



HOUSTONE  
SCHOOL

# WHY WORK FOR HOUSTONE SCHOOL

## ABOUT US

We have big ambitions for the school and it will become a national beacon of excellence, achieving the highest outcomes and enabling our pupils to make unrivalled progress.

In September 2023, we moved into our brand new, purpose-built facilities that have been designed to maximise space, enabling our leaders and teachers to provide exceptional quality learning to pupils and embed professional development into the very fabric of the school.

## SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

## WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: [www.advantageschools.co.uk/join-us/work-for-us](http://www.advantageschools.co.uk/join-us/work-for-us)

If you have any questions about the role or would like to visit the school, please contact **HR Recruitment, Jay Powell on 01582 211 226** or [jpowell@advantageschools.co.uk](mailto:jpowell@advantageschools.co.uk)

If you decide to apply, you should include a supporting statement with your application form giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to Advantage Schools. Thank you, we appreciate how much energy goes into it.



# MEET OUR LEADERSHIP

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Dear Applicant,

I'm delighted that you are interested in applying for a position at Houstone School.

Houstone School is a brand new school which opened in September 2022. Uniquely for a free school, we opened with pupils in Years 7-10 in 2022, and from September 2023 we have pupils in all year groups. We have no time to spare in ensuring our pupils are achieving the academic success they deserve.

We pride ourselves on being a genuinely comprehensive school that provides a knowledge-based education for pupils of all backgrounds. We teach an unashamedly academic curriculum consisting of the best that has been thought and said. Pupils study English, Maths, Science, Spanish, History, Geography, Computer Science, Art, Drama, Music, Religious Education and PE during their time at the school.

At Houstone, our values of aspiration, endeavour, and respect, underpinned by very high expectations and drive in everything that we do. We have a powerful culture which is warm but strict, based on clear routines, systems, and structures. As a result, our teachers enjoy their teaching with impeccable behaviour in lessons and hardworking, highly motivated pupils.

We hold dear belief that every single child and young person, given the right circumstances, is capable of achieving extraordinary things. We're therefore looking for people who want to be the best. You will be excellent in the classroom and as a leader, and hence an inspiring character who is willing to lead by example.

You will be joining an experienced, knowledgeable and supportive team of senior leaders who are committed to making a positive difference for the families we serve. We are looking for a person who can be instrumental in building our school from humble beginnings into something exceptional. Houstone School should be willing to accept responsibility at the highest level for all aspects of the running of the school and be able to offer strategic leadership to bolster our offer.

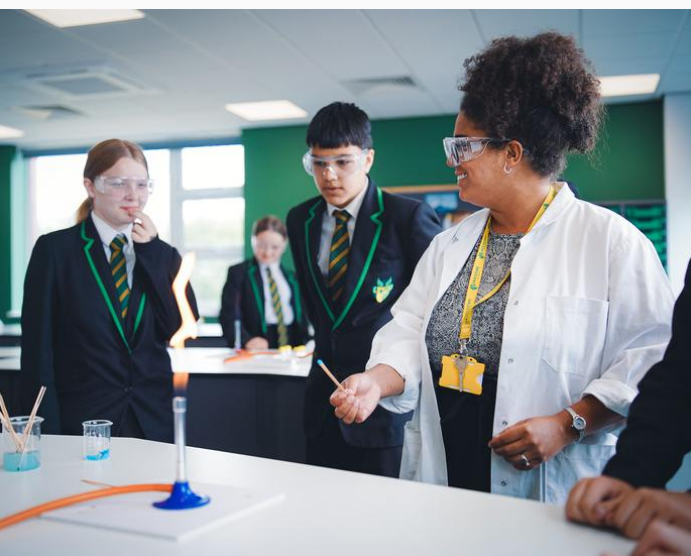
At Houstone we will show what can be achieved when schools refuse to accept excuses and expect the best from every pupil. That said, we recognise that there is much to learn as we aim to become a national leader among UK schools. This post therefore represents a great opportunity to be part of something truly quite special.

