

SOUTHEND HIGH SCHOOL FOR BOYS



RECRUITMENT PACK
For Teacher of English



Message from Dr Robin Bevan, Headteacher

Since September 2007, I have been delighted to serve as Headteacher at Southend High School for Boys. Every day is rewarding. I enjoy being a part of this school and helping to shape our future. Please look at our website – it will help give you a sense of our values, offers an insight into the vibrant activity that fills each week.

At Southend High School for Boys, talent is nurtured and learning is valued. Challenge is welcomed, participation is expected and achievement is prized. Pupils are happy, and prosper at the school.

As a grammar school, high academic expectations are central to our purpose, and these are sustained through an extensive programme of support and guidance. Pupils develop their confidence and enthusiasm through a wide range of creative, sporting and other endeavours.

Southend High School for Boys stands on a superb site within walking distance of Prittlewell Station and the centre of Southend. Pupils retain fond memories of their years at the school, and stay in contact for many years.

Our school preserves values and traditions from the past, and prepares pupils through a contemporary curriculum for the world of tomorrow.

"Contemporary traditions: one with future and with past"



Information about the school

Southend High School for Boys (SHSB) is an 'Outstanding' school (Ofsted 2015), rated as outstanding against every one of the inspection criteria. It is one of four selective 'grammar' schools within Southend. The main school, years 7 to 11, is single sex boys with 180 in each year group. The large sixth form, with 400 A-level students, is mixed with over 100 girls.

The school is thirty miles from London on the Thames Estuary and is close to main road and rail links from London, and to Chelmsford and Cambridge. There is 'an ethos of excellence in both academic achievement and a wide range of activities [that] permeates all aspects of the school' (Ofsted 2015). Talent is nurtured, learning is valued, challenge is welcomed, participation is expected and achievement is prized.

The school is recognised as a welcoming institution, with an open and friendly approach, where outstanding behaviour is elicited through fostering mature relationships. Pupils spend seven years at Southend High School for Boys: the influence of the school across that time can be significant in determining the life trajectory for each individual. Our vision is to set them on the path towards young adulthood with the highest aspirations and equipped to make a positive and worthwhile contribution to society – often in the role of leaders. Pupils learn what we teach, but more significantly they learn by how we teach.

Southend High School for Boys is a creative and pioneering teaching community. In 2006 we became a Leading Edge school. This accolade gave recognition to our programmes for improving learning and for encouraging innovation. Our philosophy is to share good practice, encourage creativity and nurture innovation so our pupils benefit from a stimulating learning experience and our staff benefit from collaboration and professional development with like-minded enthusiastic individuals. The school is strongly committed to supporting staff in their educational research and gives time allowances and subsidies for this. Over a third of our staff have achieved higher degrees during their time with us. We regularly support other colleagues in other schools, having been designated as a regional research hub in 2019, and have a wide ranging professional development programme.

We were the first secondary school in the Eastern counties to receive the Challenge Award and the first in the world to secure a fourth accreditation, in recognition of our provision for the highly able learners. Assessors in the report commented: "Southend High School lives up to its aim of 'Nurturing and Supporting Young Talents' through offering exciting and stretching opportunities for learning well beyond those offered in many other schools. Pupils make full use of these opportunities, share responsibility with staff for setting and achieving challenging targets for themselves and are proud of their achievements. Challenge is firmly embedded in all aspects of school life."

Our values are reflected in various accolades including being recipients of the EQualities Award, pioneering work in this field, as well as being a Fairtrade institution and a Pupil Premium Awards winner.

The school offers an extensive range of extra-curricular activities and has an excellent reputation locally for its music, science and drama. All pupils and staff are encouraged to get involved and to follow their interests and share their passions with others: our activities range from the debating society to Warhammer! In the science department there is a thriving Science Society which has well over a hundred members.

We are proud of the fact that our most able athletes have competed in international competitions, have represented England at World Schools Championships in cross country and athletics and have won over 20 national titles in the last 10 years. Likewise our staff is also committed to healthy living; having designed well-being programmes for staff and organised social events such as cooking classes and relaxation sessions.

The pupils on roll benefit from specialist facilities including a modern Sports & Music Centre and Drama Studio. Members of staff are encouraged to use the sports facilities and as such a number use the gym. A dedicated Maths building was completed in 2011 and 2018 saw the completion of our new Hitchcock building which contains a state-of-the-art library, additional teaching space and pastoral offices.

