



**JOHN HAMPDEN**  
GRAMMAR SCHOOL  
High Wycombe



September 2022

## Candidate Information Pack

Job Role: Teacher of Mathematics

Permanent, Full Time/Part Time

Salary Range: Teachers Main or Upper Pay Range dependent upon experience and a recruitment and retention allowance for the right candidate.

Closing Date: 9am, Monday 24 April 2023

Interview Date: w/c Monday 24 April 2023

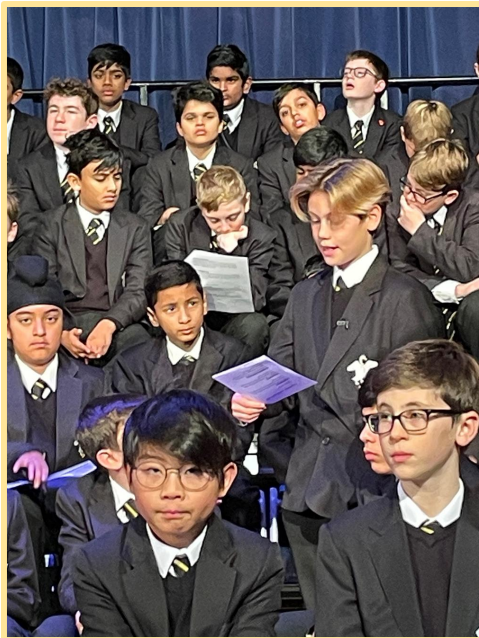
Start Date: 1 September 2023

The school reserves the right to close the vacancy at any time, so early application is advised.



# Welcome from Headteacher Miss Hartley

Welcome to John Hampden Grammar School – a thriving, innovative boys Grammar School where everyone can **#BeMore**. We are a friendly and caring community of over 1200 boys and 125 staff who all support each other to be the best we can be.



John Hampden really is a special place to work and this was recognised in our Outstanding Ofsted report in September 2022.

The report noted that our boys are

*“ambitious, confident, happy and kind”* and *“they behave exceptionally well and display exemplary character”*.

In addition *“teachers challenge and nurture all pupils”*

and *“Leaders have designed a rich and ambitious curriculum for all year groups and for all pupils, including for those with special educational needs and/or disabilities (SEND).”*

We are not an 'exam factory' and recognise that a student's mental wellbeing and happiness contributes to their overall success.. The JHGS staff, parents/guardians and Governors are committed to ensuring that every student exceeds his potential whilst having the time of his life, making memories, and building skills to equip him to be successful through his future years. Our website (<https://www.jhgs.bucks.sch.uk/>) will provide you more information about JHGS and our [YouTube channel \(John Hampden Grammar School\)](#) shows highlights of school events.

I look forward to receiving your application to join JHGS.

**Miss Tracey Hartley,**

Headteacher

# Our History and our Future

John Hampden Grammar School was established in 1893 in the centre of Wycombe as the Schools of Science and Art to support the local furniture industry, before becoming a technical school and finally a grammar school in 1970 shortly after moving to its current site.

Staff are supported in their roles through Department Heads, and SLT links, with wellbeing at the heart of staff satisfaction and the positive morale which we pride ourselves on. A comprehensive CPD programme allows for staff members to grow personally and professionally and broaden their skills in their specialist areas allowing them to #BeMore in ways individual to them and their personal and department goals.

John Hampden is a wonderful place to work. Recent investment of over £4 million in a new state of the art teaching block, and with plans for the expansion of the canteen the school never stands still.

You will be joining a fast paced, challenging and supportive school with clear leadership and direction and common goals.

