



APPLICATION PACK

MEMBER OF STAFF: Matraversons School



ACADEMIC YEAR: 2024 - 2025



About us

Matravers School is a large, superb and well regarded 11-18 school pleasantly situated in the heart of rural Wiltshire. We occupy a very large, spacious site, surrounded by fields and green space. The school buildings are of mixed age, blending tradition with more modern and state-of-the-art buildings.

Every day Matravers School makes a significant difference to children's lives. Our highly skilled teachers focus every day on quality first-teaching, in a calm, successful and purposeful learning environment. Ofsted visited us in September 2022 and agreed:

“There is a calm, harmonious learning environment, both in lessons and around the school site. Leaders and staff have embedded routines well. Pupils are kind and respectful towards each other.”

Our leaders and managers focus on enabling this to happen.

Our vision is simple: to create the best opportunities for all those in the Matravers family. Our facilities will support this through planned significant site investments over the coming year. This makes Matravers, quite simply, a superb place to work.

We are looking for colleagues who share our real passion for enabling our pupils to be successful and who have a vibrant enthusiasm to work with our brilliant pupils. We are looking for somebody who cares deeply about our profession and the impact that it can have on children. We are looking for someone who shares our vision for education. Ofsted recognised this in September 2022:

“There is rarely any disruptive behaviour in lessons. The positive relationships between staff and pupils help them to learn with confidence and success. Overwhelmingly, pupils are kind and respectful towards each other.”

Whatever your experience, you will receive the excellent support of an extensive internal and external professional development programme. You will join a very successful, collaborative and committed staff team who will challenge and support you as you progress through your career. During our 2022 Ofsted inspection, this feature of our work was celebrated:

“Staff are overwhelmingly positive about the support of leaders and are proud of their roles. Early career teachers feel very well supported.”

Matravers School delivers a calm working atmosphere that enables our pupils to flourish in all that they do. We value traditional approaches blended with modern twists to provide fantastic opportunities for our pupils to succeed. Our highly skilled teachers and support staff focus on teaching and learning all day, every day. This helps us transform the lives of our pupils.

Our site has welcomed over £10 million of investment over the last few years to provide a world-class facility for our community.

We are looking for qualified colleagues to join our strong and supportive team, with excellent opportunities for progression and promotion as our school continues to grow.



What we are looking for:

- QTS (or equivalent) and an undergraduate degree
- Someone who can model and disseminate high quality teaching pedagogy and practice to secure consistently excellent teaching and learning for our pupils
- A person with high ambitions for our pupils
- A recognition that as professionals, we are always learning and never the finished product
- Someone who will contribute to the thriving wider life and extra-curricular programme at the school
- A teacher who will maintain an inspiring learning environment
- Innovation, high levels of motivation and eagerness to take a lead
- Good interpersonal skills and the ability to work well as part of our staff team

Why join the Matravets family?

- A fantastic team who are dedicated and committed to supporting each other
- A brand new state-of-the-art building with significant further planned investment
- Fabulous pupils who want to learn
- Additional benefits including: free weekly lunch with your team; free access to Fitness Suite; free weekly dance class; free high-quality hot drinks facilities; dedicated on-site parking
- A supportive internal and external professional development programme to help you develop your career

Our Vision

Our Vision is for Matravets School to provide the best opportunities for all those in our Matravets family.

We will achieve this through: a traditional ethos; modern outlook; and maintain the highest aspirations.

Achieving this involves ensuring that every Matravets pupil exceeds expectations in all aspects of their education. We will enable our pupils to gain the highest possible qualifications and equip them with the knowledge, skills and values they need to face life with confidence. We will stretch our pupils' ambitions for what they can accomplish on leaving school.

Our pupils will demonstrate outstanding attitudes towards learning supported through a wide-range of opportunities to represent themselves and their school with pride. Our exceptional care and support will promote the safety and well-being of our school community.

Our curriculum principles ensure that every pupil is well-equipped to progress successfully in life.

Our bespoke collaborations with other organisations will positively influence both our own learning community and the wider education system.

We are proud to be a foundation school, supported by an excellent Board of Governors, who provide the strategic direction and support challenge to deliver our vision.



