in applying for a post at Waverley School.

I am incredibly proud to be given the opportunity to lead Waverley School as Secondary Principal. Having worked for the Trust for the last two years (since January 2021 as Principal of Waverley Studio College), I'm delighted to continue to serve our community and secure the very best outcomes for our students.

Students that attend both Waverley School and Waverley Studio College are wonderful. They are keen to learn, have strong aspirations to be successful and come to school ready to learn. We are unwavering in our belief that every student deserves an inclusive learning experience that is tailored to meet their own individual needs and to help them progress to the next stage of their learning or working life. Furthermore, we are committed at Waverley School in ensuring the highest standards in all that we do, creating a culture of high aspiration amongst all members of our community and empowering students to become lifelong learners and develop 21st century learning skills that are so fundamental towards success in modern society.

In our Trust we are committed to ensuring that our employees are able to achieve their full potential in an environment offering humanity, equality, aspiration and respect and providing opportunities for staff to develop. We believe that individual difference offers unique contribution which serves to make our Trust a positive place to work and learn, ultimately **learning through diversity**. We are committed to great employment practice, so we attract and retain employees from diverse backgrounds and communities.

I strongly encourage you to come and visit the school and see what Waverley Education Foundation is all about. I'm also more than happy to discuss the role with potential candidates on the telephone. If you'd like to do this, please e-mail applications@waverley.bham.sch.uk

Mr M Hire
Principal



Waverley Education
Foundation Trust

Message from the Principal

Our vision for Waverley Education Foundation ensures that we create an environment that allows all learners to flourish by encouraging mutual respect:

- Everyone will realise and achieve their potential
- We are the centre of the community and have the responsibility for its learning

Our vision is underpinned by our 4 key values:

Humanity:

Enabling all students to succeed in a global and British Society, through fostering an understanding of human values and attitudes, past and present.

Equality:

We value the diversity of the school community and respect the individuality of each person to ensure that there is an equality of opportunity for everyone.

Aspiration:

We all have the right to achieve and share the achievements (excellence) from all our backgrounds.

Respect:

We value diversity and respect the individuality of each person by creating an environment which allows all to flourish through mutual respect.



Waverley Education
Foundation Trust

Our Vision and Values

*"Teachers
promote a love of reading."*

"pupils behaving well and with positive attitudes to their work."

*"Pupils have a strong understanding of diversity, respect and
tolerance,"*

*"There is an impressive range of destinations and further study
courses"*

*"Pupils display positive attitudes to their learning and work well
together."*

*"Leaders have established a welcoming ethos for new arrivals from
overseas and those from local schools seeking a fresh start or a more
vocational route"*

"Leaders want the best for every pupil"

"Pupils are happy to come to this school"



PERSON SPECIFICATION: MAINSCALE TEACHER

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher 	<ul style="list-style-type: none"> • Evidence of continuous INSET and commitment to further professional development
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Recent relevant service training in current education practice • Thorough knowledge of the primary curriculum • Thorough knowledge of current assessment practices in education • Willingness to undertake further training and development 	<ul style="list-style-type: none"> • Post graduate study • Relevant in service training in education practices
EXPERIENCE	<ul style="list-style-type: none"> • Successful teaching experience in the primary phases • Experience and good working knowledge of the National Curriculum 	<ul style="list-style-type: none"> • Experience of working in a school with a high percentage of EAL pupils • Experience across the primary phases • Working in partnership with parents
KNOWLEDGE AND UNDERSTANDING	<p>The class teacher should have knowledge and understanding of:</p> <ul style="list-style-type: none"> • The theory of practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) 	<p>in addition, the class teacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> • The preparation and administration of statutory National curriculum tests

	<ul style="list-style-type: none"> • Statutory National Curriculum requirements at the appropriate key stage • The monitoring, assessment, recording and reporting of pupils' progress • The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection • The positive links necessary within school and with all its stakeholders • Effective teaching and learning styles 	<ul style="list-style-type: none"> • The links between schools, especially partner schools
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent classroom practitioner skills • Ability to lead by example • Ability to effectively managing challenging behaviour • Ability to organise and manage time and resources effectively • Ability to work effectively in teams • Ability to communicate effectively all levels • Knowledge of and ability to use a range of formative assessment practices • Confidence with ICT • Promote the school's aims positively, and use effective strategies to monitor motivation and morale • Establish and develop close relationships with parents, governors and the community 	<ul style="list-style-type: none"> • Good powers of reasoning and judgement in a variety of situations and at times of pressure • Develop strategies for creating community links

	<ul style="list-style-type: none"> • Create a happy, challenging and effective learning environment 	
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Approachable • Committed • Empathetic • Enthusiastic • Organised • Patient • Resourceful 	
OTHER	<ul style="list-style-type: none"> • Excellent interpersonal skills • Flexibility and adaptability • High level of enthusiasm and energy • Awareness, understanding and commitment to Equal Opportunities 	<ul style="list-style-type: none"> • Good sense of humour

All the above elements will be assessed and evaluated through the application form and the selection process



Waverley School
Part of Waverley Education Foundation Trust

JOB DESCRIPTION

Name:

Job Title: Teacher of History (Maternity Cover)

Scale: MPS/UPS

Start Date: April 2023

CORE PURPOSE:

- To plan and develop high quality lessons and courses, using a variety of approaches, to continually enhance teaching and learning.
- To maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State for Education.