# Our Ethos

## Quit Ye Like Men

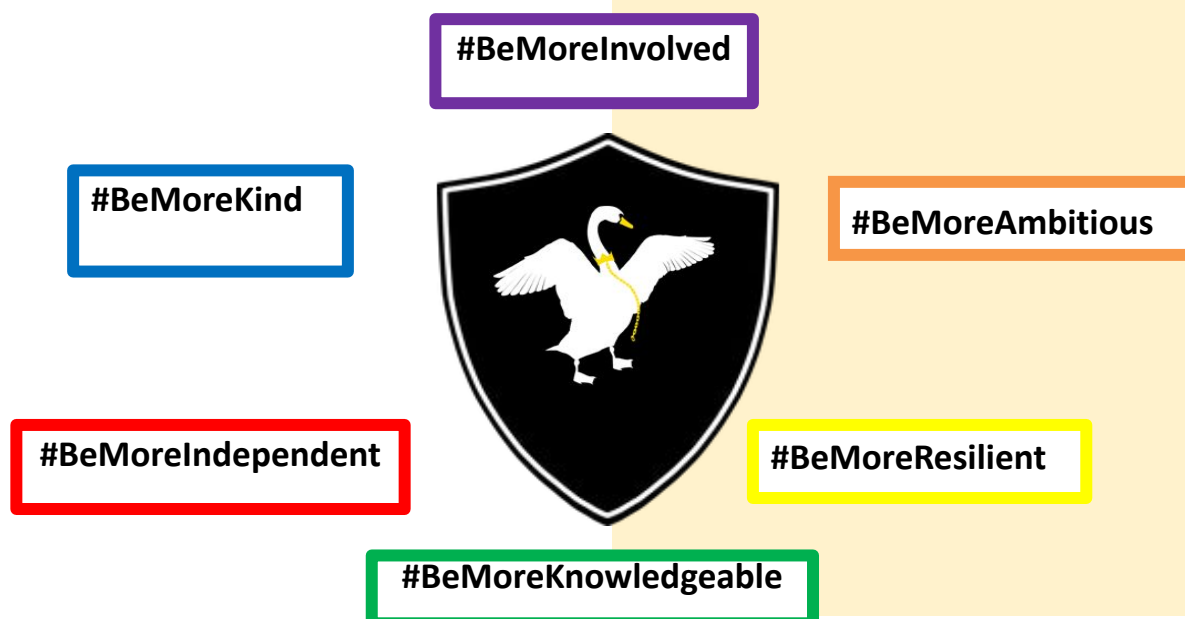
The School's motto, '*Quit Ye Like Men*' is adapted from 1 Corinthians 16.

We believe our motto is just as relevant today as ever as we prepare and equip the next generation of gentlemen to enter the world beyond school. Our motto can be summarised as:

- **Be aware of your actions**
- **Follow your principles**
- **Be courageous and strong**
- **Everything you do should be done with love**

## #Be More

#BeMore is how we aim to give the boys the skills and aspiration to succeed in life. The #BeMore taglines are embedded in our teaching and rewards system and are visible around school.





## Exam Results

We achieved our best ever set of GCSE and A level results in summer 2022. Attainment at A level was considerably up on the last actual A level results in 2019: A\* 8.3% up to 19.8%, A\*-A up from 29.4% to 46%. Students secured their Oxbridge places and many went on to study Engineering related degrees, Business and Economics as well as more unconventional course choices included Ancient History, Film Production, Game Design and Development and Football Business and Finance. We have students starting degree Apprenticeships with Goldman Sachs, Williams Formula 1 and Dyson.

Our GCSE results were excellent: 25.6% of results were Grade 9, 50.5% were Grades 9-8 and 89% were grades 9-6. There were outstanding results in Biology (31.4% grade 9, 55.1% grade 8 or 9), Geography (36.0% Grade 9, 67.5% Grade 8 or 9), Mathematics (50.0% grade 9, 70.0% grade 8 or 9), and chemistry (35.9% grade 9 and 60.3% Grade 8 or 9).



## Alumni

We have an active alumni group and recent and more established alumni regularly return to the school to give University and early career talks continuing their strong bonds within the JHGS community.

We value all of our alumni and also have many old boys that have gone on to make a name for themselves internationally including Sir Terry Pratchett, Kenton Cool, Alex Sobel MP, Simon Burnett and Liam Ansell to name a few.



# You can #BeMore at JHGS

Why you will enjoy being part of our school community

## Staff Development and Opportunities

- Excellent induction programme including a buddy system
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff
- Excellent in-house and external CPD opportunities
- Positive Behaviour Policy and an outstanding Pastoral Team
- Highly experienced SEND department to help and support you and the boys
- The opportunity to go on or lead Educational Visits in Britain and abroad. Recently staff have been to India, Valencia, Porto, Berlin, and Austria
- Many staff have gained internal and external promotions

## Wellbeing and Social

- Welcoming, friendly and supportive colleagues
- Feedback and marking policies maximising student progress whilst managing staff workload
- Additional non contact hours for all teachers
- Supportive and appreciative parents
- School canteen open from 8am serving a range of hot and cold food, salads, sandwiches, cakes/ desserts
- 20% discount on membership to Wycombe Sports and Leisure Centre opposite
- optional Mindfulness and HIIT sessions for staff
- Access to Education Support: An Employee Assistance Programme
- “Prosecco(chocolate)” moments awarded termly
- Staff Social Events; book club, parties and meals, 5- a-side football and HiIT sessions, tea, coffee and cakes in the staffroom.

