

# PINNER

## HIGH SCHOOL



# TEACHER OF CHEMISTRY

## CANDIDATE INFORMATION PACK

### 2023/2024

Inspiring Learning



Shortlisted  
Secondary school of the year



**INVESTORS IN PEOPLE™**  
We invest in wellbeing Gold



# Letter from the Headteacher

Dear Applicant

Thank you for your interest in Pinner High School. With our motto of 'Inspiring Learning', we aim to integrate every student into our supportive and disciplined environment to help them achieve their full potential through our rich, broad and balanced curriculum. Every student who enters the school is believed to be of equal worth and capable of positively contributing to our community.

Our school has seen continuous academic success and achieved high standards that we aim to uphold. Having been graded 'Outstanding' by Ofsted, the high quality of teaching and support provided through our community has consistently been reflected through exceptional exam results and school achievements.

Not only do we provide exceptional standards of teaching for all students, but our learning also goes beyond the classroom. With an extensive range of extra-curricular opportunities and pastoral care, we aim to leave all students with experiences that shape them for the future.

Our staff are highly qualified, dedicated and committed to providing a safe and inclusive environment. Students will receive the very best of what education has to offer and will find our school to be an inspiring environment that sets them up for lifelong success.

As an employee of Pinner High School, you can expect a wealth of benefits and opportunities including access to training, career development secondments, additional duties attracting financial benefits, 3 weeks break at Christmas, pension and free gym access, underpinned by a collaborative and supportive environment.

If you would like to join our school please complete our application form and send with a covering letter to [careers@pinnerhighschool.org](mailto:careers@pinnerhighschool.org).

Further information can be found via our website [www.pinnerhighschool.org](http://www.pinnerhighschool.org).

We look forward to working with you

Mr Raj Patel  
Headteacher

# Teacher of Chemistry

Reports to:	Head of Department
Start date:	September 2024
Salary:	£34,708 (M1) - £51,179 (UP3)
Contract:	Fixed term, temporary and Permanent, full or part-time Any speciality / ability to teach a second subject advantageous

We encourage you to read our website carefully and familiarise yourself with our prospectus, this candidate information pack and the application form for the post.

Pinner High School opened in September 2016 with 150 Year 7 students. We will admit 180 Year 7 students each year; so having 900 Year 7 – Year 11 students. Our onsite sixth form is now open with a full complement of year groups. Alongside this, there are 12 additional places for students with Autistic Spectrum Disorder. Pinner High School is located on Beaulieu Drive, HA5 1NB.

Pinner High School is part of The Harrow Academies Trust, a multi-academy trust established by the seven secular high school academies within Harrow. Our high schools, together with Whitmore High School (which is a community school maintained by Harrow Council), have a strong track record of collaboration, including establishing Sixth Forms, the age-of-transfer that saw Year 7 join high school (instead of middle school), academy conversion in 2011, and establishing The Jubilee Academy (an alternative provision free school) in 2013.

The Harrow Academies Trust also includes Harrow View Primary School, which is a primary school that will be constructed as part of the major housing / regeneration project in Harrow on the site of the current Kodak site.

The following job description is not necessarily exhaustive; it will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the post holder.

The Harrow Academies Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the trust, ensuring our staff body reflects the diversity of our students and local community

## INTRODUCTION

At the heart of a successful school is the provision of high quality teaching and learning, the effective use of resources, improving standards of achievement for all pupils and the promotion of

pupils' personal development and well-being. All colleagues play a key part in this provision by a commitment to the school's ethos, by working effectively in administrative teams for the benefit of our students. In this way, s/he assists the school in reaching its targets and objectives.

## **JOB DESCRIPTION**

### **CORE PURPOSE**

To teach pupils across the full age and ability range including GCSE, present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well-being, and bring life to the school motto of 'Inspiring Learning'.

### **KEY RESPONSIBILITIES**

#### **Teaching and Learning:**

- To effectively teach National and School Curricula within the school's Teaching and Learning Policy;
- To engage teaching methods which bring life to the motto 'Inspiring Learning';
- To provide a calm, friendly, and disciplined teaching environment with positive relationships;
- To provide a stimulating learning environment of high expectation and constant challenge;
- To plan interesting and creative lessons and activities to meet the individual needs of all students;
- To consistently integrate AFL strategies across all platforms;
- To set appropriate homework in line with school policy;
- To make effective and efficient use of Teaching Assistants and class resources to drive the individual learning experience;
- To know and support the personal development of each student with a firm understanding of complex learning needs and the importance of raising achievement among pupils;
- To make effective and efficient use of data systems and Arbor to record pupil progress, behavior and attainment;
- To mark work, assess, record, track and report pupil progress, using available data;
- To consistently and effectively monitor the progress of students and give clear and constructive written and oral feedback working in partnership with parents
- To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and positive, productive relationships
- To prioritise student wellbeing working collaboratively with all stakeholders
- To be a role model consistently demonstrating the school values

- To enthusiastically participate in the enrichment opportunities of the 'Heads Challenge' programme
- Develop effective links with the local community in order to extend subject activities, enhance teaching and develop the students' wider understanding

### **Developing self and working with others:**

- To work collaboratively with peers to communicate, share best practice with and debate in the best interests of both staff and students
- To work collaboratively with Inclusion and support teams to further pupil attainment and support
- To work collaboratively with parents/guardians to involve them in their child's learning as well as providing information about curriculum, attainment, progress and targets
- To contribute and develop schemes of work, resources, teaching and learning strategies
- To contribute to the development of a range of assessment activities to track student progress
- To contribute to team review, monitoring and evaluation and the development of working practices
- To participate, as required, in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- To participate in working groups and ad hoc projects as required
- To participate in other professional development activities, seek and attend relevant training.

