



# Wycombe High School

~ Girls' Grammar School ~



At Wycombe High  
*we look beyond.*

## Appointment of **Teacher of MFL (French and/or Spanish)**

**REQUIRED FOR SEPTEMBER 2023**

**Teacher Pay Scale  
(currently M1 £28,000—UPS3 £43,685)**

**Wycombe High School:  
The Sunday Times Parent Power  
'Secondary School of the Year 2023'**

Full time or part time hours considered



**Mind 2021-2022 Silver Award Winners**

APPLY AT [WWW.WHS.BUCKS.SCH.UK/VACANCIES](http://WWW.WHS.BUCKS.SCH.UK/VACANCIES)



# The Role

Due to the continued popularity and growth in modern foreign languages at GCSE and A Level, Wycombe High School is seeking a Teacher of French and/or Spanish to KS3, 4 and 5 for September 2023.

We are looking for a passionate linguist to join our vibrant and highly successful Languages team.

We are an ambitious and compassionate school, with staff who contribute eagerly to all aspects of school life. Our staff and students relish challenge, chase excellence and inspire one another. Our languages team offer many exciting extra-curricular activities and a real commitment to languages permeates our diverse and welcoming school. A recent school survey highlighted that over 40 different languages are spoken in our school.

We are committed to the ongoing professional development of our excellent staff. In a recent staff survey, 99% of staff stated they were proud to work at Wycombe High School, 98% feel supported by colleagues and 99% feel valued by their line managers.

Collaboration and morale are high and our community has thrived during the pandemic.

## KEY DATES:

**Deadline for applications**  
**09:00 hrs on Wednesday 17 May 2023**



A recent external review of the school's provision during the pandemic stated:

*'The School has not operated in a survival mode but has been determined to push on and create a learning community that has adapted and changed to provide the best teaching and learning environment for staff and students. The hard work, commitment, and dedication of all the staff cannot be underestimated. They have shown flexibility, a willingness to work online almost immediately, and a determination to provide the best for the students. The awareness and sensitivity to how the students are coping, working in such uncertain times, is a credit to everybody.'*

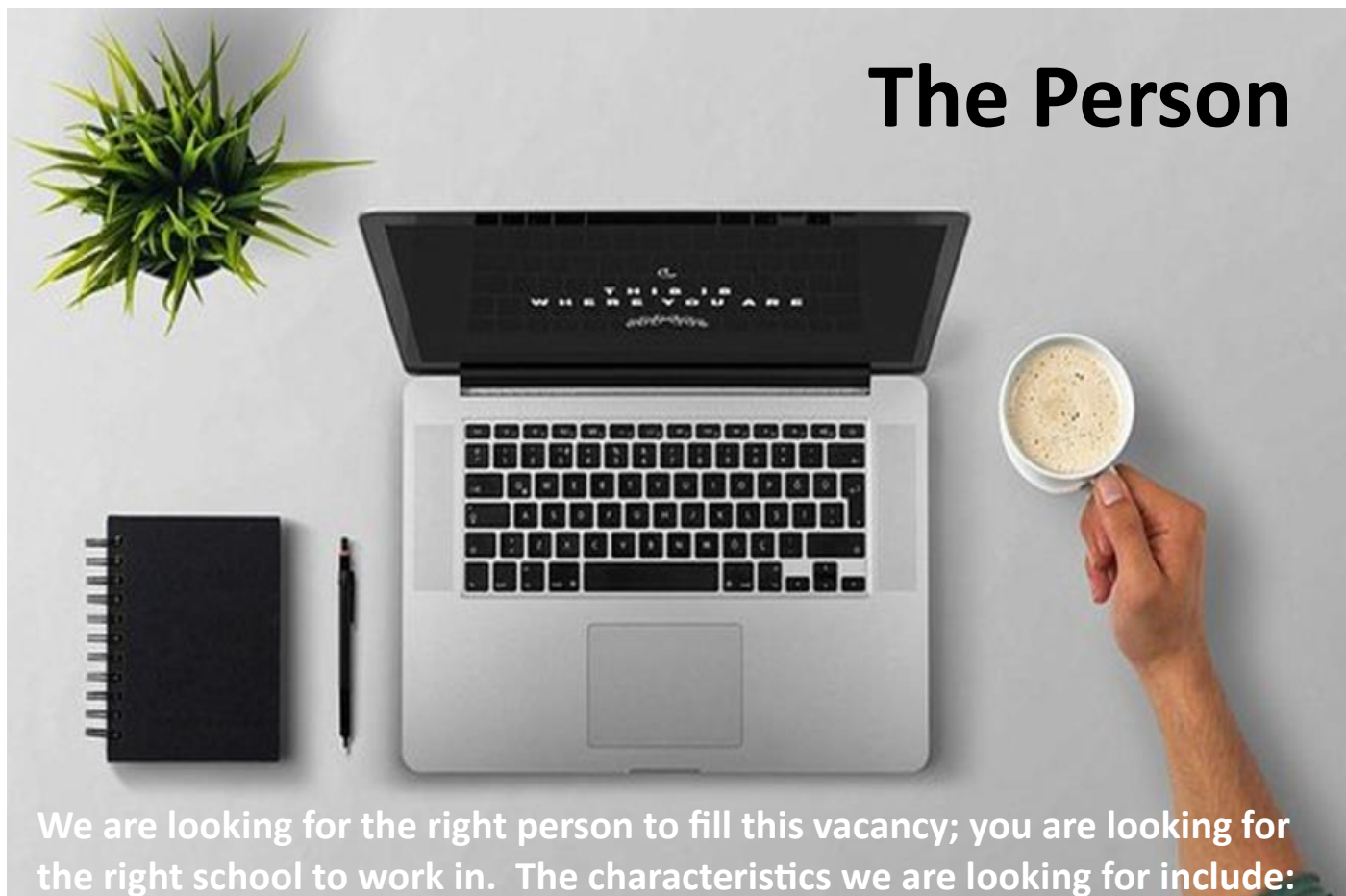
The successful candidate will be offered the opportunity to work in a friendly, vibrant and outstanding school.

