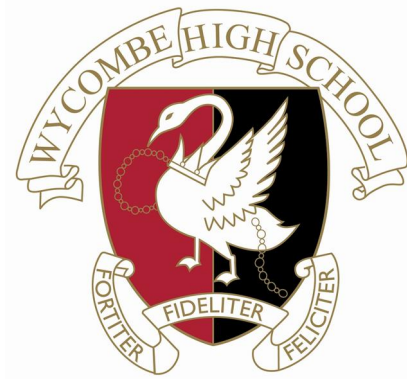


# Wycombe High School

## Teacher of Technology



**September 2010**

**Main Scale or Upper Pay Scale**

### **WYCOMBE HIGH SCHOOL**

Marlow Road  
High Wycombe  
Bucks  
HP11 1TB

**HEADTEACHER:**

Mrs Sharon Cromie LLB (Hons)

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INVESTOR IN PEOPLE



Maths &  
Computing





## **Ethos of Wycombe High School**

Our school motto summarises our ethos and sense of community. All those who study, work or send their children to our school are part of this community and are role models for our ethos. We provide an environment in which each member of our community can live and learn, **Fortiter, Fideliter, Feliciter (courageously, faithfully and joyfully)**.

### **Courageously**

Each student is encouraged to embrace our core values of honesty, respect and hard work. She is encouraged to speak out against all injustice, supported to take risks, and is not afraid of failure. She learns new subjects and skills. She pushes herself to her personal limits and beyond. She is encouraged to listen to the opinions of others, as well as to give them. She accepts responsibility for herself and other students. She leads the school in partnership with staff and the governing body. She is independent and innovative in thought and action.

### **Faithfully**

Every student is expected to uphold our school rules and traditions. She acts with integrity and is truthful and honest in all she does. She keeps promises and is reliable. She works hard to achieve her full potential. Above all she is a good friend, a good neighbour and a good citizen. She contributes positively to school life and society.

### **Joyfully**

All our students contribute to making our school the happy and joyful place it is. Each student demonstrates mutual respect and empathy for all; is proud of her own achievements and those of others. She shows commitment to a fair and peaceful community and embraces diversity. Our students are happy and positive in approach; and support others to do the same.

## Our School

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We are proud of the high standard of education at our friendly and self-confident school. Wycombe High School is a girls' selective state foundation school with 1321 students on roll, of whom over 400 are in the Sixth Form. Each year 180 girls are admitted to six tutor groups in Year 7, with another 20 to 30 entering Year 12 from other schools.

The school has educated girls of High Wycombe for over a hundred years and is very highly regarded in the local and wider community. There is a strong and shared sense of community and collective pride, built on core values. Parental support is strong. We have excellent links with other local schools, colleges and universities. We have a knowledgeable and supportive Governing Body fully involved with all aspects of school life, and an enthusiastic and active Parents and Friends Association.

Our staff are professional, forward-looking and committed to extending the horizons of our students, encouraging them to aim high, to take on leadership roles and to become independent learners. We have an ambitious development plan, with a focus on improving the quality of teaching and learning, both within and beyond the classroom.

We are a Mathematics and Computing specialist school – a development which is benefiting all areas of the curriculum. A substantial investment in ICT systems and training is having a significant impact. We have an outstanding reputation for the performing and visual arts. Numerous educational visits take place each year and for every age group, at home and abroad.

You can find further information about the school on our website at [www.whs.bucks.sch.uk](http://www.whs.bucks.sch.uk) and you are welcome to visit us.

"I've really enjoyed WHS. Ever since I first arrived all that time ago I have felt proud to be here and I still feel the same.

*Comment from Sixth Form exit survey*

## Our students

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All our students are high-achieving; almost all move on to degree courses. About half our students come from High Wycombe itself, a diverse community which is reflected in our intake. 24% of students are from ethnic minority backgrounds. Buckinghamshire is a selective authority, and our students represent approximately the top third of the ability range as measured by the selection process.

Well-motivated, confident and enthusiastic, our students are a delight to teach. They need little encouragement to take part in a very wide range of extra-curricular activities, including the arts, sports, community service and enterprise. The atmosphere within the school is purposeful and lively. Enjoyment is clearly evident. Our students work in partnership with staff to continually improve our learning environment and experience. They willingly embrace the many leadership opportunities available and take an obvious pride in their school and each other.