The main school's admission number each year is 180, split into six forms of 30. The present teaching staffing complement is 67 full-time equivalent, with 49 support staff (full and part-time), who support teaching and learning in various capacities. Currently the school operates with 50 one hour periods per fortnight, the school day running from 8.30am -3.30pm



February 2020

Dear Applicant

Post: Teacher of English

Thank you very much for viewing this recruitment pack. The school and governing body are committed to providing a high quality service so that every child fulfils his or her potential. We recognise that this can only be achieved through the recruitment and retention of competent, motivated employees who are suited to and fulfilled in the roles they undertake.

The governing body is committed to equal opportunities and our aim is to ensure that all applicants receive clear and useful information about the post and our school. We hope, therefore, that the following information is of help to you in deciding whether to apply for this post. If you are unclear about any aspect of the application procedure, please do not hesitate to telephone Ms Amanda Lane, HR Manager, on 01702 606208 (or email recruitment@shsb.org.uk)

Applications will only be accepted on an application form (lone CV's are not accepted and will not be considered). CV's may be submitted **in addition** to the application form in order to supply additional information. Southend High School for Boys' application form is located on our website www.shsb.org.uk, but we will equally accept applications on the TES or Essex School Jobs application forms.

Please return all completed applications by **Friday 6th March** to recruitment@shsb.org.uk We reserve the right to call applicants to interview, and appoint, prior to the closing date.

Any response will be by email; therefore, please include your contact email address together with an email address for referees where possible.

If you have a disability or long term illness that otherwise prevents you from meeting any of the essential criteria listed in the person specification, please contact us to discuss whether a reasonable adjustment can be made.

Please note that we will not be writing to those applicants who are not shortlisted. Therefore, if you do not hear from us within four weeks of the closing date you should assume that, on this occasion, your application has been unsuccessful.

We wish you all the best with your application.

Yours sincerely

Robin M Bevan
Headteacher



SOUTHEND HIGH SCHOOL FOR BOYS

ENGLISH DEPARTMENT

Southend High School for Boys 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 a criminal record check via the Disclosure and Barring Service (DBS)

Aims

Our aim is to stimulate a passion for the English language in all its forms, and to develop students' abilities to think independently and in creative ways. We aim to deliver high quality lessons that make an effective and imaginative use of time in the classroom so that students are engaged and challenged by their learning. We also endeavour to secure the very best possible achievement for all pupils, consistent with their individual needs and potential. We want all students to prosper and be invigorated by their experiences in the classroom.

Curriculum and Assessment

Students in KS3 have 6 one hour lessons per fortnight and KS4 students have 7 one hour lessons per fortnight.

Students begin their GCSE courses in Year 9 and follow AQA specifications in both English Language and English Literature. The AS/A2 courses are also AQA: students are able to study either English Literature or English Language and Literature. The subject is popular at A Level and we currently have three classes at AS level and another three classes at A2.

Extra-curricular activities include a wide range of theatre and cinema trips. The Debating Society is also over-seen by the department and its activities include regular debates, the annual House Debating Competition and entry into national competitions such as the Debating Matters competition. There is a Reading Group and members of the department also run a number of other clubs and societies. We also invite writers to the school (recent guests include the poet Owen Sheers and the novelist Jonathan Coe). Revision classes are also held at lunchtimes and after school.

Current Developments

Ideas for best practice are regularly shared (and celebrated), and there is a strong focus on improving the quality of teaching and learning. A lot of work has been undertaken in improving the units of work both at KS3 and KS4, creating challenge in the classroom, maximising the effectiveness of the revision programme and improving testing procedures. We are also looking at ways to expand our extra-curricular developments to further enhance the students' experience of the subject. Members of the department are also involved in teacher training programmes.

Staffing

The department consists of both full-time and part-time teachers. We are a very friendly and supportive department, and we work closely as a team, sharing ideas and contributing to the department's development so that we minimise workload and offer a better experience for the students. All members of staff are equipped with a laptop computer. The school encourages professional development and there is support for a wide-range of CPD activities.

Accommodation/Resources

The department occupies a suite of rooms at the east end of the school, and at the moment each teacher has his or her own classroom. All classrooms are equipped with an interactive whiteboard and most have a digital visualiser.

The department also has its own spacious, comfortable and well-equipped office, and each member of staff has desk space and storage facilities. There are also computers in the office and further storage space for the department's wide range of resources, including class texts and audio-visual resources.



SOUTHEND HIGH SCHOOL FOR BOYS

ENGLISH DEPARTMENT

THE POST

Teacher of English

We are seeking for September 2020 either a full time, or substantial part time, effective, enthusiastic and inspiring teacher to join a strong and friendly department. The ability to teach up to A level is desirable.

This post will suit a teacher keen to play a full part in the life of the school. As a selective school, we have a number of very able students but we are looking for a well-qualified teacher able to motivate and challenge *all* our students.

Teaching at Southend High School for Boys is an immensely fulfilling experience where students are readily engaged and respond particularly well to creative and challenging lessons.

