

CHANCE COMMUNITY

Job Application Pack



Excellence has no limits



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Headteacher: T Douglas BA (Hons) MA NPQH

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@chacecommunity
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Dear Candidate

Making a difference at Chace Community School really does mean that you will be able to change lives. Our commitment is that from the moment students arrive at our school, we provide them with an education of excellence; one that will change their lives and inspire them to be the leaders of tomorrow.

Our school is an 11-19 comprehensive school in the London Borough of Enfield and in April 2022 we were judged GOOD in all areas by Ofsted. I take immense pride in the work of all our staff and students to achieve this recognition. I have worked at Chace since 2015 and became Headteacher in April 2021, witnessing first-hand phenomenal school improvement. We are also proud of our diverse student and staff community and for this reason welcome applications from people of all backgrounds. We have high numbers of students from disadvantaged backgrounds and staff step up to their duty to provide them with an education of excellence and remove barriers in their lives.

Staff at Chace really do make a difference. We do work hard and set high expectations of all our team, but career development and professional worth is also valued enormously. I am proud that we were awarded a quality mark for Professional Development and featured in the Tom Sherrington book *The Learning Rainforest: Fieldbook* for our teaching excellence. My commitment to you, is that by joining our team you will be supported individually and professionally in your career and life.

This is an exciting period for Chace. For the third year running we celebrated significantly improved outcomes at GCSE. Ofsted's recent visit further confirmed our improvement journey with our results showing that our hard work to improve the curriculum and teaching has had a significant impact.

If you are thinking of joining us please come and look around the school to get a feel for our ethos and values and meet some of our team.

I look forward to reading your application form and welcoming the right candidate to our school.

Best Wishes

Ms Tanya Douglas

Headteacher



Teacher of Humanities (Religious Education & Geography/History)

Status: Permanent

Scale: MPS/UPS (with the possibility of a TLR for the right candidate)

Start date: September 2024

We are seeking to appoint a well-qualified and suitably experienced teacher to join our well-established Humanities Department as we seek to improve outcomes and build on solid foundations to make this an area of strength within the school. We are looking for someone with an ability to stimulate curiosity and interest in Humanities, specifically Geography and History and who is prepared to give their full commitment. The teacher of Geography and History role is a key position at our innovative and growing school and acts to ensure the provision of a well-rounded, forward-looking, exciting Humanities Department.

The successful candidate will be passionate about their subjects, committed to academic excellence and have the ability to motivate, support and enthuse students. You will join an established team who achieve good results and are committed to ensuring that no child is limited by their background, but that all are inspired to progress beyond their potential and empowered to be the leaders of tomorrow.

This is an exciting time to join our community. The Headteacher, who alongside the governing body, are working to ensure that excellence is at the heart of everything we do. In April 2022 Ofsted recognised our excellence and the school was judged as 'Good' in all areas. They concluded that 'Leaders and governors are ambitious for the school', 'the school is truly inclusive' and that 'Pupils are encouraged to have high expectations and to aim for excellence'.

The deadline for applications is **Friday 10th May 2024 at 9am** and interviews will take place on **Wednesday 15th May 2024** subject to references.

Chace Community School is an Equal Opportunities Employer, and we Encourage individuals from diverse backgrounds, in particular underrepresented groups to apply.

All schools and services in Enfield are committed to safeguarding and promoting the welfare of children and young people. Therefore, all workers and employees within Enfield are expected to share this commitment.

Job Description and Person Specification: Teacher of Humanities

JOB DESCRIPTION

Post Title	:	Teacher of Humanities (Religious Education & Geography/History)
Status	:	Full time
Line Manager	:	Head of Humanities
Allowance	:	Main Pay Scale/Upper Pay Scale (with the possibility of a TLR for the right candidate)
Review Date	:	September 2024

At Chace Community School our aim is to provide an **experience of excellence** to every child; one that will change their lives and inspire them to be the **leaders of tomorrow**.

Through our investment in an ambitious and engaging curriculum, strong discipline and inspiring teaching, our students can achieve our school motto of '**excellence has no limits**'. We are proud of every student and believe that each one of them can achieve. Staff will never cap a student's potential, instead they will push them beyond what they ever thought they were capable of.

Purpose of the job:

As a teacher you will have responsibility, in accordance with the School Teachers' Pay and Conditions Document, for the education and welfare of designated classes of students at Chace Community School. Your duties will be carried out with due regard for the requirements of the National Curriculum, Chace Community School's aims and the policies of the Governing Body.