## Financial and Practical

- Membership of the Teacher Pension Scheme
- Long service awards
- Free parking on site
- Good local transport connections; just off Junction 4 of the M40. The train takes 30 minutes to central London and 33 minutes to Oxford Parkway
- Cycle to Work scheme

*...and don't forget our students! They're the ones who will make you laugh every day and give you memories of JHGS that you'll treasure!*



# Department Information

## Mathematics Department Overview

### Vision

Aspiration to become a Model of Excellence in Mathematics Education.

### Intent

We aim to instil the love of learning mathematics in all our students, improving their chances of success academically and in the wider world. We aim to achieve this through equipping them with strong number, algebraic, geometrical, statistical and entrepreneurial skills, improving their *confidence*, *articulacy* and *efficiency* in solving routine and non-routine problems, as they become more *ambitious*, *inquisitive* and *innovative* lifelong independent learners and effective users of mathematics and its applications.

### Implementation

Robust/rigorous programs of study and assessment frameworks, bespoke teaching and learning strategies that are learner centred, technology driven and innovative, including several extracurricular cross curricular provisions.

### Impact

Sustained excellence in progress and outcomes. Increase in the number of students taking up A-Level Mathematics and Further Mathematics. Increase in the number of students studying courses related to maths in higher education.

### Classrooms

6 dedicated Maths classrooms each with an Interactive Whiteboard, a Maths staff office.

### Staffing

Head of Maths, 1 Second in Maths, 5 full time Teachers of Maths, 1 part time Teacher of Maths

### Exam Boards

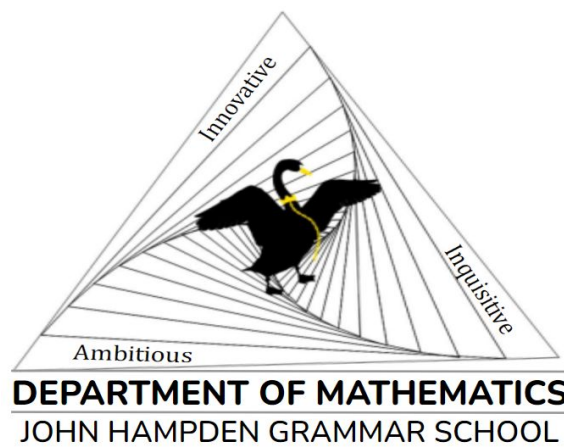
GCSE: Maths – AQA 8300

Further Maths – AQA Level 2 Certificate 8365

A level: Maths – Edexcel/Pearson 9MA0

Further Maths – Edexcel/Pearson 9FM0

At Key Stage 3 students get 6 hours per fortnight. At Key Stage 4 they are timetabled for 6 hours a fortnight and the most able can study Further Maths as well. At A level they have 8 hours of taught lessons a fortnight and are expected to undertake private study as well.



# Job Advert

This is an exciting opportunity to work in a supportive and dynamic department in a successful oversubscribed selective school for boys. You will teach mathematics at all levels including GCSE and A Level (with support provided to those new to KS5). Opportunity to teach Further Maths is available.

The Mathematics Department is a high achieving department with an extremely supportive team, the post would suit either an experienced practitioner wanting a new challenge or an ECT wishing to work with a group of vibrant teachers to develop their teaching skills.

You will:

- Be an outstanding teacher, passionate about your subject
- Have the knowledge, experience and ambition to teach across the secondary age range
- Lead by example and act as a positive role model to students
- Be a reflective and innovative practitioner, keen to use technology to maximise learning opportunities
- Be committed to the development of young people
- Have effective communication skills with the ability to inspire students
- Have a positive, can-do attitude
- Be committed to safeguarding and promoting the welfare of children

We offer:

- An established centre of academic excellence with an exceptional record in sport, music and community involvement
- Motivated and ambitious pupils
- A friendly and supportive team of teachers and support staff
- Well-resourced facilities
- A positive, caring and collaborative working environment
- A commitment to professional development
- A relocation allowance may be available for candidates who apply directly

Salary: Teachers Main or Upper Pay Range dependent upon experience and a recruitment and retention allowance for the right candidate.

If you feel you have the skills and commitment to support us in getting the best from our students, then we would love to hear from you. Interested candidates are most welcome to visit the school and visits can be arranged through the school office ([office@jhgs.bucks.sch.uk](mailto:office@jhgs.bucks.sch.uk))

To apply, please complete the JHGS Teaching Staff application form and send it for the attention of Miss T Hartley, Headteacher, to [HR@jhgs.bucks.sch.uk](mailto:HR@jhgs.bucks.sch.uk) or complete the online form on the TES website. Applications to be received by the closing date of Monday 24 April 2023, 9am. Interviews will take place during this week.

The school reserves the right to change these dates, and to close the vacancy at any time, so early application is advised.