**With very best wishes,**

**Elizabeth English**  
**Principal | Houstone School**



# VISION



## INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

### INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

### AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

### EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

# ABOUT HOUSTONE SCHOOL

Houstone School offers:

- A longer school day (8.25am-4pm)
- A disciplined “can do” culture that allows every pupil to be known, feel safe and to be cared for.
- An intensive focus on the basics of Maths and English.
- An academic, knowledge-rich curriculum for all.
- A comprehensive timetable of enrichment opportunity for pupils built into the school day.
- Music for all – all pupils taught an instrument from Year 7.
- Enhanced support for pupils with lower attendance.
- A focus on preparing every single pupil to attend a good university.

We have access to some of the best professional learning in the country, both through the Advantage Schools Knowledge Exchange and partnerships with organisations such as Ambition Institute. As a result, we can attract and retain some of the best staff in the country, so you would find yourself working with a strong team of thoughtful and expert teachers and school leaders, whilst also benefitting from the full support of the central Advantage Schools Trust team.

The successful candidate will be intrinsic in further developing a school that will offer families a genuine choice of an excellent education for their child, including:

A disciplined “can do” culture then allows every pupil to be known, feel safe, and be cared for.

An intensive focus on the basics of reading, writing and maths.

An academic, knowledge-rich curriculum that values the distinctiveness of subject disciplines.

Excellent quality, evidence-based classroom practice.

High quality PSHE provision.

Plentiful, high quality enrichment opportunities, including trips, visits, after-school clubs and sporting fixtures.

For more information about Houstone and the school curriculum, please visit the website:

[www.houstoneschool.co.uk](http://www.houstoneschool.co.uk)



# STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, you can be reassured that we have your best interests at heart.



Staff social events, including 5-a-side football and BBQs



Free eye test vouchers



Refer a friend £500 bonus scheme



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



We are in the process of a big benefit review. Watch this space!



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

## CAREER PROGRESSION

Offering all our colleagues the opportunity to progress and flourish within their careers is paramount at Advantage Schools.

To continue our support for all our colleagues we offer the opportunity of professional development by studying for NPQs which are all completely funded and offer tailored middle leader training for those who are eligible.

We also offer CPD through The National College, offering a huge variety of CPD courses to all staff.



## EMPLOYEE ASSISTANCE PROGRAMME

All colleagues have access to our Employee Benefits Programme, offering them a huge range of perks from vouchers, to free hot drinks or sausage rolls, from online gym classes to free online movies and a substantial **wellbeing package**.

# RECRUITMENT BOOKLET



HOUSTONE  
SCHOOL



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**SEE MORE AT**

[WWW.ADVANTAGESCHOOLS.CO.UK](http://WWW.ADVANTAGESCHOOLS.CO.UK)



## Teacher of RE / Head of RE

We have an excellent opportunity for an enthusiastic and passionate Teacher of RE to join our wonderful department. This is an exciting opportunity to join a committed, friendly and professional team of teachers providing a transformational quality of education to the pupils in our thriving school.

At Houstone, our values of Integrity, Ambition, Excellence are underpinned by very high expectations and drive in everything that we do. We have a powerful culture which is warm but strict, based on clear routines, systems, and structures. As a result, our teachers enjoy their teaching with impeccable behaviour in lessons and hardworking, highly motivated pupils.

Joining Houstone School as a Teacher of RE is a fantastic opportunity to be part of our story – providing transformational experiences for thousands of pupils, developing our staff to be the very best they can be, and influencing the wider system by demonstrating first-hand what is achievable. We welcome applications from ECT's who are embarking on starting their teaching career and from more experienced colleagues.

### Key Duties

- Be able to develop, plan and deliver effective and high-quality learning experiences to all students
- Be an aspirational professional who is enthusiastic, influential, and committed to working in pursuit of success for the academy and its learners.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To assess pupils' work systematically and use the results to inform future planning, teaching, and curricular development.

