

Todmorden High School Application Pack



Role title: Primary Teacher, Closing the Gap

Contract type: Full or part time, permanent contract

Please set out in your personal statement whether you would be interested in a full or part time role

Grade: MPS/UPS/ECTs

Hours: 32.5 per week

Work Pattern: Monday to Friday

(in accordance with the School Teacher Pay and Conditions Document)

Start Date: September 2024

We reserve the right to close this vacancy early if we receive sufficient applications for the role.

Disclosure and Barring Service Checks: Appointment to this post is exempt from Rehabilitation of Offenders Act and subject to the following DBS check – an enhanced with Children Barred List Check.



**Todmorden High
School
Ewood Lane
Todmorden
OL14 7DG
www.todhigh.co.uk
01706 813558
@TodmordenHigh**



Ambition, Respect, Care and Honesty

A warm welcome to Todmorden High School

Message from the Headteacher

'We pride ourselves on our open and friendly approach along with our high expectations of what our students and staff can achieve'.

School vision : Enabling individuals to unlock their unique potential.

Dear Applicant,



It is my pleasure to introduce you to our educational family. Todmorden High School is a small, successful school at the heart of our community. We pride ourselves on our **open and friendly** approach along with our high expectations of what our students and staff can achieve. We aim not only to foster a thriving climate for learning, but to provide the very best career opportunities for everyone; in an environment where aspirations can be met and opportunities for **personal development and growth** remain a constant priority.

We are committed to creating a culture where all students and colleagues at all levels, can feel proud of who they are, and of their achievements - all this in an environment where **our values** can thrive. In keeping with our values, we strive to create a school that celebrates difference. **Ambition, Respect, Care and Honesty** remain at the forefront of everything we do; we are trusted to do the right thing for each other, our students and our wider community. There are **stimulating and rewarding** times ahead at Todmorden High School and I very much look forward to sharing them with you.

A handwritten signature in black ink that reads "G Shirt". The signature is written in a cursive, flowing style.

Gill Shirt
Headteacher

AMBITION, RESPECT, CARE AND HONESTY

School Life

Our teaching staff provide an inclusive education to meet the individual needs and abilities of each student. Our curriculum focuses on the development of skills, knowledge and understanding, not only in subjects but in social, moral, spiritual and cultural education and British values. We aim for all our students to unlock their unique potential academically, personally and morally, so they are fully equipped to make the right choices in life. Our curriculum is aspirational, supporting social mobility. We give our students a broad and balanced curriculum that will give them the foundation they need to lead happy and successful lives, underpinned by our core values of **Ambition, Respect, Care and Honesty**.



“The teachers are really good at being supportive and help me in my learning”

Year 7 Student—Student Voice Survey response 2022.



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Our Vision

We believe that every child has
unique potential
and at Todmorden High School,
we're here to enable
every child to **unlock it.**

"Todmorden High School is a welcoming and friendly school. Pupils enjoy coming to school because they feel safe and they learn a lot."

Ofsted January 2020, Good



"Pupils and teachers understand the ARCH values of ambition, respect, care and honesty. These values are clear in the lessons and in the pastoral care in the school.

Parents mention these values too. Pupils say that bullying is not common and that, when it happens, teachers deal with it"

Ofsted January 2020, Good

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Our Values

Ambition: High expectations for yourself,
the community and the wider world.

Respect: For yourself, the community and the wider world.

Care: Caring for yourself, the community and the wider world.

Honesty: Being true to your unique self,
the community and the wider world.

Behaviour and Standards

Every student is expected to uphold our school values, which are displayed in every classroom. They are a constant reminder to our community of our expectations.



“In lessons, pupils get on with their work and they behave well. Teachers have high expectations of pupils in their lessons and inspectors saw this in their work. The school has thought carefully about what pupils need to learn.”
Ofsted January 2020, Good

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Our People

Students

“Student voice is strong. Opportunities are regularly given to me and other students for us to voice our opinions and ideas and contribute to school life”



Parents

“My daughter has settled in extremely well at Todmorden High School and the experience for her on the whole so far has been a very positive and confidence –boosting one.”

Staff

“The school offers values-driven education where we all work together within a family ethos with the best interests of students at the heart of all decisions.”



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The Role

Primary Teacher, Closing the Gap

To add capacity across the school, we would love to hear from creative Primary Teachers with the skills, expertise, and passion to enthuse our young people to achieve and help them close gaps in their learning so that they can access the full secondary curriculum.

