



Stoke Newington School  
& Sixth Form



**Job Pack**

# **Apprentice Teacher of History**

**September 2023**

'We have a culture rooted in high expectations for all, which cultivates a love of learning and ambition, together with a strong sense of belonging'



## Contents

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Headteacher's letter	pg 3
Staff Benefits	pg 4
Job advertisement	pg 6
Job description	pg 7



Dear Applicant,

A warm welcome to Stoke Newington School and thank you for your interest in the post for **Apprentice Teacher of History**. This is an exciting time to be working with us as we move forward to enhance our offer so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils”, and “teachers have strong subject knowledge and are passionate about their subjects”.

This role will suit a highly-skilled professional who is also team-orientated. Other key attributes include having a can-do approach in order to mitigate barriers to learning and a desire to help students achieve their full potential. In return for your care, dedication and skills, there are plenty of opportunities for promotion and progression. You will be part of a successful, supportive, well-resourced and fully qualified team. This will enable you to deliver your lessons across the school with confidence. The department is led by a full time, experienced and supportive member of staff.

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer

Headteacher



## **Staff Benefits**

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.

### **Development & Training**

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

### **Flexible and Family Friendly**

We know it can be challenging finding the right work-life balance. We want the very best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit.

It is important that staff who are parents, do not miss out on important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important moments.

As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

### **Pensions**

Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

### **Health and Wellbeing**

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.



All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

### **Getting to work**

By public transport:

Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car:

We have on site parking. Applications will be considered on an individual basis.

Cycle Scheme:

We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

### **Discounts**

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

### **SNS Staff Association**

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.



## Apprentice Teacher of History

Required for September 2023

Fixed term one year

**Salary – Unqualified Teacher Pay scale- From £24,254-£35,081**

### The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is proud of all its subjects and is especially committed to creative teaching and learning. We aim that every colleague has excellent professional development which leads to every student having an outstanding education. Stoke Newington School is actively committed to being anti-racist, and totally inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence and skills for all in our community to challenge racism.

### The Post

This is a role where you can learn on the job and enjoy that feeling of supporting your students on a daily basis. By training on the job you'll be able to gain a wealth of practical experience and be part of the school community from the very beginning. You'll be able to start your journey to becoming a confident teacher with a blend of hands-on practical experiences each day and an accredited leader in education training providers equipping you with theoretical knowledge. You'll never feel like you've been thrown in at the deep end with a collaborative team and support network with you every step of the way.

As a Graduate you will earn a competitive salary as you learn.

- Gain Qualified Teacher Status (QTS) without having to pay any course fees.
- Receive on-going support from other experienced teachers and mentors in school. Become an integral part of the wider life and ethos of a school.

If you are interested in joining our team please apply via <https://www.tes.com/jobs/employer/stoke-newington-school-and-sixth-form-1050384> alternatively you can download an application pack from our website [www.sns.hackney.sch.uk/jobs](http://www.sns.hackney.sch.uk/jobs) . Please name your application file with your full name and the role you're applying for and submit to [recruitment@sns.hackney.sch.uk](mailto:recruitment@sns.hackney.sch.uk) .

The closing date for receipt of applications is **midday Monday 12<sup>th</sup> June 2023**.

We are an equal opportunities employer committed to ensuring diversity in our workforce.

***As employers we are committed to safeguarding and promoting the welfare of children. A DBS clearance is a statutory requirement for all positions.***

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## Job Description

**TITLE OF POST:**     **Apprentice Teacher of History**

**ALLOWANCE:**       Unqualified Teacher Pay scale- From £24,254-£35,081

**FUNCTION OF THE POST:**

**The Head of Faculty is responsible for:**

To contribute to developing your placement school into a great school by teaching a knowledge-led and challenging subject curriculum, teaching highly effective sequences of lessons, and constantly reflecting on your practice.

***Objectives***

- To aim to deliver consistently excellent sequences of lessons to students to enable them to develop a deep understanding of the subject.
- To take responsibility for proactive personal professional development to build own capabilities continuously.
- To constantly reflect on your practice and commit to the multiple layers of training and development available.
- To make a valued contribution to the school's pastoral and enrichment programmes; including trips and school visits.
- To epitomise the vision and values of your placement school and at all times adhere to the staff code of expectations.

