



CROXLEY DANES SCHOOL



Appointment Brief for Teacher of Sociology & Psychology





CROXLEY DANES SCHOOL

Dear Applicant

Thank you for showing an interest in the post of Teacher of Sociology & Psychology.

There are a number of reasons why this is an extremely exciting time to join Croxley Danes School:

We received our first Ofsted inspection in January 2022 and were judged to be 'good' in every category. Our Ofsted report was very positive and can be found [here](#)

We received our first set of GCSE results in August 2022. The validated Progress 8 score for a comprehensive cohort was +0.43 and the students' attainment surpassed both National and Hertfordshire averages – for example 82% of students attained grades 9-4 in English and Maths compared to 2019 figures of 65% nationally and 73% in Hertfordshire. Our validated 2023 GCSE results were just as strong, with a Progress 8 score of +0.35.

We opened our Sixth Form in September 2022 with 95 students in the first cohort, studying 22 A-level courses (including Music), one BTEC and one Level 3 course in Food Science and Nutrition. In September 2023 we have increased the number of students recruited to Year 12 to 115. Eventually we aim to have 300 students in the Sixth Form across Year 12 and 13.

In terms of facilities, in September 2020, the school opened its brand-new permanent accommodation at Baldwins Lane in Croxley Green, including a building with a capacity for over 1200 students. The permanent site for the school comprises 12.3 hectares. This far surpasses the need for a six-form entry school, therefore the space afforded to the students on site is, compared to other local schools, second to none. Furthermore, the permanent school building has been meticulously designed to ensure both students and staff experience a first-class learning environment. More details about (and images of) the permanent site can be found [here](#).

The Danes Educational Trust currently comprises nine schools, including our founding school, St Clement Danes. Dr Josephine Valentine OBE is the CEO of the Danes Educational Trust. She was Headteacher of St Clement Danes School for 20 years. She is a National Leader in Education, a DfE Advisor and has oversight of all nine schools. If appointed, you will benefit from working within an established, outstanding Trust whilst also contributing to the education of the first cohorts of students in a new school at an exciting stage in its development. More information about the Trust can be found [here](#).

We are heavily over-subscribed - for secondary transfer in September 2023 we received 996 applications for 180 places, with 218 parents choosing us as the first choice for their child. We currently have 990 students across Years 7-12 who are aspirational, confident and have excellent attitudes to learning. They are extremely proud of being the first cohorts of students in our school and are excited about the future. Staff overwhelmingly report that they are delightful to teach and fun to have in the classroom. Their behaviour is excellent.

I want Croxley Danes School to be outstanding and a strong part of the local community. If you share our commitment to educational excellence, we want to hear from you.

Yours sincerely

MR S THOMPSON
Headteacher





CROXLEY DANES SCHOOL

JOB DESCRIPTION



Job Title: Teacher of Sociology & Psychology

Line Manager: Head of Faculty

Pay Range: MPS/UPS (Fringe Area)

Permanent, Part-time

Required from the 1st September 2024

Core Purpose

To contribute to the effective functioning of the faculty as a team.

To maintain high professional and academic standards, remaining up to date in terms of subject knowledge and pedagogical techniques.



Main duties and responsibilities

Teaching and Learning

- Ensure effective curriculum coverage, continuity and progression in the subject for all students
- Establish clear teaching objectives in lessons and use effective and appropriate teaching and learning methods
- Prepare lessons thoroughly and review content, presentation and relevance, ensuring that full records of work done are kept
- Follow policies for assessing, recording and reporting on student achievement, and use these to set achievable targets for further improvement for all students of all abilities
- Ensure effective development of students' individual learning skills takes place
- Create and maintain a stimulating learning environment
- Ensure a level of discipline conducive to learning

Communication and Liaison

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CROXLEY DANES SCHOOL

JOB DESCRIPTION



General

- Keep up to date with and follow faculty and Danes Educational Trust (the 'Trust') policies
- Assist in the general management of the faculty as directed by the Head of Faculty or Subject Leader
- Carry out delegated tasks to meet faculty objectives.





CROXLEY DANES SCHOOL

JOB DESCRIPTION Cont.



Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

Core Values

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all



Compliance

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

Additional Information

All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.



Supervision/Job Context

The post holder is managed by the Head of Faculty.

Contacts

The post holder will work with all members of teaching staff within their faculty and teaching staff from other faculties. They will also work with Senior Leadership Team members, the SENCO, Learning Support Assistants, and non-teaching staff. They will have contact with students, parents, governors, and may have contact with advisors and other visitors to the school.





CROXLEY DANES SCHOOL

PERSON SPECIFICATION

We are looking for knowledge, experience and training

We are looking for ...

Essential:

- Holder of Qualified Teacher Status (QTS)
- Have a genuine passion for Sociology & Psychology and the teaching of Sociology & Psychology
- Display a high level of professionalism at all times
- A natural aptitude to model the Trust's core behaviours – *'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.*





CROXLEY DANES SCHOOL

SCHOOL SUMMARY

Curriculum Summary

The school curriculum is led by a Deputy Headteacher, who works in collaboration with one of our Assistant Headteachers to oversee Teaching and Learning.

We have nine faculties: English, Maths, Science, Humanities, Modern Foreign Languages, Technology, Physical Education, Creative Arts (Art, Music and Drama) and Social Sciences. Each faculty is led by a Head of Faculty who is supported by Subject Leaders and/or Key Stage Coordinators.

