

**THAMES  
PARK**



**Candidate Pack**

**TEACHING STAFF**



# THAMES PARK

**Headteacher** Mr. K.Bains

**Address** TLC, High Street, Grays, Essex. RM17 6TF

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Self-help  
Self-responsibility  
Equity  
Equality  
Democracy  
Solidarity

February 2021

Dear Colleague,

Thank you for your interest in a role at Thames Park Secondary School. The aim of this candidate pack is to enable you to find out more about the school's distinct nature in order to inform your application.

Thames Park Secondary School opened to Year 7 pupils in central Grays in September 2020 as a brand new school. Grays is a vibrant, dynamic, rewarding and inspiring place to work with excellent transport links. The area is undergoing large scale redevelopment in Europe as part of the Thames Gateway Development. We are part of a £20 million plus building programme and will have excellent, purpose-built accommodation with state-of-the-art specialist equipment and facilities in September 2022. We are the newest school in the Osborne Co-operative Academies Trust which comprises of 12 schools.

Our education plan and curriculum have been designed to ensure our students make outstanding progress, reach high levels of academic attainment and develop the skills essential for career success. Our students are fully supported through high-quality, personalised pastoral care. The curriculum is enhanced by a digital theme that runs through all subject areas designed to develop authentic, contextualised learning. Our students are motivated and highly engaged by the offer of a dynamic learning environment.

Initially Thames Park Secondary School has a small staff complement, meaning high levels of personal and professional commitment, along with excellent teamwork will be essential. The successful candidates will be part of a small team and will be required to be highly adaptable and flexible and will need to work hard. In exchange, Thames Park Secondary School will offer first class career development opportunities, high quality personalised CPD, the chance to work with cutting edge equipment along with an engaged Trust and outstanding group of young people. Staff wellbeing is given high priority. You will have the unique opportunity to play a central role in creating an exceptional school.

We would love to hear from you if you feel you have the skills and expertise required for this key role.

Please do contact me directly should you wish to discuss the role in more depth.

Best wishes,

Mr Kam Bains  
Headteacher



Thames Park Secondary School is a proud partner in the Osborne Co-operative Academy Trust

**Telephone** 01375 648966 | **Email** [info@osborne.coop](mailto:info@osborne.coop) | **Website** [osborne.coop](http://osborne.coop)

**Registered office** St Clare's School, Butts Lane Stanford-le-Hope, Essex. SS17 0NW | **Registered at** Companies House, Cardiff. Company Number 7703865

## Job Advert

### Thames Park Secondary School

Grays area

[www.thamespark.org.uk](http://www.thamespark.org.uk)

Group 5 – (five form entry)

### TEACHER IN CHARGE OF HUMANITIES

FTE: 100%

**Salary and Range:** TMS 1 (£26,948.00) – TMS 6 (£38,174.00) + TLR 2A (£2,873.00)

**Start date: September 2021**

Thames Park Secondary School is the newest secondary school within the Osborne Co-operative Academy Trust. We opened our doors to our founding Year 7 pupils in September 2020 and will be increasing to five year groups by 2024. We have a strong on focus digital education running throughout our curriculum and are passionate about making our learning both exciting and memorable.

This is a wonderful opportunity for a dynamic and motivated individual to join our new school and help shape its future. We are seeking to appoint an enthusiastic teacher of Humanities who will be able to demonstrate excellence in teaching and who will make learning both engaging and challenging. The post is ideal for individuals who place student welfare at the centre of their everyday practice and who are keen to progress and develop professionally.

These are exciting times for us and this role is central to the school's mission in providing an education which prepares pupils for the future. On the near horizon, the school will move to its brand-new purpose built state of the art facilities in September 2022.

In return, Thames Park Secondary School can offer:

- High quality training and professional development.
- A professional, dedicated and creative team of staff.
- The support of a family of schools within the Osborne Co-operative Academy Trust.

Please contact Abbie Stonehouse, Trust Recruitment Officer on [a.stonehouse@osborne.coop](mailto:a.stonehouse@osborne.coop) or 01375 648901 if you would like to organise an informal chat with Mr Kam Bains, the Headteacher of Thames Park Secondary School.

To apply for this post, you can download the application pack from [www.osborne.coop](http://www.osborne.coop) or apply online at [www.essexschooljobs.co.uk](http://www.essexschooljobs.co.uk)

Closing Date: Friday 26<sup>th</sup> February 2021

Interview Date: ASAP via video link

## **JOB DESCRIPTION**

### **TEACHER IN CHARGE OF HUMANITIES**

**Line Manager: Assistant Headteacher**

#### **JOB PURPOSE**

- To manage the teaching and learning of Humanities (Geography, History and RE) efficiently ensuring each pupil achieves their optimum level.
- To lead, develop and enhance the teaching practice of teachers in the department, raising standards for learning and teaching.
- To be accountable for the leadership and management of Humanities, the development and implementation of policies, plans, targets and practices within the context of the school's aims and policies
- To effectively line manage teaching and support staff in Humanities.

#### **PUPIL ACHIEVEMENT**

- Set high standards for the behaviour of pupils.
- Ensure adherence to the school's Homework Policy by teaching staff.
- Model the co-operative values and visions of the school and the Trust.

#### **TEACHING AND LEARNING**

- To exploit opportunities to improve students' literacy skills.
- Demonstrate the principles and practice of effective learning and teaching as a Lead Teacher.
- Ensure a continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress.
- To communicate effectively with the department and share good practice with regard to successful classroom strategies.

