

# Head's Welcome

## ***Dear applicant,***

I am delighted to welcome you to Idsall School and Sixth Form. Idsall is a thriving and highly successful school where we genuinely believe every student can reach their potential. We put students at the centre of our thinking, decision making and everything we do. Supporting the seven-year journey of our students from year 7 to year 13, we are a large and inspiring group of teachers and support staff.

Everything we do is driven by the desire to ensure all students develop the necessary skills needed to be successful in the rapidly changing world which they are destined to encounter.

We create opportunities for all students to experience and try new things, and develop good friendships and pastimes, which gives them such fulfilment and great memories throughout their lives. Our motto is powerful and effective: "E Glandibus Quercus" "Great oaks from little acorns grow". This is certainly true, with the many highly successful students we have seen go on to great things, some very famous, but everyone having the opportunity to go on to university, apprenticeships and on the right path towards getting great jobs.

Externally recognised as a high performing school, Idsall is an exciting and vibrant place to learn, work and grow. We are working hard to ensure we continue to build on our many strengths to secure outstanding results; and support our students to become outstanding citizens and highly successful in life.

Please take a browse of our website. I am sure you will feel encouraged to apply to this post and become a member of our highly regarded team.

**Michelle King**

**Headteacher**



*Idsall School  
Coppice Green Lane  
Shifnal  
Shropshire  
TF11 8PD*

*01952 468400  
info@idsall.shropshire.sch.uk  
[www.idsallschool.org](http://www.idsallschool.org)*



## PE Teacher

**Required September 2022**

**Full time, permanent**

An opportunity has arisen for an outstanding inspirational teacher of PE to join our PE department from September. An earlier start will also be considered for ECT candidates from June. We are seeking to appoint an enthusiastic, dynamic and motivational individual to teach PE across the school.

The PE department is a committed team who work well together to enable students of all abilities to fulfil their potential. The successful candidate will be expected to teach PE across the whole ability range in KS3 and KS4. There is the potential to teach PE at KS5 for a candidate with suitable experience.

We are a heavily oversubscribed 11-18 rural school that was described by OFSTED (June 2017) as a **good** school where students achieve well and leave the school with results that are above the national average - all judgements were good.

We strongly believe in distributed leadership and are committed to the individual professional development of all staff.

Students are very well behaved and respond positively to our hard-working and highly committed staff.

This is an opportunity to join our PE department where a love of PE is nurtured, and standards continually improve.

If you have any questions, please contact the headteacher's PA, Mrs S J Davies, on the email address below.

Further details and application forms are available from the school website <http://www.idsallschool.org>

Completed applications should be emailed to [jobs@idsall.shropshire.sch.uk](mailto:jobs@idsall.shropshire.sch.uk)

**Closing date: midday 19<sup>th</sup> May 2022**

**Interviews: from 23<sup>rd</sup> May 2022**

**Idsall is an equal opportunities employer. We are committed to safeguarding children and the successful applicant will be required to undergo an Enhanced Disclosure by Criminal Records Bureau prior to commencement in post. This post is a designated customer facing role and under the fluency duty requires a specified level of spoken English as stated in the person spec and in line with our policy.**



## *Job Description and Personal Specification*

### **Teacher**

**Name:**

**Job Title:**           **Teacher**

**Accountable to:**   **Head of Department / Line Manager - SLT**

#### **Post overview**

- To fulfil the Professional Standards for a Teacher (Core), in the context of being a teacher as part of a department team and as a form tutor as part of a year team.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher and as a form tutor including the personal development dimension.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student progress and attainment.
- To actively promote the school's ethos of participation in extra-curricular activities.
- To promote and uphold the highest standards of safeguarding across the school and beyond.
- To meet all requirements as appropriate of the Teachers' Standards and Idsall expectations including policy and practice.