### Job specifics

**Start Date:** September 2025

**Salary:** AST 1-12 £31,756-£49,544 dependent on experience plus £3,214 Head of Department Allowance if applicable

**Job role:** Full time, Permanent

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.





# Job Description

## Class Teacher for Secondary

### PURPOSE OF POST

The appointed candidate will be qualified and experienced in Secondary teaching. We are looking for candidates with a passion for securing pupil success, and proven track record of working with children.

Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated pupils. They should be good communicators and should be able to engage effectively.

Following the role and professional responsibilities of teachers. This job description is set within that framework and on the National Standards for Qualified Teachers and is aligned with teacher's expectations for Performance Management.

Responsibilities	Key Tasks	Task Evidence
Teaching and curriculum delivery	<ul style="list-style-type: none"> <li>• Set goals that stretch and challenge pupils of all backgrounds and prior attainment.</li> <li>• Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils.</li> <li>• Plan and prepare lessons to meet the learning needs of all pupils.</li> <li>• Teach lessons in alignment with The Stockwood Park Academy playbook and to ensure approaches to teaching are supported by robust research evidence and professional judgement.</li> <li>• Use teaching time and resources effectively</li> <li>• Set/mark appropriate, challenging work and monitor completion.</li> <li>• Record and report on the progress and attainment of pupils.</li> <li>• Set and monitor the completion of appropriate homework.</li> <li>• Work with colleagues within the school and wider trust to develop, implement and review effective curriculum plans, schemes of work, course materials and assessments</li> <li>• To work with other teachers and staff to identify, develop and if appropriate deliver staff training</li> <li>• To remain up to date with national trends in education and in RE teaching and to implement developments in curriculum design and delivery to reflect these, promoting the value of disciplinary scholarship</li> <li>• Promote and contribute to high standards of literacy and to proactively teach disciplinary literacy as appropriate to RE</li> <li>• Where appropriate, to mentor staff new to teaching, staff undertaking teacher training programmes and other staff as appropriate</li> <li>• To target and monitor individual pupil progress and use data</li> </ul>	Planning file. Lesson observations.  Work sampling.  Tracking date and pupil report



	<p>proactively to identify and drive individual and group improvement to maximise achievement</p> <ul style="list-style-type: none"> <li>To propose actions based on data related to pupil learning to the Senior Leadership Team</li> </ul>	
Pastoral Care and Supervision	<ul style="list-style-type: none"> <li>Form Tutoring</li> <li>Contribute and uphold the school culture to ensure a safe and purposeful environment for pupils, rooted in mutual respect</li> <li>Have high expectations of pupil behaviour, working within the school behaviour policy to use praise, sanctions and rewards consistently and fairly</li> <li>Provide guidance to pupils on social and behavioural issues.</li> <li>Supervise pupils in lessons, transitions, breaks, moving around the school and off-site.</li> </ul>	<p>Lesson observations.</p> <p>Planning file and behaviour logs</p>
Communication and Liaison	<ul style="list-style-type: none"> <li>Inform parents of half-termly curriculum plans.</li> <li>Plan and lead parent consultation sessions at parent evenings, with a focus on curriculum issues and pupil progress.</li> <li>Liaise with parents and outside agencies to support pupils.</li> <li>Provide relevant information to other schools as necessary.</li> <li>Provide information for trustees if necessary</li> <li>Attend staff meetings and professional development sessions and to work collaboratively with colleagues.</li> <li>Work in partnership with support staff and provide clear guidance for additional adults in the classroom to support learning.</li> </ul>	<p>Parent meetings. Communication to parents.</p> <p>Liaison meetings/transfer forms. Committee/staff meeting minutes. Communication books.</p>
School culture	<ul style="list-style-type: none"> <li>To be responsible for promoting and safeguarding the welfare of pupils and for raising any concerns in line with School procedures</li> <li>Make a positive contribution to the wider life and ethos of the school</li> <li>Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support</li> <li>Communicate effectively with parents with regards to pupils' achievements and well-being</li> <li>Encourage pupils to take a responsible and conscientious attitude to their own work and study</li> <li>Attend agreed professional development courses/school and trust training</li> <li>Participate in staff development conversations and reviews.</li> <li>Adhere to GDPR, H&amp;S and EDI responsibilities</li> </ul>	<p>INSET/Training record.</p>