Qualities

The Teacher of Humanities will:

- Maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils
- Have high expectations of young people and be aligned to our belief that '*Excellence has no limits*'

Duties and responsibilities:

We share a commitment to learning and raising achievement for all and have high expectations of all our students. To this end all teachers will be expected to:

- teach students principally in your own subject across the age and ability range and in accordance with agreed schemes of work and assessment for learning, recording and reporting procedures;
- share responsibility for ensuring the safety, well-being and discipline of all the students at the school;
- adhere to all school policies and procedures as laid out in the Staff Handbook, taking cognisance of all additions and amendments throughout the school year;
- participate in the development of appropriate materials and schemes of work within your faculty and in co-operation with colleagues;

- carry out a share of supervisory duties (break duty and exam invigilation for example) in accordance with agreed rotas;
- participate in appropriate meetings with parents and colleagues relating to all aspects of your work as a teacher at Chace Community School;
- carry out the role and responsibilities of a tutor as required;
- carry out other duties as reasonably required by the Head.

All Chace staff will:

- promote equality of opportunity and regard;
- follow Safeguarding guidelines and Child Protection policy/procedures;
- contribute to producing/delivering priorities in the School Improvement Plan;
- keep Chace and their own performance under review, contributing to monitoring, evaluation and review and participate in performance management/appraisal;
- promote positive attitudes and behaviour;
- contribute to the smooth day to day running of the school;
- be committed to achieving the school aims;
- be a lead learner;
- work to develop Chace as a successful inclusive learning community;
- respond promptly to concerns from parents, staff or students;
- promote the school in the community;
- work in partnership with all colleagues including the Governing Body;
- support Codes of Professional Ethics/Safe Practice in the Staff Handbook
- have regard for and act in accordance with Health and Safety policy/practice;
- celebrate success of students and staff;
- support school events including those organised by the PTA.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the post holder will carry out. They may be required to do other duties appropriate to the level of the role.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people and anyone applying to work in our schools is expected to share this commitment. All appointments are subject to satisfactory pre-employment checks, including satisfactory enhanced criminal records with Barred List check through the Disclosure and Barring service

PERSON SPECIFICATION

Qualities and Attributes	Essential	Desirable	Evidenced by
Qualifications			
5 GCSE and A Levels (A*-C) or equivalents	√		Application
Qualified Teacher Status	√		Application
Honours degree or equivalent	√		Application
A range of in-service training during the last three year which include accreditation		√	Application
Experience			
Successful outcomes for students at KS3 and KS4	√		Application/Interview
The ability to deliver consistently good or better lessons	√		Application/Interview
Range of behaviour management strategies to manage the classroom	√		Application/Interview
Understanding the importance of quality written feedback to students	√		Application/Interview
The use of assessment data to identify underachievement and plan teaching and learning	√		Application/Interview
Knowledge and Skills			
An excellent understanding and knowledge of the National Curriculum for Religious Education and Geography/History and the current GCSE specification	√		Application/Interview
Ability to communicate effectively, orally and in writing to a range of audiences e.g. staff, pupils, governors, parents	√		Application/Interview
An understanding of strategies for raising student achievement and attainment through	√		Application/Interview

effective teaching and learning			
Excellent literacy, numeracy and IT skills including using MIS, Microsoft packages and Google drive software within a school	√		Application/Interview
Excellent personal organisational skills and the ability to prioritise workload and work to specific deadlines	√		Application/Interview
A learner, willing to undergo training and learn new skills as necessary	√		Application/Interview
Strong interpersonal skills	√		Interview
General/Personal Qualities and Characteristics			
A commitment to the school's vision and values	√		Application/Interview
High expectations for all pupils and the ability to inspire, challenge, motivate, and empower others	√		Application/Interview
A 'can do attitude' and an ability to solve issues as and when they arise	√		Application/Interview
Adaptable to working within a team	√		Application/Interview
A calm demeanour and the ability to work well under pressure	√		Application/Interview
A commitment to the protection and safeguarding of children and young people	√		Application/Interview
A commitment to equality of opportunity and inclusion	√		Application/Interview

Application Process

Chace is committed to ensuring the welfare and safeguarding of children and young people. We expect all staff to share this commitment. Applicants are required to undergo child protection screening according to the post, including checks with previous employers and the Disclosure and Barring Service.

Chace recruits staff that are committed to safeguarding and supporting the environment created through the school values '**Belonging, Responsibility, Excellence**' and our school motto '**Excellence has no limits**'. The school continues to ensure that all job applicants are treated fairly and equally, as protected by the Equalities Act 2010.

CVs will not be accepted. All queries concerning an application to Chace Community School and the recruitment process should be directed to the Human Resources Department at recruitment@chace.enfield.sch.uk

Early applications are encouraged. The school reserves the right to interview and appoint a suitable candidate before the closing date.