Accountabilities	Roles and responsibilities
<b>Leading Learning</b>	<ol style="list-style-type: none"> <li>1. To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere</li> <li>2. To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required</li> <li>3. To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students</li> <li>4. To ensure that ICT, literacy, numeracy are reflected in the teaching and learning experience of students</li> <li>5. To undertake a designated programme of teaching</li> <li>6. To ensure a high quality learning experience for students which meets internal and external quality standards</li> <li>7. To prepare and update subject materials</li> <li>8. To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus</li> <li>9. To maintain discipline in accordance with the school's procedures, and to encourage good punctuality, behaviour, standards of work and independent study</li> <li>10. To undertake assessment of students, underpinned by the principles and practice of AFL and as requested by external examination bodies, and school procedures</li> <li>11. To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the department</li> <li>12. To assist the Head of Department to identify resource needs and to contribute to the efficient and effective use of physical resources</li> <li>13. To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students</li> <li>14. To contribute to the department's development plan and its implementation</li> <li>15. To plan and prepare courses and lessons</li> <li>16. To contribute to educational enrichment activities</li> <li>17. To help to implement school quality procedures and to adhere to those</li> <li>18. To contribute to the process of monitoring and evaluation of the subject area in line with school procedures</li> <li>19. To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school</li> </ol>

	<p>20. To assist the Head of Department to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives</p> <p>21. To assist in the process of curriculum development and change to ensure continued relevance to the needs of students, exam boards and the school's objectives</p>
<p><b>Staff Development and Additional Duties</b></p>	<ol style="list-style-type: none"> <li>1. To take part in the school's CPD programme</li> <li>2. To continue personal development including subject knowledge and teaching methods</li> <li>3. To engage actively in the Performance Management Review process</li> <li>4. To ensure the effective and efficient deployment of classroom support</li> <li>5. To work as a member of a designated team and to contribute positively to effective working relations within the school</li> <li>6. To communicate effectively with the parents of students as appropriate</li> <li>7. To communicate and co-operate with bodies outside the school where appropriate</li> <li>8. To follow agreed policies for communications in the school</li> <li>9. To take part in Open Evenings and Parent Consultation Evenings</li> <li>10. To contribute to the development of effective subject links with external agencies</li> <li>11. To be a form tutor to an assigned group of students and to contribute to the pastoral programme</li> <li>12. To promote the general progress and well-being of individual students and of the tutor group</li> <li>13. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life</li> <li>14. To evaluate and monitor the progress of students and keep up-to-date student records</li> <li>15. To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved</li> <li>16. To communicate with the parents of students and with bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff</li> <li>17. To apply the classroom behaviour code so that effective learning can take place</li> <li>18. To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example</li> </ol>

	<p>19. To promote actively the school's policies and to comply with the school's Health and Safety policy and undertake risk assessments as appropriate</p> <p>20. To carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation</p> <p>21. To comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description</p>
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**Responsible to:** Head of Department, Head of Year, SLT

**Responsible for:** The provision of a full and rich learning experience and support for students ensuring students make good progress.

This job description should be read alongside the requirements of the DfE's School Teachers' Pay and Conditions Document 2021 (section 2, part 5, paragraphs 5.1 to 5.3) and is based on the "National Standards of Excellence for Headteachers" published by the Department for Education in January 2015 which sets out in greater detail the general requirements for headteachers and the standard terms of their employment.

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and in addition, as a term of your employment, you may be required to undertake various other reasonable duties, and whatever is deemed a reasonable request and/or necessary to the effective running of the school requested by the Headteacher.

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

Signed by Line Manager: \_\_\_\_\_

Dated: \_\_\_\_\_

Next review date: \_\_\_\_\_

# The Process

To apply for the role, please write a letter of application to support a fully completed application form and names of two referees to:

The Head  
Idsall School  
Coppice Green Lane  
Shifnal  
Shropshire  
TF11 8PD

Please mark the envelope 'FAO: Mrs Seona Davies in the top left-hand corner. Applications are also accepted via email to [jobs@idsall.shropshire.sch.uk](mailto:jobs@idsall.shropshire.sch.uk)

Closing date for applications is **12 Noon on 19th May 2022**. Interviews will be held from **23rd May 2022**.





## *Staff Benefits*

### **Work Life Balance**

Enhanced annual leave entitlement, plus paid bank holidays. Flexible working opportunities. Special leave provision. Maternity/Paternity/Shared Parental Leave and Adoption Schemes.

### **Pension Scheme**

Auto enrolment. Available for all employees. You will receive full details of the scheme when you commence. All schemes include death in service benefits.

### **Training and Career Development**

Access to on-going training and development. Annual staff appraisal system.

### **Annual free flu vaccines (all staff)**

### **Free Employee Counselling Service**

This counselling service is completely confidential and available to all staff employed by Idsall. This can be used for guidance on a wide range of lifestyle issues and problems such as debt, stress, marital, bereavement and financial worries.

