

PINNER

HIGH SCHOOL



SUBJECT TEACHERS

CANDIDATE INFORMATION PACK

Inspiring Learning

February 2016

Dear Applicant,

I could not be more excited about the future of Pinner High School. I have the best job in education: leading a new project with supportive local schools committed to sharing their expertise; an aspirational and involved community; a fabulous site, part way through a major refurbishment. The future is exceptionally bright. I am now looking for colleagues who can light up their areas of expertise still further.

Over 1,200 visitors came through the doors to our open events, and this has led to a high number of applications from local families. I received 128 applications for the first 5 teaching posts advertised. From this I have already appointed an exceptional core team: Head of Maths, Head of Science, Head of English, Head of Year 7, Assistant Headteacher (Inclusion) and Director of Resources. I am determined to build on this and establish a first class school in the heart of the local community.

I am firmly committed to excellence from the very day we open our doors. Whilst it will be rewarding, setting up a new school will be very challenging. So far I have visited uniform suppliers, scheduled meetings with Members of Parliament, selected the type of flush mechanism for the toilets, and continue to meet frequently with the Department for Education. A role at Pinner High School will be a varied one as the school grows, one that expands your professional horizons. Our first group of students will be our trailblazers, and I need colleagues who will be pioneers with them. Career development opportunities in a growing school will be a daily occurrence, one that successful candidates will fully embrace.

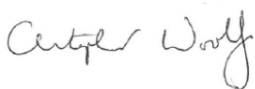
I am looking for colleagues who share my passion, our ethos and expectations, who are positive and have the flexibility needed in a growing school, who have integrity, who are confident leaders who can motivate and inspire students and colleagues, who enjoy their work, and who enjoy working with equally committed and talented colleagues.

I am well aware that no matter how strong the foundations, an organisation is only as good as its people. So the Pinner High School that we build together will be one where colleagues are valued for the contributions they make to the lives of the young people we serve, and are recognised for the opportunities they provide for our students.

If Pinner High School sounds like it is right for you, complete the application form in full and submit a personal statement, of no more than two sides of A4, that explains why you want to work with us, why you are the best person for the role, and what you would contribute if you are appointed. In a small school second teaching subjects will be important, so please indicate this on your application. The closing date for applications is 4pm on 4th March 2016. Interviews will be held the week commencing 14th March 2016. Applications must be emailed to careers@pinnerhighschool.org.

If you are as excited about Pinner High School as I am, I look forward to reading your application.

Yours sincerely



Chris Woolf
Headteacher

SUBJECT TEACHER

Reports to:	The post holder will report to the relevant Head of Department and Head of Year.
Start date:	1 September 2016
Salary:	Main Pay Scale or Upper Pay Scale as appropriate
Hours:	Full time
Leave:	As set out in STPCD and / or Burgundy Book

We encourage you to read our website carefully and familiarise yourself with our prospectus, this candidate information pack and the application form for the post.

Pinner High School will open in September 2016 with up to 180 Year 7 students. It will admit 180 Year 7 students each year; so having 900 Year 7 – Year 11 students in 2020/21. Its onsite sixth form, for up to 250 students, will admit its first Year 12 students in 2021/22. Pinner High will have its full complement of year groups in 2022/23. There will be 12 additional places for students with Autistic Spectrum Disorder. (So the total roll will be 1,162 if all year groups and the ASD places are full). Pinner High School will be located on Beaulieu Drive, HA5 1NB. The site is adjacent to the site of Cannon Lane Primary School, which is currently expanding from 3 forms of entry to 4.

Pinner High School is part of The Harrow Academies Trust, a multi-academy trust established by the seven secular high school academies within Harrow. These high schools, together with Whitmore High School (which is a community school maintained by Harrow Council), have a strong track record of collaboration, including establishing Sixth Forms, the age-of-transfer that saw Year 7 join high school (instead of middle school), academy conversion in 2011, and establishing The Jubilee Academy (an alternative provision free school) in 2013.

The Harrow Academies Trust also includes Harrow View Primary School, which is a primary school that will be constructed as part of the major housing / regeneration project in Harrow on the site of the current Kodak site. Harrow View Primary School is due to open with Reception pupils in September 2017 in brand new accommodation, and so would have its full complement of year groups in 2023/24. Harrow View will be a 3 form of entry primary school (90 places a year) with an additional 12 place Autistic Spectrum Disorder provision, although the school will commence at 60 places a year and grow to 90 places a year when required by the new housing completions.

JOB DESCRIPTION

The following job description is not necessarily exhaustive; it will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the postholder.

While this post is expected to be based predominately at Pinner High School it may involve work with and at all schools within the Trust as the Trust develops.

INTRODUCTION

At the heart of a successful school is the provision of high quality teaching and learning, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development and well being. A subject teacher plays a key part in this provision by a commitment to the school's ethos, by working effectively in subject and pastoral teams and by delivering high standards of teaching and learning. In this way, s/he assists the school in reaching its targets and objectives.

CORE PURPOSE

To teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well being, and bring life to the school motto of 'Inspiring Learning'.

KEY RESPONSIBILITIES

1. To be committed to and to promote the school's vision, aims, objectives and values.
2. To maintain and contribute to the development of school policies. Within school and subject policies, to:
 - effectively teach National and School Curricula within the school's Teaching and Learning Policy;
 - set appropriate homework;
 - mark work, assess, record, track and report pupil progress, using available data;
 - provide a stimulating learning environment;
 - have due regard for maintaining health and safety and security in the areas s/he uses;
 - To be a member of a pastoral team and, if required, a form tutor, carrying out the associated responsibilities.
3. To assist with the effective operation of subject and year teams by, individually and with others:
 - developing schemes of work, resources, teaching and learning strategies;
 - contributing to team review, monitoring and evaluation and the development of working practices;
 - participating in working groups, ad hoc projects;
 - taking part in other professional development activities;
 - attending meetings as necessary.
4. To undertake any other duty as specified by the School Teachers' Pay and conditions Document not mentioned in the above.
5. To comply with any reasonable request from a leader/manager to undertake work of a similar level that is not specified in the job description.

The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

NOTES

The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post.

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust.

All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

February 2016

PERSON SPECIFICATION

The person appointed will have:

1. Good honours degree in relevant subject
2. QTS
3. Enhanced DBS
4. Evidence of excellent teaching at KS3, KS4 across the ability range
5. Evidence of being able to personalise learning
6. Used data to monitor and raise achievement
7. Evidence of consistent use of AFL techniques
8. Involvement in departmental development
9. Involvement in extra curricular activity
10. Evidence of ongoing CPD
11. Positive behaviour management skills
12. Excellent communication and interpersonal skills
13. Strong ICT competence and the ability to use ICT to enhance learning
14. Problem solving skills
15. Organisational skills/ ability to meet deadlines
16. A commitment to student safeguarding and well being
17. A commitment to equal opportunities
18. Ability to inspire and enthuse
19. A willingness to share in the school's educational vision
20. Evidence of being a strong team player
21. Self motivation and a sense of initiative
22. An open and transparent work ethic
23. Flexibility
24. Professional conduct and personal integrity
25. Excellent attendance and punctuality

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