Exam results are consistently outstanding. In 2009 an impressive 77% of all the A2 results were A or B grades. A significant number of students gained three or more A grades. The pass rate at AS Level has been equally impressive, with record results for the school, particularly with A-B passes (67.3%). A significant number of students achieved four or five A grades. Our GCSE results are similarly impressive - 61.9% of all GCSEs awarded in 2009 were graded A/A\*, with 65% of students achieving five A/A\* grades. Over 98% of all grades were A\*-C. Every student has achieved five A\*-C grades and five A\*-C grades including English and Maths. These results continue Wycombe High School's trend, year on year, of attainment at the very highest levels. We retain our position as one of the top state schools nationally.

## Staff

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We have 143 staff; 94 teachers, of whom 67 are full time, and 49 support staff. In addition, we have 16 peripatetic Music teachers. There are 21 Subject Leaders and four Heads of School who are responsible for the smooth and effective running of their respective teams.

Staff are actively encouraged to contribute ideas to inform whole school planning and to participate in new initiatives. All colleagues have an opportunity to contribute to whole school improvement planning. New colleagues are encouraged to contribute their skills and enthusiasm to our wider curriculum, with its opportunities for adventurous learning and active citizenship.

All staff are entitled to an annual Professional Review and to a high quality programme of induction and on-going professional development. Career development is an expectation for all; we provide opportunities for staff to advance within the school, as well as offering support for those who may wish to find promotion elsewhere. We run a comprehensive programme of in-service training designed to develop teaching and leadership skills, to support the aims of the school development plan and to encourage colleagues to develop their careers. We have an active and enthusiastic staff association, responsible for staff social activities.

We are fortunate in the high quality and commitment of our support staff, who fulfill a variety of roles including examinations, administration, financial, technical, clerical, learning support and site improvement. Representing a third of all staff, they are vital to the success of the school and to the excellent education we provide. We offer an attractive career structure for non-teaching colleagues, supported by training and professional development opportunities.

The in-house programme of training, coaching and developing staff is exemplary and a strength of the school.

*Ofsted report, April 2007*

## Curriculum

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We provide a broad and balanced curriculum suited to the needs, interests and abilities of our students. In September 2008 we introduced a two year Key Stage 3 programme that is supporting innovative change in curriculum design at all key stages. The quality of teaching and learning is extremely high. Standards and achievement are outstanding. A strong team of middle leaders drive innovation and enjoyment across the curriculum.

Our taught curriculum is complemented by a wide-ranging programme of Educational Visits, extensive extra-curricular and enrichment programmes, exciting opportunities for leadership and teamwork development, and community based activities.

We are proud of the excellent level of care, guidance and support our students receive. Teaching and support staff work as a team to ensure each girl is supported to fulfil her potential. Four Heads of School are responsible for the achievement, wellbeing and development of students in their year groups. Communication and links with Subject Leaders is strong. Our Student Support Services Centre provides support for students on a day-to-day basis and has strong links with outside agencies.

This is a good school with outstanding features, particularly the leadership of the school and the personal development and well being of students.

*Ofsted report, April 2007*

The curriculum is considerably enriched by an exceptionally interesting range of activities. These cover a wide range of topics including team-building events, e-safety, healthy lifestyles and first aid qualifications. These events make excellent use of a wide range of visitors and outside agencies.

*Ofsted Survey Inspection, October 2009*

Students are articulate, very confident, welcoming and know that their opinions are valued. They are extremely thoughtful, eager to express their views and listen to each other.

*Ofsted Survey Inspection, October 2009*

## Teacher of Technology

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The vacancy arises due to the retirement of an existing staff member.

The Design Technology team consists of 4 specialist full time and 2 part time teachers, supported by a technician. Team members work collaboratively – morale is excellent and there is a strong tradition of mutual support and sharing of good practice.

At Key Stage 3, students work with Food, Graphics, Resistant Materials and Textiles on a series of practical 'design and make' projects. From September 2010, the school is adopting a two-year Key Stage 3, allowing for flexible pathways and curriculum innovation in both Key Stage 3 and Key Stage 4. Technology will offer Early Entry GCSE courses and Enrichment courses in Food, Graphics and Textiles to all year 9 students.