We are seeking to appoint an outstanding, well-motivated, enthusiastic, and ambitious primary school teacher to work in our secondary school.

This is a special role within our school structure, specially supporting vulnerable pupils to develop their fundamental skills. We are seeking teacher who can deliver both English and Maths. The role will include some work on phonics interventions as well as small group Maths and English teaching to support students in rapidly achieving age related expectations and be secondary ready. We are looking for someone with a strong interest in working with pupils who have specific literacy and numeracy needs, someone who is committed to inclusive practices and has a genuine passion for teaching.

The role will involve teaching and engaging and creative primary style curriculum to targeted pupils in Year 7, 8 and 9. The candidate will be responsible for organising, delivering, and measuring the impact of the intervention in order to help close the achievement gap, alongside contributing to the whole school development of literacy and numeracy. We are specifically looking for someone who can utilise assessment data effectively to plan lessons and target intervention, and has:

- Experience and knowledge of teaching a literacy and numeracy catch up curriculum to targeted pupils.
- Experience of teaching phonics and delivering targeted reading support programmes.
- The potential to become an outstanding classroom practitioner with a real commitment to young people.
- The ability to devise, plan and deliver highly differentiated, interactive, and stimulating lessons.
- An awareness of current developments in teaching and learning and the curriculum
- High expectations of pupils and the belief that all pupils, whatever their background, can achieve their full potential.

We are a small and friendly comprehensive school for 11 to 16-year-olds with 900 pupils located in the beautiful Todmorden valley. 'Todmorden High School is a welcoming and friendly school. Pupils enjoy coming to school because they feel safe, and they learn a lot. Pupils get on well with their teachers and enjoy good relationships. Pupils know that there is always someone who will help them if they have any concerns. We are so much more than 'just another school'.

Should you have any questions about this role, please email our Assistant Headteacher, Mrs Alison Mansfield: a.mansfield@todhigh.co.uk

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

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Job Description

Main duties

- To ensure the effective learning of all students across the attainment and age range.
- To structure the learning of students by planning and delivering excellent lessons.
- To promote and be accountable for high standards of achievement.

Specific duties

- To teach excellent, engaging lessons to diverse groups of students at all levels.
- To adhere to National Curriculum standards.
- To ensure that students make good progress as reflected in value added data and in examination results.
- To assess, record and report on student performance.
- To ensure that students hit target grades as reflected in interim and annual reports by:
 - using data to assess students' academic progress.
 - challenging students and make e-mail or telephone contact with parents where forecast grades are significantly below target grades.
 - intervening directly with students where forecast grades are significantly below target grade in more than three subjects.
- To report to parents as required.
- To ensure that lessons offer a wide range of learning opportunities to meet individual student needs.
- To evaluate lessons in relation to student learning and plan future lessons accordingly.
- To take responsibility for personal professional development through:
 - classroom observation.
 - shared lesson planning.
 - promoting classroom learning and an enthusiasm for learning.
 - taking part in regular professional development discussion.
 - attending INSET as required.
 - keeping abreast of relevant national, local, and school based initiatives that will positively impact on learning.
- To uphold the standards and working practice of the school as detailed in the colleague handbook.
- To adhere to school policies and procedures.

Continuing Professional Development

- To promote pedagogical dialogue throughout the school.
- To be a good role model.
- To effectively manage classroom behaviour in line with school systems and policy.
- To develop and maintain good professional relationships with colleagues.
- To undertake school supervision duties as required.
- To carry out any other reasonable task at the request of a member of the Leadership Team.
- To work flexibly and undertake additional responsibilities when requested to do so in supporting the day to day running of the faculty.
- To uphold teachers' standards and uphold and adhere to school and local authority policies and procedures.

This is not an exhaustive list of duties and is indicative of the type of work required by this post holder. The post holder will be expected to work closely with the SLT and deliver the operation provision required to work with groups of young people in learning environments. The Headteacher may also require the post holder to fulfil other duties, as required.

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Role of the Form Tutor

Purpose of the job

To ensure the effective learning of all students within the tutor group through effective support and challenge.

To structure the learning of students during tutor periods.

To monitor the academic and social progress of each student within the tutor group and effectively intervene where necessary.

To ensure that students are ready to learn on a daily basis and that barriers to learning are removed.

Responsibilities

Responsible to: Learning Manager

Responsible for: The social and academic progress of each student within the tutor group.