## APPLY HERE:

[Teaching-Application-202209.doc \(live.com\)](#)

**Interviews will take place:**  
**Week commencing 22 May 2023**

# The Person



We are looking for the right person to fill this vacancy; you are looking for the right school to work in. The characteristics we are looking for include:

- ◇ Good honours degree in a relevant subject area
- ◇ Qualified Teacher Status
- ◇ Very good practitioner, recognised as accomplished in the classroom (or an ECT on the way to this)
- ◇ A shared approach to problem-solving and achieving goals
- ◇ Innovation, identifying alternative ways to resolve issues, improving standards and procedures as part of a team
- ◇ Confident user of ICT to enhance teaching and learning
- ◇ Ambitious for self, department and students
- ◇ Proactive and able to use initiative
- ◇ Able to work effectively and calmly under pressure
- ◇ Evidence of good relationships with young people and adults
- ◇ Ability to analyse data effectively
- ◇ Committed to the ethos, vision and values of Wycombe High School.

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# How To Apply?

The application form can be found on our website:  
<https://www.whs.bucks.sch.uk/about-whs/vacancies>

**OR APPLY HERE USING THE FOLLOWING LINK:**

[Teaching-Application-202209.doc](#)  
[\(live.com\)](#)

To apply for this post, please complete the application form in which you should:

1. State your reasons for applying for this post
2. Outline the experiences that you believe have prepared you for this post
3. Describe the skills and strengths that you will bring to the school, paying particular attention to the person specification above.

Please note that the application form must be completed in full. It is not sufficient to substitute a C.V. for all or any part of the form.

You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form.

## **SEND COMPLETED APPLICATION VIA EMAIL TO:**

Mrs N. Renyard, Headteacher,  
Wycombe High School,  
Marlow Road,  
High Wycombe,  
Bucks, HP11 1TB  
**Email: [hr@whs.bucks.sch.uk](mailto:hr@whs.bucks.sch.uk)**

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## **REFERENCES**

Please note that it is our practice to take up references before shortlisting for interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre-appointment checks.

When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

## **SAFEGUARDING**

Wycombe High School is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service (DBS). HR will carry out an online search on shortlisted applicants.

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.

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# Pay and Conditions



## PAY SCALE

### Teachers Pay Scale M1—UPS3

(currently £28,000—£43,685 per annum, pro-rata for part time hours)

Successfully appointed candidates will automatically be enrolled into the Teachers' Pension Scheme, into which the School pays very generous employer contributions of 23.6%.