### **Childcare Voucher Scheme**

Working parents are entitled to help with the cost of their childcare through a salary sacrifice scheme. This enables you to take part of your salary as childcare vouchers on a tax and NI contribution free basis.

### **Cycle to Work Scheme and Secure lock up**

This can give you big savings on the cost of a new bike. It is a tax incentive scheme aimed at encouraging people to cycle to work thereby reducing pollution and improving health. A secure lock up area is also provided.

### **Corporate Eye care System**

If you are a regular VDU user, you will be entitled to routine eye examinations and provided with a contribution towards VDU glasses if these are prescribed.

### **Excellent Sports Facilities**

Staff may use the school facilities for booking sports activities.

### **Subsidised Canteen**

Open for breakfast, food and drink available throughout the day, plus a choice of cooked meals with dessert, baked potatoes, pasta or curry and sandwiches – cashless system.

### **Library**

**Staff Car Parking on Site** (also spaces for motorcycles and secure areas for bicycles).

# *An Exciting Place to Learn*

## 'IDSALL - AN EXCITING PLACE TO LEARN'

We have a well-deserved reputation for our high standards in teaching and academic achievement. At Idsall School, we aim to provide a great variety of opportunities; academic, social and cultural, in order to challenge students to develop and achieve their personal best.

We ensure that every student gets the best possible opportunities and education allowing them to succeed and flourish. Learning is at the heart of all we do. Through high quality teaching, we ensure every students' talents and abilities are catered for, allowing them to not only excel academically but also to become independent in their learning and prepare them for the next stages of their life.

We value and strive to develop both the academic learning skills and personal skills of our students so that they can be a positive member of the local and global community. Our teachers and support staff are highly skilled in understanding the needs of every child, and are committed to providing each of them with the very best learning experience in an environment where they feel secure and happy.

Our academic results speak for themselves. In 2019, at GCSE 82% of students gained at least 9-4 (A\*-C) in English, and 81% of all students gained at least 9-4 (A\*-C) in Maths. Overall, nearly 21% of all grades were 9-7 (A\*-A); while at A Level 50% of grades were A\*/B. In 2020, we are very pleased with our Centre Assessed Grades awarded to both GCSE and A Level students. They reflected the hard work shown by our students in a difficult period.

More importantly we are a very happy school. The relationship between staff and students is exceptional; although very busy and, at times, pressurised, it is a pleasure to work and study in such a friendly environment. Expectations of teachers and pupils are high, but this serves both to stimulate achievement and provide reward.

### Learning

In Years 7 to 9, Idsall School offers a curriculum that is structured with clear objectives of what we want students to know and do by the end of each course. This curriculum is aimed at developing our students' personal learning and thinking skills as well as encouraging their resourcefulness, resilience and teamwork. English, mathematics and science are complemented by physical education, the arts and humanities, modern foreign languages, design and technology and ICT.

Teaching at Idsall School is constantly developing to ensure that all students are supported to achieve their personal best. We have consistently high expectations of both ourselves as teachers and our students. We maintain high levels of student engagement through the use of stimulating and imaginative learning strategies that develop resilience, confidence, collaboration and curiosity.

Regular checks are made to track each student's progress against their own personal learning targets. Students receive regular feedback on their work and progress. This feedback is designed to support the student to recognise what they have done well and what they could improve on to achieve the next steps in their learning. Progress is discussed with students by tutors and the results are reported termly to parents in a clear format showing strengths, and identifying areas for improvement. Additionally, when work is marked, teachers will identify how well a student has done and importantly, how that work can be improved. We thus constantly strive to ensure that a student reaches his or her full potential.

Students are placed in groups or bands for most subjects based on prior attainment levels and grades achieved in progress tests completed during the year.

In Key Stage 4 (Years 10 and 11), the range of subjects and courses available to students opens up to allow each student to make choices which they find interesting and relevant to their future careers. An options booklet provided during year 9 sets out details of all the courses on offer, and students make a guided choice to construct their personal programme of study in full consultation with parents and staff.

The opportunity to progress to A Level studies in our own successful Sixth Form is a tremendous advantage for Idsall students, and is a stimulus for them to aim for the highest grades at GCSE. Sixth Form students make a valuable contribution to the life of the school, helping to run clubs and organise charity events, and supporting the younger children in our school community.