#### **LINE MANAGEMENT**

- Run effective subject meetings and encourage the involvement of the team of subject staff in discussions concerning subject delivery and organisation.
- Monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.
- Develop plans for the subject with the Headteacher which identify clear targets, timescales and success criteria for its development and/or maintenance in line with the Improvement Plan.
- Use relevant school, county and national data to inform targets for development and further improvement for individuals and groups of pupils.
- Have an enthusiasm for the specified area which motivates and supports other staff and encourages a shared understanding of the contribution the subject can make to all aspects of pupils' lives.
- Be aware of and read all relevant school policies relevant to your specified area.
- Be available for parents/carers to discuss issues and concerns.

<b>PERSON SPECIFICATION – TEACHER IN CHARGE OF HUMANITIES</b>		
<b>JOB REQUIRMENTS</b>	<b>Essential</b>	<b>Desirable</b>
<b>QUALIFICATIONS</b>		
Qualified Teacher Status	✓	
A degree in Humanities or equivalent in a subject related to Humanities	✓	
Master's Degree		✓
<b>PROFESSIONAL DEVELOPMENT</b>		
Evidence of a commitment to own professional development	✓	
Recent relevant in-service training in Humanities		✓
<b>EXPERIENCE</b>		
A keen interest in developing the teaching of Humanities	✓	
Evidence of high achievement in teaching across the Key Stages	✓	
The development of schemes of work across the Key Stages	✓	
Working effectively as a Form Tutor	✓	
Effective use of Assessment for Learning to engage pupils as partners in their learning	✓	
Evidence of high achievement in teaching Post 16		✓
<b>KNOWLEDGE</b>		
Use of assessment and attainment information to improve practice and raise standards	✓	
Use of strategies to promote good pupil relationships and high attainment in an inclusive environment	✓	
Vision for teaching of Humanities	✓	
Secure knowledge of Programmes of Study for Humanities at Key Stage 3/ 4	✓	
An understanding of Key Stage 2 PE curriculum		✓
<b>SKILLS</b>		
Excellent communication and presentation skills	✓	
Competent user of ICT	✓	
Ability to plan and resource effective interventions to meet curricular objectives	✓	
Ability to use and promote a wide range of teaching methodologies		✓
<b>COMMITMENTS AND PERSONAL</b>		
Active participation in whole school developments.		
To lead extra-curricular activities/educational visits/out of hours learning.		
Innovative approach towards curriculum development and establishing partnerships with other schools and the wider community.		
Passion for teaching.		
Energy, enthusiasm and flexibility.		
Ability to work under pressure and determination to succeed.		



## **Recruitment and Selection Policy Statement**

1. The Trust Board is committed to:
  - safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
  - promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
  - promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.
2. The Trust Board recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.
3. We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.
4. We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.
5. The following pre-employment checks will be required where applicable to the role and setting:
  - receipt of satisfactory references
  - verification of identity
  - a satisfactory DBS disclosure if undertaking Regulated Activity
  - verification that you are not barred from working with Children
  - verification that you are not prohibited from teaching
  - verification of medical fitness for the particular role
  - verification of qualifications and of professional status where required e.g. QTS status
  - the production of evidence of the right to work in the UK
  - verification of successful completion of/exemption from statutory induction period
  - verification that you are not subject to any section 128 direction preventing you from holding a management position within the Trust/school
  - a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a disqualification waiver from Ofsted

**NB It is illegal for anyone who is barred from working with children to apply for or undertake Regulated Activity.**

6. We will keep and maintain a single central record of recruitment and vetting checks, in line with the current DfE requirements.
7. All posts/voluntary roles that give substantial unsupervised access to children and young people are exempt from the Rehabilitation of Offenders Act 1974 and therefore all preferred candidates will be required to declare spent and unspent convictions, cautions and bind-overs (save for those offences that are subject to filtering by the Police) prior to their offer of employment being confirmed. When making a recruitment decision Trust will disregard any filtered convictions/cautions/reprimands which were disclosed in error.

Applicants will be required to sign a DBS consent form giving consent for the DBS certificate to be copied and shared (within strict guidelines) for the purposes of considering suitability for employment and/or consent for an online status check to be carried out in the event that the applicant subscribes to the DBS update service. A previously issued Disclosure and Barring Service Certificate will only be accepted in certain restricted circumstances or where you subscribe to the DBS update service and the appropriate online status checks have been satisfactory.

The Trust is committed to ensuring that people who have convictions / cautions / reprimands on their record are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position, except in the case of school settings covered by the Childcare (Disqualification) Regulations 2018 where certain convictions, cautions or warnings will mean an individual is disqualified from working in that setting and will prohibit employment at the school (unless a waiver can be obtained from Ofsted).

Positive disclosures will be managed on a case-by-case basis taking into account the nature, seriousness and relevance to the role. The following factors will be considered in each case:

- The seriousness/level of the disclosed information e.g. was it a caution or a conviction.
- How long ago the incident(s) occurred and whether it was a one-off incident or part of a repeat history/pattern.
- The circumstances of the offence(s) being committed and any changes in the applicant's personal circumstances since then.
- The country where the offence/caution occurred.
- Whether the individual shows or has shown genuine remorse.
- If the offences were self-disclosed or not (non-disclosure could, in itself, result in non-confirmation of employment on the grounds of trust, honesty and openness).

This Trust operates in accordance with The Disclosure and Barring Service Code of Practice in relation to the processing, handling and security of Disclosure information.

8. The Trust processes personal data collected during the recruitment process in accordance with its data protection policy. Data is held securely and accessed by, and disclosed to, individuals only for the purposes of completing the recruitment process. On the conclusion of the process, data collected will be held in accordance with the school's retention schedule.

A copy of our Recruitment Procedure is available upon request.