We maximise our external working through establishing a range of bespoke partnerships. We are a Strategic Partner in a Teaching Schools Alliance and work closely with other schools within the region who share our vision, values and approaches to education. This enables us to share practice and learn from others, which is important to us.



Job Description

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

Teacher

Teach:

All teachers at Matravets School work within the parameters outlined in the School Teachers' Pay and Conditions Document, a summary of which appears in the Staff Handbook. Bearing in mind this, subject teachers are responsible to the Subject Leader for:

- the careful planning, preparation and presentation of lessons in accordance with the given Department syllabus, in a form suitable for monitoring
- plan and prepare courses and lessons
- teach, according to their educational needs, the pupils assigned to you
- marking and recording work completed by pupils, ensuring all underperforming work is challenged in line with school guidance
- setting and marking homework on a regular basis in accordance with school policy
- assessing, recording and reporting on the development, progress and attainment of pupils by using appropriate baseline data
- assess, record and report on the development, progress and attainment of pupils

Other activities:

- maintain the appearance of the classroom including display work and the care of furnishings
- maintain recording and listing of all books/materials issued to pupils
- provide guidance and advice to pupils where appropriate
- maintain the safeguarding culture of the school
- communicate and consult with the parents of pupils as required
- embrace fully the pastoral side of the school including attending assemblies and supervising pupils, whether these duties are to be performed before, during or after school sessions

Discipline, health and safety:

- setting high standards of work and behaviour in the classroom, in line with school guidance and expectations
- acting as a Form Tutor and provide all relevant pastoral support for pupils
- keeping a lesson register of pupil attendance and informing the Pastoral Team of suspected truancy in line with school guidance
- keeping pastoral staff and form teachers aware of any problems concerning pupils in their care which arise during lessons

Appraisal or review of performance:

- participate in arrangements made for the appraisal or review of your performance and that of other teachers as required



Staff meetings:

- attendance at departmental meetings and other meetings as part of the directed time allocation.
- fully engage in the Professional Development programme as required
- informing the Department of any relevant information gained from courses attended

Undertaking such other duties as are identified by the Headteacher in the light of any subsequent policy changes.



Personal Specification

Attributes	Description
Qualifications	Qualified Teacher Status
Experience and Knowledge	<ul style="list-style-type: none"> • A proven track record of successful and recent class teaching in a secondary school or a commitment to delivering this. • Depending on stage of your career, successful understanding and experience of teaching the secondary curriculum. • Clear insight into best practice in teaching and learning, in order to maximise pupil outcomes. • Excellent subject knowledge suitable for the age-range being taught. • Clear understanding of how effective strategies for managing behaviour within the classroom and beyond impacts on wider pupil performance. • An understanding of issues related to inclusivity and social mobility within education.
Skills and Abilities	<ul style="list-style-type: none"> • Excellent inter-personal and communication skills with all stakeholders within our community. • An efficient and capable administrator. • Keen to initiate and innovate. • Excellent written and oral communication skills. • To demonstrate the skills of a good teacher, meeting the requirements of the Teacher Standards. • Ability to embrace and make a significant contribution to the wider school ethos. • A commitment to continue to raise pupil achievement. • The ability to work as part of a team. • The ability to communicate effectively with parents and carers. • A commitment to further your own professional development and to the principle of continuous improvement.
Other Job-Specific Requirements	<ul style="list-style-type: none"> • Fully supports and embraces our school ethos and core values. • A willingness to fully immerse yourself in the extra-curricular programme within the school. • Is passionate about education and the difference this can make in transforming children's lives. • Has high standards and expectations of all aspects of their work. • Well organised, working under pressure whilst maintaining a positive approach to your work and relationships with others • An ability to use initiative. • An ability to contribute to the pastoral welfare and care of children. • Commitment to Equal Opportunities and Health and Safety. • The willingness to recognise their role in the wider school team and their importance in delivering consistency.



Matravers School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

How to apply

We welcome and encourage visits by prospective candidates to see first-hand the Matravers family in action. Please contact the Headteacher's P.A. to arrange at headspa@matravers.wilts.sch.uk

Completed application forms should be downloaded from www.matravers.wilts.sch.uk and returned to headspa@matravers.wilts.sch.uk.

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

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