

Thank you for your interest in joining our school. Please contact Jo Webber, our Head of English, if you would like to discuss this role further.

### **Safer Recruitment**

The Cottesloe School is committed to safeguarding and promoting the welfare of children and safeguarding checks will be carried out on employees, volunteers, governors and visitors. Please see the school's current Safer Recruitment Policy, Policy on Employment of Ex-Offenders and Child Protection (Safeguarding) Policy for further information, all available on the school's website (Safeguarding Policies area).

### **Our School**

The Cottesloe School is a successful and oversubscribed Foundation secondary school with Sixth Form situated in the village of Wing in rural North Buckinghamshire, located conveniently for Milton Keynes, Bedfordshire and Hertfordshire. We are a caring school with a highly qualified and exceptionally committed staff, who recognise the importance of creative and challenging teaching and high professional standards. All staff and students are greatly valued and emphasis on student and staff wellbeing is central to our culture.

*Ofsted 7-8 July 2016 - Good in all areas*

- Leaders are passionate about improving all aspects of the school for the benefit of every student. They have successfully driven improvement over the last three years.
- All staff have worked effectively to embed an ethos of warmth, care and support.
- Students are rightly proud to belong to their school. They enjoy learning.
- Students' learning is effective because teachers plan highly motivating activities, using their specialist knowledge.
- Parents are positive about the behaviour of students and say they are managed well. Staff are similarly positive about the behaviour of students.

### **Department Information**

*We are looking for:*

- An enthusiastic full-time teacher with a passion for English Literature and English Language.
- Someone with a good understanding of relevant curriculum areas, including a good understanding of assessment and monitoring procedures.
- Experience of teaching or teaching practice of English at all Key Stages.
- A willingness to learn and apply new techniques that contribute to high quality teaching and learning.
- A teacher who expects and demonstrates the highest standards.
- A teacher who can enthuse a range of students with varying needs.



*We can offer you:*

- An exciting opportunity to teach students who are courteous and have a high degree of respect for others.
- A friendly and supportive working atmosphere.
- The freedom to teach creative lessons in a school with a proven track record for the professional development of staff.
- The opportunities to take part in or organise school trips linked to the curriculum.

*Our Department:*

- We are a successful and hard-working Department, with examination results for 2021:
  - A Level English Literature A\* - A 36%, A\* - B 91%, A\* - C 100%
  - A Level English Language A\* - A 17%, A\* - B 83%, A\* - C 100%
  - GCSE English Literature 9-7 21%, 9-5 68%, 9-4 88%
  - GCSE English Language 9-7 29%, 9-5 69%, 9-4 87%
- We are committed to providing professional development for staff members.
- Please see the school website for information about the school curriculum and Department in detail.

We teach English because it is at the very heart of every aspect of learning and shapes our understanding of human experience. English empowers curiosity, imagination and expression. English engenders empathy and tolerance, enabling others to connect to the past, present and future in order to make a better world. Therefore, our intent is to instil a sense of knowledge, wisdom and power in our students to create literate, independent thinkers who are empathetic, have a strong sense of curiosity and go on to become life-long learners. We want our students to appreciate the power of language and the opportunities that it provides for success in an ever-changing society.

The English Curriculum is founded on a shared love of literature: from Charles Dickens to Angie Thomas; Shakespeare to Margaret Atwood; William Wordsworth to Maya Angelou and beyond. Within our department, we endeavour to explore a variety of themes and ideas, that are universal and relevant to today.



In tandem with the whole school, our ethos is shaped by **Prepare. Aspire. Succeed.** We **prepare** our students meticulously for what they have to do in each year and in each Key Stage. All of the work that they produce is exponentially building their skills in English Language and English Literature, to ensure that they are fully-equipped to achieve their targets and exceed these. We, thus, encourage our students to **aspire** to the very highest levels and celebrate their achievements with them when they **succeed.** We also work tirelessly to enable those who are struggling in our subject, to gain confidence and achieve success. We know that not all students share the love that we have for the subject but, we strive to teach to everyone's strengths and make our lessons as engaging as they can be, whilst differentiating and extending as a matter of course.

### Our Staff

Staff are actively encouraged to contribute ideas to inform whole school planning and to participate in new initiatives. All colleagues have an opportunity to contribute to school development planning. Colleagues are encouraged to contribute their skills and enthusiasm to our extra-curricular provision.