**Responsibilities**

Planning and delivering lessons

- Plan and deliver high-quality and challenging sequences of lessons.
- Ensure planned sequences of lessons respond to results of assessment, reporting and monitoring.
- Facilitate a learning environment that provides every student with an opportunity to achieve his or her potential, including building relationships and managing behaviour effectively to always maintain an excellent standard of discipline and a classroom atmosphere that is conducive to hard work.
- Maintain high expectations of your students and set them challenging but achievable targets.
- Understand your responsibilities for students with particular needs, including your responsibilities under the SEN Code of Practice. These will include identifying students with special educational needs, adapting your teaching accordingly, seeking advice from the SENCO when appropriate, and maintaining adequate records to enable you to feed into whole-school and external reporting.
- Follow all relevant school and departmental policies in the planning and delivery of lessons.



### Assessment, Reporting and Communication

- Implement the Academy's approach to marking and feedback to inform planning, develop learning and evaluate students' progress.
- Make effective and regular use of the Academy's assessment criteria and reporting procedures to inform learning.
- Set targets for raising student attainment in the context of whole school targets and work towards their achievement.
- Maintain regular records of students' attainment and progress.
- Assess how well learning objectives have been achieved and use this assessment and Academy provided data on a regular basis for future teaching and target-setting, as well as implementing strategies to address student underachievement.

### Professional development

- Take responsibility for your own professional development and demonstrate a commitment to continuous professional development by undertaking, and seeking out, opportunities to build your capabilities as a teacher.
- Maintain an up-to-date expert knowledge of your subject area, related teaching pedagogy and relevant aspects of the National Curriculum.
- Ensure you understand your professional responsibilities in relation to school policies and practices.
- Evaluate your own teaching critically and use this to improve your effectiveness.
- Support colleagues when working in your teacher learning communities.

### Non-Subject Responsibilities

- Demonstrate consistently high expectations of all students and a commitment to raising their achievement and social and emotional wellbeing. Promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration.
- Develop strong and positive relationships with students.
- Implement all policies in your placement school, including the Academy's behaviour policy.
- Contribute to the design and delivery of the Academy's enrichment curriculum in line with your timetable.
- Establish and maintain effective working relationships with colleagues including support staff.
- Be familiar with and comply with the Academy's Health and Safety policies
- Adhere, at all times, to the expectations of teachers at your placement school, outlined on the final page of this document.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Headteacher/ Deputy Headteacher



## Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• Qualified to at least degree level 2.2 BA/BSc degree or above in a subject related to the subject being taught.</li><li>• GCSE English and Maths grade C/4 or above.</li><li>• Has permission to study and work in the UK</li></ul>	<ul style="list-style-type: none"><li>• Postgraduate qualifications</li><li>• Strong set of A Levels (especially in the subject being taught)</li></ul>
Experience	<ul style="list-style-type: none"><li>• Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.</li></ul>	<ul style="list-style-type: none"><li>• Experience of the role developed through school experience – such as working as a Teaching Assistant or Unqualified teacher</li></ul>
Skills	<ul style="list-style-type: none"><li>• Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff and parents.</li><li>• The ability to develop positive relationships with all young people.</li><li>• Well-developed planning &amp; organising skills including time management, prioritisation, delegation and administration.</li><li>• Sound judgement and problem-solving skills</li></ul>	<ul style="list-style-type: none"><li>• A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals' and cohorts' attainment.</li><li>• Competent user of ICT</li></ul>
Motivation	<ul style="list-style-type: none"><li>• Committed to team work and working collaboratively with colleagues.</li><li>• A commitment to the safeguarding and welfare of all students</li></ul>	
Attributes	<ul style="list-style-type: none"><li>• A clear passion for your subject.</li><li>• The ability to enthuse and inspire others.</li><li>• Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.</li><li>• Confidence and self-motivation to work well and be decisive under pressure.</li><li>• A high level of honesty and integrity.</li><li>• Personal stamina &amp; energy including a good record of attendance and health.</li><li>• A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision</li></ul>	



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