Main duties

To manage daily routines within school relating to uniform, equipment, timekeeping, and readiness to learn.

To ensure that students hit target grades as reflected in interim and annual reports by:

- using data to assess students' academic progress.
- challenging students and make e-mail or telephone contact with parents where forecast grades are significantly below target grades.
- intervening directly with students where forecast grades are significantly below target grade in more than three subjects.

To oversee the behaviour of each member of the tutor group.

To monitor and promote the good lesson attendance of each member of the tutor group.

To monitor the social, emotional, and physical well-being (including social integration) of each member of the tutor group.

To listen to and develop student voice within the tutor group.

To be a good role model to students.

Safeguarding

Child and Adult protection are key priorities for the school. We aim to support children and adults who are at risk to be as safe as they can be and to fulfil their potential. The Headteacher is the lead across the school for wellbeing, safety and the protection of children and adults at risk. The Headteacher has a responsibility to participate in training to the appropriate level of safeguarding, along with a duty to fulfil their personal responsibilities of safeguarding for all.

Equality of Opportunity

Todmorden High School is committed to equal opportunities in employment and welcomes applications irrespective of gender, race, disability, colour, ethnic origin, nationality, sexual orientation, gender identity, marital status, religion, trade union activity, age, and/or medical condition. Your personal details will be treated in accordance with our Applicant Privacy Notice, available on our website in the Policies section.

Data Protection

The post will have responsibility for overseeing compliance with the General Data Protection Regulation (GDPR), in conjunction with the School's Data Protection Officer.

Privacy Notice

The school adheres to all Privacy laws and regulations [THS-Recruitment-Privacy-Notice.pdf \(todhigh.co.uk\)](#).

Reviewed every two years, or earlier if change dictates.

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Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status - Primary • A good honours degree or equivalent. • Educated to GCSE standard or equivalent which must include English and maths. • Willing to undertake the necessary training and development required for the post. • Evidence of professional development relevant to this role. • A further qualification, degree, diploma, certificate in relevant subject. • Evidence of teaching experience. • Continuous Professional Development in the area of literacy, numeracy and supporting pupils with specific needs
Experience	<ul style="list-style-type: none"> • Previous and recent experience of teaching in a primary setting or experience of undertaking a similar role in a secondary setting. • Involvement or interest in cross-curricular teams/projects • Experience of delivering and organising targeted literacy and numeracy interventions, which have had a proven impact on pupil progress. • Previous experience of leading a team • Developing effective relationships with parents/carers
Skills and knowledge	<ul style="list-style-type: none"> • Previous and recent experience of teaching in a primary setting or experience of undertaking a similar role in a secondary setting. • Involvement or interest in cross-curricular teams/projects. • Experience of delivering and organising targeted literacy and numeracy interventions, which have had a proven impact on pupil progress. • Previous experience of leading a team. • Developing effective relationship with parents/carers. • Excellent knowledge of the National Curriculum at Key Stages 2 and 3; to specifically include English and Mathematics/literacy and numeracy. • Good understanding of a range of different pedagogical approaches; to include differentiation. • Good knowledge of equal opportunities and safeguarding procedures. • Up to date knowledge of current educational issues. • Knowledge of effective curricula to develop pupils' literacy and numeracy skills. • Up to date knowledge of methods used to close the educational achievement gap. • Knowledge of guidance and requirements around safeguarding children. • Knowledge of effective behaviour management strategies. • Good IT skills, including previous use of CPOMS, SIMS and Class Charts. • Effective communication and interpersonal skills. • Ability to communicate a vision and inspire others. • Ability to build effective working relationships with staff and other stakeholders.

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How to Apply

Interested candidates are invited to apply through the TES portal.

Application deadline	Tuesday 14 th May 2024 at 9am
Candidates listing	Wednesday 15 th May 2024
Interview date	Wednesday 21 st May 2024

We are committed to providing a workforce that better reflects our community. Applications are welcome from all suitably qualified candidates regardless of ethnicity, gender, age or disability. Todmorden High School is committed to safeguarding and promoting the welfare of children and young people, all staff and volunteers are required to share this commitment. Due to the nature of this role, you will need to complete an enhanced DBS and undergo pre-employment screening. Todmorden High School is committed to adhering to Data Protection regulations in regard to how we store your personal information. To view our full recruitment privacy notice please visit our website www.todhigh.co.uk/recruitment.