We provide an Award-winning Employee Assistant Programme for staff, a completely free service giving staff 24/7 access to counselling, plus legal, medical and financial advice and support. We are also proud to be Mind Wellbeing Index Silver Award Winners for 2021-2022 and to have been voted The Sunday Times Parent Power 'Secondary School of the Year 2023'.

## EQUAL OPPORTUNITIES

Wycombe High School 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.

Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice.

The Headteacher is responsible to the Trustees for monitoring this policy.

The school operates an Equality Cohesion Scheme.

## SMOKING AND ALCOHOL

The school operates a no-smoking policy. Smoking is not permitted at any time on the school site.

The consumption of alcohol on the school site is not permitted during the hours of the time-tabled school day and thereafter only at the Headteacher's discretion during authorised school events.

## DRESS CODE

The school has a dress code for staff: Staff should dress in a business-like and professional manner, similar to the dress styles which are the norm along service industry professionals who regularly meet the public, such as bank staff.

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# Benefits



## Working In Partnership With Mind

We have worked alongside Mind (the mental health charity) since 2018 and have been awarded their Silver award for employers who have :  
*'made demonstrable achievements in promoting staff mental health. They are organisations who have demonstrated progress and impact over time'*



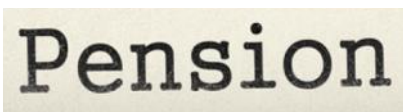
## Disability Confident Committed Employer

A guaranteed interview for applicants who meet the minimum shortlisting criteria.



## Employee Assistant Programme

This is a free, independent, confidential service for staff, their partners and dependents up to the age of 21, giving 24/7 access to counselling, legal, medical and financial advice and support.



## Generous Employer Pension Contributions (23.68% employer contributions)

Teaching staff are auto-enrolled in the Teachers' Pension Scheme which offers exceptional employer contributions and benefits.



## Mental Health First Aiders

We currently have five trained members of staff who are available to offer support and guidance to employees who need it.



## Domestic Abuse Champion

A fully trained member of staff is available onsite, signposting to specialist services or organisations.

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# Benefits



## Onsite Car Parking

Car park facilities are onsite, available to all staff at no cost.



## Cycle Scheme

A tax-free benefit available to all staff to purchase a new cycle or e-bike via salary sacrifice.

## Staff Workload and Wellbeing Initiatives:

We have a thriving Staff Association, and five Mental Health First Aiders, who organise social events for school employees such as:

- \* Christmas Party
- \* End of Term Celebration
- \* Yoga (subsidised, onsite classes)
- \* Social breaktimes, with food provided to staff
- \* Onsite subsidised canteen
- \* Corporate leisure centre membership (reduced cost to staff)
- \* The Virtual Staff, a platform for staff to keep connected online
- \* Bingo!
- \* Ten Pin Bowling
- \* Book Club
- \* Inset Day wellbeing sessions (e.g. staff quiz, nutritionist talk, Army team-building day, menopause workshop...)

## Teachers' Workload Initiatives:

- \* Condensed days for parents' consultations, with a collapsed P5
- \* Revised Assessment Policy to support with marking
- \* Weekly 'Learning & Teaching' briefings
- \* Disaggregated Inset Days plus two Academy Days
- \* Early finish at the end of each term
- \* Dedicated Subject Leader for PSHEE
- \* Staff encouraged to put their 'out of office' email at the end of the day

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**At Wycombe High School, we**

***Look beyond*** the traditional grammar school.  
***Look beyond*** league tables and examination results.  
***Look beyond*** stereotypes and conventions.  
***Look beyond*** a world where futures are fixed.

**At Wycombe High, we look beyond.**



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Email: [hr@whs.bucks.sch.uk](mailto:hr@whs.bucks.sch.uk)

Visit our website at:  
[www.whs.bucks.sch.uk](http://www.whs.bucks.sch.uk)

Follow us on Twitter @WycombeHighSch

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Candidates will be advised as soon as possible if they have been successfully shortlisted for interview.

Candidates who have not heard from us within seven days of the closing date should assume their application has been unsuccessful on this occasion.