All our Faculties use Schemes of Work that have been developed from tried and tested resources from St Clement Danes, our sister school. As such, the students are following an identical curriculum and assessment framework at Key Stage 3 which facilitates progress comparisons with an established school with outstanding student outcomes. When the students reach Key Stages 4 and 5 they follow the same specifications at GCSE and A-level as St Clement Danes to facilitate the sharing of resources, knowledge and expertise, which reduces workload whilst promoting positive academic outcomes. To learn more about the curriculum and to download the KS3 & KS4 curriculum booklets, please visit our [website](#):

Pastoral Summary

Leadership of the school's pastoral provision, behaviour management and safeguarding is the responsibility of a Deputy Headteacher, who line manages a middle leadership team comprising a Key Stage 3 Pastoral Leader, a Key Stage 4 Pastoral Leader and three further Heads of Year. This team is further supported by a dedicated group of non-teaching staff. The school has the highest expectations of student behaviour.

There is a rich programme of Extra-Curricular activities and Student Participation Groups underway. Successful candidates will be encouraged to add to these opportunities for our students. In addition, many staff have started to create links with the local community in Croxley Green. Examples of this can be seen on our News Pages and Twitter Feed. We are keen for successful candidates, to further develop these links. The current extra-curricular programme can be downloaded from our [website](#):

Staffing

As a new school, we have an extremely keen, committed and cohesive staff group. The active staff room committee organise social events at least once per term. We are looking for colleagues who want to make a difference to the lives of the families we serve whilst also developing their own interests and careers; we hope they will, like our current staff, also enjoy working at our school.





CROXLEY DANES SCHOOL

SCHOOL SUMMARY Cont.

Resources

Our school is fortunate to be extremely well resourced. There are interactive TVs in all classrooms and software has been purchased to support and facilitate learning and reduce workload: ActivInspire, Show My Homework and Mint Class have all been very well received by teaching staff. There is also considerable investment in curriculum software in all Faculties, for example - Seneca Learning, Sparkx (previously Hegarty Maths), Kerboodle, and Active Learn to name but a few. Each Faculty has its own dedicated ICT resources, either through a computing suite of 30 PCs or the provision of 30 Chromebooks. Through a prudent expenditure and staffing plan, the school has been able to provide all the resources requested by staff whilst also developing significant reserves to develop financial resilience at a time when funding is a significant issue in most schools.

Accommodation

The funding envelope for the development of the permanent site and construction of the school building was approximately £30 million and therefore from September 2020 the school has been able to provide first class facilities to create a rich learning environment, which is populated by students and staff who demonstrate a 'can-do' attitude and enjoy celebrating one another's successes.

The building has been designed around the faculty system, in which classrooms within a faculty are grouped together, each Faculty benefiting from its own staffroom. With the permanent site totalling 12.3 hectares, the playing fields are extensive but also many of the aesthetic features of the site, such as an historic lime tree walk and other established shrubs and trees, have been retained to create a landscaping effect which few other schools can offer. In addition to the playing fields, there are four dedicated tennis courts and (separate to the tennis courts) two dedicated netball courts and a floodlit astroturf.

Our permanent site is situated within walking distance of Croxley Green underground station and a short bus ride from Watford town centre. Opposite the school is a parade of shops and several key bus routes serve the location. Croxley Green itself is a welcoming and cohesive community of which the school is already becoming a part. We hope that this relationship will grow and flourish.





CROXLEY DANES SCHOOL

SCHOOL SUMMARY Cont.

Our student body is drawn from local families, largely from Croxley Green, West Watford and Rickmansworth. They are engaging, imaginative and enthusiastic learners who are excited about coming to school each day. The video we made of them for our 2017 Open Evening, although shot within days of them arriving at the school, gives a flavour of their character and can be seen [here](#). The videos we created for our 2021 virtual secondary transfer event can be seen [here](#).

Data from recent progress checks shows fantastic attitudes to learning from the vast majority of students and detailed support plans are successful in helping those who find learning more challenging to access the curriculum and work alongside their peers successfully. In terms of their ability on entry, their aggregated overall KS2 scaled scores of 106 is above the national average. We received our first set of GCSE results in August 2022. The validated Progress 8 score for this comprehensive cohort was +0.43 and the students' attainment surpassed both National and Hertfordshire averages – for example 82% of students attained grades 9-4 in English and Maths compared to 2019 figures of 65% nationally and 73% in Hertfordshire.

14% of students receive Pupil Premium funding, our population is ethnically diverse and 17% of students receive SEND support. We have a highly experienced SENCO who leads a team that includes an Deputy SENCO and seven Learning Support Practitioners (LSPs).

All visitors comment on the pride our students take in their school, the care they show for one another and the delight they express about being students who have the chance to help shape a new school community – a role which they take extremely seriously.

Leadership qualities are already being developed and it is intended to build on opportunities to allow students to lead as the school grows. An extensive student participation programme has been introduced and has been heavily oversubscribed by students wishing to join. A number of groups such as the Student Council, Environment Group and Equalities Team feed into the School Parliament.

The school prides itself on nurturing students' talents, whatever they might be. Students are currently able to join in with a wide range of clubs and activities and our sports teams are starting to chalk up promising results against local schools. To get a full sense of the life our students are able to lead at the school, see our [News Pages](#) or [Newsletters](#) on the school website or follow us on Twitter [@croxleydanes](#).





CROXLEY DANES SCHOOL

BENEFITS

We can offer a range of benefits including:

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Free flu jabs
- Free parking
- Staff Committee that organise regular social events





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor’s School, Onslow St Audrey’s School, De Havilland Primary School, Elstree Screen Arts, Ascot Road Primary School, Lanchester Primary School, Jupiter Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust’s vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of ‘Making the Difference Together’ and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all





CROXLEY DANES SCHOOL

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DANES EDUCATIONAL TRUST