**Expectations of teachers paid on the Advantage Schools Pay Scale at points 7 to 12 (equivalent to Upper Pay Scale)**

Advantage Schools Teacher Pay Scale (7-12) is the equivalent to Teachers on the Upper Pay Scale who are expected to accept additional responsibilities that make a substantial and sustained contribution to the success of the school. This includes:

Significant contribution to the implementation of work-based policies and practice.

- Consistently exemplifying high quality enactment of The Stockwood Park Academy Playbook within teaching
- Ensuring all pupils achieve in line with school expectations, with many exceeding them.
- Play a proactive role in the professional development of colleagues within the school and wider trust. This may take the form of coaching/mentoring colleagues, modelling practice to colleagues within and beyond the classroom, and/or contributing to or leading on structured professional development sessions
- Taking full advantage of professional development opportunities and using the outcomes effectively to improve pupils' learning.

*This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Principal to undertake any other duties commensurate with this role.*



## Person Specification

Candidates will be assessed on the following:

Essential	Desirable
<p><b>Qualifications/training:</b></p> <ul style="list-style-type: none"> <li>• First degree</li> <li>• Qualified Teacher Status</li> <li>• GCSE maths and English at Grade A* to C or equivalent</li> <li>• An enhanced DBS certificate</li> </ul>	<p>Evidence of continued engagement in professional development, including safeguarding training</p> <p>Subject related degree at 2:1 or higher</p> <p>Master's degree</p>
<p><b>Knowledge and experience:</b></p> <ul style="list-style-type: none"> <li>• Successful, recent experience of teaching within Secondary education</li> <li>• A track record of achieving successful outcomes for pupils at all prior attainment levels</li> <li>• Knowledge of the principles of assessment and the role assessment plays in informing teaching and learning</li> <li>• Experience of collecting and analysing pupil data to set, monitor and achieve pupil performance targets</li> <li>• Experience of successfully supporting pupils as a form tutor or in a pastoral role</li> <li>• Experience of working constructively to achieve team objectives Knowledge of developments curriculum models for your subject, including knowledge of the National Curriculum</li> <li>• Computer literate</li> </ul>	<p>Experience of contributing to curriculum planning, creating and delivering engaging and challenging programmes of study</p> <p>Experience of peer observation and peer coaching processes</p>
<p><b>Skills &amp; Aptitude:</b></p> <ul style="list-style-type: none"> <li>• Ability to consistently provide a high quality, welcoming and supportive learning environment for all pupils</li> <li>• An ability to communicate clearly and accurately both orally and in writing</li> <li>• A willingness to work constructively with parents, encouraging an interest in their child's education</li> <li>• Ability to communicate effectively with colleagues, making a positive contribution to a</li> <li>• team, whilst valuing and respecting the expertise and the contribution of others</li> <li>• Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development</li> </ul>	



**Personal:**

- Willingness to work efficiently and effectively within the school framework for teaching and learning, codified in The Stockwood Park Academy Playbook
- Responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults and for raising any concerns
- Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults
- Willingness to continuously update skills and knowledge
- Emotional resilience and a flexible approach accommodating changing priorities and working patterns
- Awareness of health and safety requirements relevant to the job
- Well organised and efficient
- Ability to work on own initiative
- Ability to work as part of a team within a busy environment – good team player
- Excellent verbal and written skills
- Enthusiastic with a positive approach to new ideas and developments
- Flexible to meet the changing needs of the school
- Energy, drive and enthusiasm to support change in the future development of the school
- Self-motivated
- Demonstrate commitment
- Approachable and compassionate
- Aspirations for the future

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.