John Hampden Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to pre-employment vetting checks which include an audit of social media presence and an Enhanced DBS check. John Hampden Grammar School is an equal opportunities employer.



# Job Description

**Role:** Teacher of Mathematics

**Salary:** Teachers' Main Scale/Upper Pay Scale

**Reports to / accountable to:** Head of Department

## Introduction (and General Duties)

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder. The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher, or other Senior Leader if appropriate, who will be mindful of his/her duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post. This job description will be reviewed at least annually and any changes will be subject to consultation.

## Principal Responsibilities and Duties:

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation. To meet all the requirements of the Teachers' Standards, September 2012: please see: <https://www.gov.uk/government/publications/teachers-standards>

## General Duties

### Teaching and Learning

1. Plan, prepare and deliver high quality lessons to academically able students at some or all of Key Stages 3, 4 & 5.
2. To foster a love of learning and enjoyment in the subject area
3. Track pupil progress, monitoring achievement and take appropriate action on pupil outcomes, reporting on progress and any concerns to both your line manager and parents.



4. Contribute to curriculum development work of the team.
5. To liaise with the Learning Support Department to ensure that all students have full access to the curriculum

### **Pastoral Care**

To provide high quality pastoral care as a tutor to a group of students in one year group. To actively promote the wellbeing and self worth and confidence of all the students in your classes and across the school.

### **General Responsibilities**

All staff employed by John Hampden Grammar School are expected to work within the following policies and procedures:

### **Safeguarding**

Ensure that all School child protection policies are adhered to and concerns are raised in accordance with these policies.

### **Health and Safety**

- Take reasonable care of their own Health, Safety and Welfare and that of others who may be affected by what they do or do not do.
- Be familiar with emergency and First Aid procedures.
- Cooperate with all issues involving Health, Safety and Welfare.
- Use work items provided correctly and in accordance with training and instructions.
- Not interfere with or misuse anything provided for protection of Health, Safety or welfare.
- Report any Health, Safety or Welfare concerns to their line managers as soon as is practicable.
- Ensure tasks are completed in a safe manner.

### **Security and Data Protection**

Work within the confines of the General Data Protection Regulation and to take appropriate measures to ensure the security and confidentiality of data.

## **Equal Opportunities Statement**

The School's policy is to employ the best personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital status, religion or religious belief, disability or age.

*John Hampden Grammar School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS disclosure will be requested for the successful candidate in accordance with Safeguarding Children and Safer Recruitment in Education legislation.*

# Person Specification

	Essential	Desirable
Qualifications	<p>Graduate (in related discipline)</p> <p>QTS/PGCE or other appropriate teacher training</p> <p>Understanding of and commitment to equality, diversity and inclusion</p>	<p>Mathematics graduate</p>
Knowledge / Skills	<p>Good classroom teacher (potential and willingness to work towards being excellent)</p>	<p>Appropriate ICT skills</p> <p>Ability to teach A-level</p>
Experience	<p>Teaching (or teaching practice) in a secondary school</p>	<p>Teaching (or teaching practice) in a British single sex grammar school</p>
Personal Qualities	<p>Team worker Committed to high standards from all students</p> <p>Passion for Mathematics</p> <p>Awareness of and commitment to equality and diversity</p>	

# How to apply?

Applications will only be accepted from candidates completing a JHGS Application Form in full, available from the school's website (<http://www.jhgs.bucks.sch.uk>) or online via TES.

CV's may be submitted in addition to the application form in order to supply any additional background information.

All information within your application will be treated in confidence..

## **Completed application forms can be:**

- Sent by email to: [hr@jhgs.bucks.sch.uk](mailto:hr@jhgs.bucks.sch.uk)
- Or posted to:

Miss Tracey Hartley  
Headteacher  
John Hampden Grammar School  
Marlow Hill  
High Wycombe  
Buckinghamshire HP11 1SZ

## **Safeguarding**

JHGS is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake an enhanced criminal record check through the Disclosure and Barring Service (DBS). Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

## **Equal Opportunities**

JHGS is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.



## Key dates

Closing Date for applications: 9am, Monday 24 April 2023

Interviews: w/c Monday 24 April 2023

Start date: 1 September 2023

*The school reserves the right to close the vacancy at any time, so early application is advised.*

Tel: 01494 529589

Email: [HR@jhgs.bucks.sch.uk](mailto:HR@jhgs.bucks.sch.uk)

Our website: <https://www.jhgs.bucks.sch.uk/>

Follow us on Twitter [@JHGSHW](https://twitter.com/JHGSHW)

Instagram [@johnhampdengrammarschool](https://www.instagram.com/johnhampdengrammarschool)

Linkedin: <https://www.linkedin.com/school/john-hampden-grammar-school>