The most recent Ofsted inspection (2015), which deemed the school to be outstanding in all categories, commented most favourably on staff-student relationships, and on the positive attitudes of the boys.

The ability to stretch and motivate our students, work with other staff and be a good team member is very important. Your attention is drawn to the attached Person Specification.

Applicants invited for interview will be given an opportunity to display their teaching skills in front of a class.

Benefits:

The successful candidate will be eligible for the following benefits upon commencement of employment:

- Auto-enrolment into a contributory pension scheme (TPS for teachers and LGPS for support staff)
- Free parking
- Access to excellent catering facilities when the kitchen is operational (term time only)
- Free tea/coffee facilities
- Excellent CPD through internal and external providers
- Salary sacrifice schemes such as Cycle to Work
- Eye care vouchers
- Free use of sports facilities



SOUTHEND HIGH SCHOOL FOR BOYS

JOB DESCRIPTION

Southend High School for Boys 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 a criminal record check via the Disclosure and Barring Service (DBS)

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/832634/School_teachers_pay_and_conditions_2019.pdf.

Teachers should also have due regard to the Teacher Standards

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf.

Teachers' performance will be assessed against the teacher standards as part of the appraisal process relevant to their role in the school.

Main Teaching purpose at SHSB (in line with the current *School Teachers' Pay and Conditions Document*)

A teacher (other than a head teacher) may be required to undertake the following duties in line with all school policies:

Teaching

- Plan and teach lessons and sequences of lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
- Promote student learning so that all achieve highly.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Participate in arrangements for preparing pupils for external examinations.

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.
- Supervise and so far as practical teach any students where the normal timetabled teacher to take the class is not able to do so.

Health, safety and discipline

- Promote the safety and well-being of students.
- Maintain good order and discipline among students.

Management of staff and resources

- Direct and supervise support staff assigned to you and where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to you.

Professional development

- Take responsibility for the appraisal and review of your own performance, and, where appropriate, that of other teachers and support staff.
- Arrange your own further training and professional development, and, where appropriate, that of other teachers and support staff including induction.

Communication

- Communicate professionally and effectively with students, parents and carers.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.

You may be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description, in consultation with you, may be changed by the head teacher to reflect or anticipate changes in the job commensurate with the grade and job title.



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PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<p>Qualified Teacher Status</p> <p>Degree or equivalent</p>	<p>Post graduate study</p> <p>Evidence of professional development</p>
Experience	<p>Successful teaching experience or teaching practice delivering the National Curriculum in a secondary school</p>	<p>Experience of using ICT in the classroom</p> <p>Experience of A level teaching</p> <p>Contribution to extra-curricular activities</p>
Knowledge	<p>Knowledge of teaching and learning styles and strategies</p> <p>Knowledge of the nature and purpose of a range of assessment strategies</p>	<p>Knowledge of current curriculum issues</p>
Skills & Abilities	<p>An ability to:</p> <ul style="list-style-type: none"> review, evaluate, plan and lead by example, analyse and make balanced judgements in a variety of situations encourage a collaborative approach and to work as a member of a team encourage the best from pupils and from oneself foster good relationships with pupils, parents, and colleagues remain calm and positive, even when under pressure work to deadlines <p>Good inter-personal skills</p>	<p>Ability to encourage the best from one's colleagues</p>
Other Key Qualities	<p>Good record of attendance and punctuality</p> <p>Sense of humour</p> <p>A commitment to the values of the School, in particular a commitment to high-quality teaching and learning</p> <p>An awareness of the issues involved in child protection measures</p>	<p>Willingness to 'go the extra mile' to secure success</p> <p>A commitment to extra-curricular activities</p>

In addition to a candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

1. Motivation to work with children and young people;
2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
3. Emotional resilience in working with challenging behaviours; and,
4. Attitudes to use of authority and maintaining discipline.

Any relevant issues arising from a short listed candidate's references will be taken up at interview.



SOUTHEND HIGH SCHOOL FOR BOYS

OUR LOCATION

Southend High School for Boys is situated in the heart of Southend On Sea, a resort town on the north side of the Thames Estuary in Essex, southeast England, 40 miles east of central London.

Southend is home to the longest leisure pier in the world (at 1.34 miles) and it is serviced by a small train and has a museum at its shore end. The Cliff Lift, a century-old funicular, clings to the hillside and offers coastal views.

Southend originally consisted of a few fishermen's huts and farms at the southern end of the village of Prittlewell. In the 1790s the first building, around what was to become the high street, were completed. In the 19th century Southend's status of a seaside resort grew after a visit from Princess Caroline of Brunswick and Southend Pier was constructed.