At GCSE, students are entered for OCR D & T Food Technology and Textiles and Edexcel Graphic Products. At A Level, students follow the Edexcel course for Graphic Product Design and Food Technology and AQA Product Design Textiles courses.

Technology is housed in a modern purpose-built suite which offers excellent facilities for students and staff. The use of ICT is increasingly integrated into student learning and facilities include interactive whiteboards, laser cutter, A1 specialist printer and a large ICT suite.

A bi-annual exhibition provides an opportunity for family and friends and other students to see the results of innovative design, and the flair and skill with which products are made. Each year, a Technology Week highlights the work of the department in a series of activities which in recent years have included cookery competitions and craft workshops. You could see examples of last years Exhibition by accessing the schools virtual learning environment.

We are looking for a teacher with an innovative and energetic approach to Technology. An ability to teach the specialism of Food and/or Textiles to A Level is essential.

## Person Specification

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We are looking for the right person to fill this vacancy; you are looking for the right school in which to work. We hope that this booklet and the school prospectus give you a flavour of Wycombe High School. To help you in your application we show below the essential and desirable characteristics that we are looking for when reading the applications and at the interview. However, we are always willing to consider anyone with alternative qualifications or experience – and we don't expect anyone to be perfect.

<b>Person specification</b>	<b>Essential</b>	<b>Desirable</b>
Good honours degree in a relevant subject area	✓	
Qualified Teacher Status or graduate interested in gaining QTS	✓	
Evidence of good classroom practice or a teacher interested in following the Graduate Teacher route	✓	
Good subject knowledge	✓	
Familiar with current subject developments	✓	
Keen to be involved in curriculum development	✓	
Committed to the ethos of Wycombe High School	✓	
Keen to develop own career	✓	
Confident user of ICT to enhance teaching and learning	✓	
Recent relevant professional development		✓
Evidence of good relationships with young people and adults	✓	
Good communication skills	✓	
Able to work calmly and effectively under pressure	✓	
A shared approach to problem-solving and achieving goals	✓	
Strong organisational, personal time management and planning skills	✓	
Good health and attendance record	✓	
Wide outside interests	✓	

## How to apply

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To apply for this post, please complete the application form and a letter supporting your application. In your letter you should:

1. State your reasons for applying for this post
2. Outline the experiences that you believe have prepared you for this post.
3. Describe the skills and strengths that you will bring to the school.

Please note that the application form must be completed in full. It is not sufficient to substitute a c.v. for all or any part of the form.

You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form. We will be pleased to show prospective applicants around school during the week before the deadline for applications. If you are interested in a preliminary visit of this kind you should ring the school for details.

### **Completed applications should be sent to:-**

Mrs S N Cromie, Headteacher, Wycombe High School, Marlow Road, High Wycombe, Bucks, HP11 1TB.

**Deadline for Applications:** Midday: Tuesday 30 March 2010.

Interviews will be held on Wednesday 31 March 2010. Candidates who have not heard from us by then should assume their application has been unsuccessful on this occasion.

### **References**

Please note that it is our practice to take up references before shortlisting for interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre-appointment checks. When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

### **Safeguarding**

Wycombe High School is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Criminal Records Bureau and these are updated every three years.

Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

# Pay and Conditions

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## Pay Scale

UPS or Teachers' Main Scale

## Equal Opportunities

Wycombe High School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school and county policies on admission and recruitment and with regard to British and European legislation.

Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice.

The Headteacher is responsible to the Governors for monitoring this policy.

The school subscribes to the Buckinghamshire policy statement on Equal Opportunities in Employment.

## Smoking and alcohol

The school operates a no-smoking policy. Smoking is not permitted at any time on the school site.

The consumption of alcohol on the school site is not permitted during the hours of the timetabled school day and thereafter only at the Headteacher's discretion during authorised school events.

## Dress Code

The school has a dress code for staff: staff should dress in a business like and professional manner, similar to the dress styles which are the norm among service industry professionals who regularly meet the public, such as bank staff. Discrete piercings in the lower ear only are allowed, in line with expectations for students.

Sixth Form provision is outstanding. Leadership of the Sixth Form is innovative, very effective and a major reason for its continuing success. Students learn in a secure and positive learning environment which is enriched by an excellent curriculum that is regularly reviewed to meet their needs.

*Ofsted report, April 2007*