All staff are subject to an annual appraisal, and to a high quality programme of induction and ongoing professional development. We provide opportunities for staff to advance within the school with additional responsibilities available. A comprehensive programme of Inset training is designed to develop teaching and leadership skills, to further the aims of the school and to support colleagues to develop their careers.

We are fortunate in the high quality and commitment of our support staff, who fulfil a variety of roles including examinations, administration, financial, technical, learning support and site improvement.

### Making an Application

CVs are not accepted as part of the application process. If you wish to be considered for this post please complete an application form available from the school's website, providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment history please state the reasons why (eg. gap year, career break, unemployed, etc).

### Supporting Information

This section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. For teaching posts: please detail your experience of delivering teaching and learning and what impact your contribution would make in terms of raising standards at our school.



Please email your completed application form to [recruitment@cottesloe.bucks.sch.uk](mailto:recruitment@cottesloe.bucks.sch.uk) or post to Mrs J Woods, HR Manager, The Cottesloe School, Aylesbury Road, Wing, Leighton Buzzard LU7 0NY.

The deadline for receipt of applications is Sunday 10 October 2021, with interviews shortly after.

Unfortunately we are unable to provide individual feedback to applicants not selected for interview. If you are unsuccessful at application stage, it will be because you did not demonstrate that you meet the essential criteria for the role.

### **Interview and Selection Process**

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description. Essential criteria of the person specification are those, without which, a candidate would not be able to do the job. To be successful at the shortlisting stage you should clearly show how you meet each of the selection criteria for the post using examples of your skills and experience. Details of the interview programme will be confirmed in writing to shortlisted applicants. As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children. Under the Equality Act 2010 we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process.

### **Pre-employment Checks**

#### *References*

All applicants will be asked to provide two referees, one of whom must be the applicant's current or most recent employer. Where an applicant is not currently working with children but has done so in the past then a reference will also be obtained from that previous employer. All shortlisted applicants will have references taken up, and this may include review of social media posts. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. References addressed "to whom it may concern" will not be accepted.



### *Disclosure and Barring Service*

It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. Employment at this school is subject to an enhanced check with the Disclosure and Barring Service. Under the Rehabilitation of Offenders Act 1974 (Exemption Amendment) Order 1975, 2013 and 2020 there are a number of jobs where we must take account of convictions, even though they are 'spent' (excluding youth cautions, reprimands and warnings). All posts at this school are regarded as such. However, spent and/or unspent convictions may not necessarily make you unsuitable for appointment. A certificate of good conduct will be required where a candidate has lived outside the UK for six months or more within the last five years. The school's policy is to renew DBS checks for all staff, volunteers and governors every five years. Staff have a duty to inform the Headteacher of any change in their DBS status and to make the Headteacher aware of any incidents that may impact on their ability to work with children and young people.

### *Validation of qualifications*

All shortlisted candidates will be asked to bring original certificates of relevant qualifications to interview. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies.

### *Right to work in the United Kingdom*

Under the Asylum and Immigration Act 1996 it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Successful applicants will be asked to provide evidence from a list of acceptable documents, which will include photographic evidence, and right to work under the EU Settlement Scheme if applicable.

### *Teaching posts*

The school will undertake checks for teacher status, prohibition orders, failed induction or probation, and historic sanctions and restrictions for all teachers (qualified or unqualified). The Department for Education Employer Access – Teacher Services website is used to process these checks.

### *Medical assessment*

A satisfactory medical assessment will be required before we confirm any offer of an appointment. Any recommendations for reasonable adjustments to the working environment will be implemented upon commencement of duties.



### **Induction, Probation and Continuing Professional Development**

On appointment your line manager will discuss an appropriate induction programme with you which will help familiarise you with the culture of the school, local practices and policies. You will also receive a copy of the current New Staff Handbook.

Support staff employees new to the school will be subject to a six month probationary period and a review of your performance will take place at the end of that period.

You will be offered the opportunity to further develop your professional knowledge by participating in training events.

### **School Policies and Procedures**

The school has a wide range of policies and procedures which you will be made aware of and should familiarise yourself with, including Child Protection, Whistleblowing, Code of Conduct for Teaching and Support Staff, and Conduct and Discipline.

*The Governing Board of The Cottesloe School is committed to safeguarding and promoting the welfare of the students. All staff and volunteers are expected to share this commitment, to follow the school's safeguarding policies and procedures and to behave appropriately towards children at all times whilst undertaking school activities and in their personal lives.*

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