Section 1 – General Duties

Teaching and Learning

- **Set high expectations which inspire, motivate and challenge students**
 - Establish a safe and stimulating environment for students, rooted in mutual respect.
 - Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
 - Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- **Promote good progress and outcomes by students**
 - Be accountable for students' attainment, progress and outcomes.

- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide students to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.
- Encourage students to take a responsible and conscientious attitude to their own work and study.

- **Demonstrate good subject and curriculum knowledge**

- Have a secure knowledge of your subject and curriculum area, foster and maintain students' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.

- **Plan and teach well-structured lessons**

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within your subject area.

- **Adapt teaching to respond to the strengths and needs of all students**

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development.
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

- **Make accurate and productive use of assessment**

- Know and understand how to assess in your subject and curriculum area, including statutory assessment requirements.

- Make use of formative and summative assessment to secure students' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

- **Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

- **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the school and trust.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to students' achievements and wellbeing.

Section 2 - Personal and professional conduct

All teachers employed by Waverley Education Foundation are expected to demonstrate consistently high standards of personal and professional conduct and in order to do this must:

- Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Have regard for the need to safeguard students' wellbeing, in accordance with statutory provisions.
- Show tolerance of and respect for the rights of others.

- Not undermine fundamental British values, including democracy, the rule of law, individual liberty, mutual respect, tolerance of those with different faiths and beliefs.
- Ensure that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- Have proper and professional regard for the ethos, policies and practices of Waverley Education Foundation.

Section 3 - Continuing Professional Development – Personal

- In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the school curriculum, which may lead to improvements in teaching and learning.
- Undertake any necessary professional development as identified in the School Improvement Plan, taking full advantage of any relevant training and development available.
- Maintain a professional portfolio of evidence to support the appraisal process – evaluating and improving own practice.

Section 4 – Health and Safety

- Undergo Basic First Aid training and update courses where required.
- Be aware of the responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions.
- Cooperate with the employer on all issues to do with health, safety and welfare.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the post-holder.

General

- A teacher on MPS shall meet the Teachers' Standards (DfE 2012).
- A teacher on the upper pay scale shall meet the Teachers' Standards (DfE 2012) and performance threshold standards as specified in the Teachers' Pay and Conditions Document.

- To adhere to the Trust Staff Code of Conduct, Safeguarding and Health and Safety policies for all staff.

Line Manager

The post holder will be responsible to the Director of Learning for the subject taught.

Review and amendment of this job description is normally subject to an annual review. It may be amended at the request of the Principal or the post holder after consultation.

Signed: _____ (Principal)

_____ (Post holder)

_____ (Date)

Waverley Education Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates.

January 2023

Why work for us?

The Trust recognize that our employees are our most valuable asset, and the success of our pupils depend on them. We value the hard work and dedication of everyone, and we strive for continuous improvement in everything we do. We have friendly and supportive colleagues as well as an open and approachable senior leadership team. We have opportunities to move and work within different areas of the Trust to enhance skills and experience. We offer a very comprehensive CPD programme and have invested in high quality on-line training packages available to all staff. We also offer an excellent health and wellbeing package with access to such services as self-help courses, counselling, virtual GP and physiotherapy.

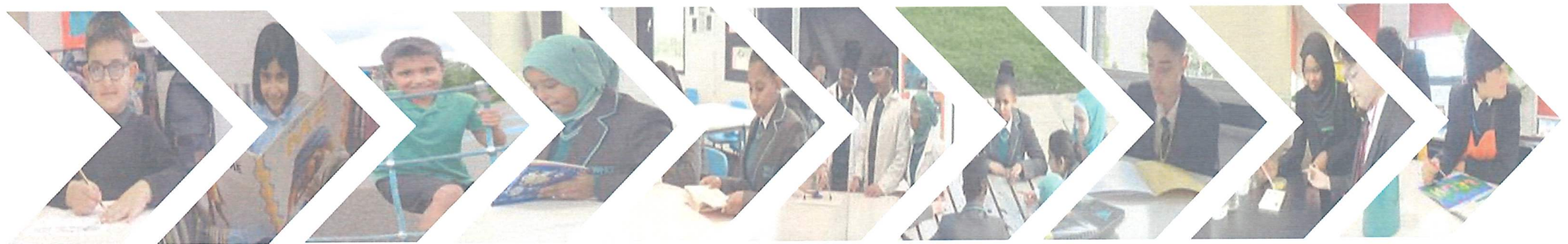
How to apply

Please complete the Trust's application form and send it to applications@waverley.bham.sch.uk by the closing date within our adverts.

We welcome informal visits and conversations about any of our vacancies. We welcome applications regardless of age, gender, sexual orientation, ethnicity or religion. Only applications submitted on the schools application form will be accepted.

Successful applicants will need to meet the requirements of the person specification in order to be offered the post and will be subject to an enhanced DBS check. All applications will be considered on their merit.

Waverley Education Foundation is committed to the protection and safety of its students.



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How to apply?