### **Other Duties and Responsibilities:**

- To be committed to, and promote, the school's vision, aims, objectives and values;
- To be responsible for promoting and safeguarding the welfare of all students;
- To promote positive behaviour and respond appropriately to situations that challenge equality of opportunity;
- To work co-operatively and support the Academy's Professional Review system;
- To undertake any other duty as specified by the School Teachers' Pay and conditions Document not mentioned in the above;
- To comply with any reasonable request from a leader/manager to undertake work of a similar level that is not specified in the job description
- To have due regard for issues of Health and Safety relating to staff, students and visitors
- To attend meetings, open evenings and school events as necessary
- To perform administrative tasks as required.

## REASONS TO WORK AT PINNER HIGH SCHOOL

- Ofsted rating 'Outstanding'
- A friendly, respectful and collaborative environment.
- The opportunity to work with a number of skilled professionals.
- The opportunity to contribute to extra-curricular activities as part of the 'Heads Challenge' scheme; our own Duke of Edinburgh style award.
- The opportunity to work with independent, resilient pupils who take pride in their community and themselves.
- Commitment to development of teaching and learning
- Excellent CPD opportunities and access to training, including schools within the Trust across the Borough including completion of national qualifications (e.g. NPQ's)
- Opportunities to access and experience senior leadership positions

## BENEFITS

- Three weeks Christmas break in December
- Supportive line management
- 1:1 coaching/supervision sessions available
- Regular staff wellbeing events
- Continuous professional development;
- Employee Assistance Programme (support to protect, promote and enhance staff wellbeing)
- Paid lunch break duty with free lunch whilst on duty;
- Free tea and coffee;
- Free onsite parking
- Free onsite gym access;
- Free eye care voucher;
- Salary sacrifice scheme for Cycle to work
- Refer a friend
- All teaching staff provided with their own laptop
- Priority admission for qualified children of staff (minimum 2 years' service)

## SAFEGUARDING & DATA PROTECTION

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust. All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. Successful applicants will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

### **Offers of employment**

Pinner High School reserves the right to assess candidates online social media presence.

Offers will be subject to receipt of two references (one of which should be the most recent employer).

For more information about our safeguarding policies, please visit our school website:

<http://www.pinnerhighschool.org/page/?title=Safeguarding&pid=44>

## **NOTES**

The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

All postholders are expected to be aware of and comply with policies and procedures relating to health and safety and security, confidentiality and data protection, reporting all concerns to the Headteacher and/or Line Manager as appropriate; ensure compliance with your responsibilities as laid out in the Pinner High School Equal Opportunity Policy and take an active role in promoting equality and diversity; promote the school's policy on behaviour and punctuality for learning, and a commitment to providing a caring and stimulating environment and improving standards for all pupils within the school.

The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post

## **APPLICATION PROCESS**

The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

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The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post.

If Pinner High School sounds like it is right for you:

Please visit [www.mynewterm.com](http://www.mynewterm.com) and search for the corresponding link or follow the direct link on our school website [www.pinnerhighschool.org](http://www.pinnerhighschool.org)

If you have any questions or queries, please contact [careers@pinnerhighschool.org](mailto:careers@pinnerhighschool.org) or call 020 3096 0769

*The school reserves the right to appoint at any stage of the recruitment process; early applications are encouraged.*

## PERSON SPECIFICATION

<b>Education, Qualifications and Training</b>	<b>Essential</b>	<b>How Identified</b>
Good honours degree in relevant subject	Yes	Application
Qualified Teacher status	Yes	Application
Ability to teach an additional subject	Desirable	Application Interview
<b>Experience</b>	<b>Essential</b>	<b>How Identified</b>
Evidence of teaching across the ability range including GCSE	Yes	Application Interview
Experience of curriculum innovation and development.	Yes	Application Interview
Experience and understanding of a range of approaches to teaching and learning and of sustained raising of achievement.	Yes	Application Interview
Experience of developing teaching and learning strategies to meet the needs of all students and their continuous improvement.	Yes	Application Interview
Experienced with concept of independent learning and personalised learning.	Yes	Interview
Experienced in the use of data to monitor and raise achievement.	Yes	Application Interview
A record of outstanding teaching across the age and ability range.	Yes	Application Interview



<b>Knowledge, Skills and Abilities</b>	<b>Essential</b>	<b>How Identified</b>
Demonstrates 'excellence' and uses initiative and creativity to innovate.	Yes	Interview
Demonstrates a clear understanding of school self-evaluation and how this can impact upon raising standards of achievement.	Yes	Reference Interview
Demonstrates outstanding leadership skills.	Yes	Application Interview
Evidence of high level team building and team management skills to lead, motivate and inspire staff and the full range of students.	Yes	Application Interview
Good judgement in decision making, knowing when to delegate and consult senior staff.	Yes	Application Interview
Ability to think and plan strategically to implement a vision.	Yes	Application Interview
Ability to make significant contribution to whole school initiatives and developments	Yes	Reference Interview
Ability to use comparative data to make judgements and decisions.	Yes	Application Interview
Competent in use of ICT to enhance learning, monitor progress and improve administration.	Yes	Application Interview
<b>Personal Qualities</b>	<b>Essential</b>	<b>How Identified</b>
Personal integrity and the ability to inspire it in others.	Yes	Reference Interview
Ability to communicate effectively orally and in writing with students and adults, using negotiation and consultation.	Yes	Reference Interview
Commitment to working practices designed to create equal opportunities for all.	Yes	Interview
Commitment to their own personal development and that of other staff within the department.	Yes	Reference Interview
The commitment necessary to meet tight deadlines.	Yes	Reference Interview