

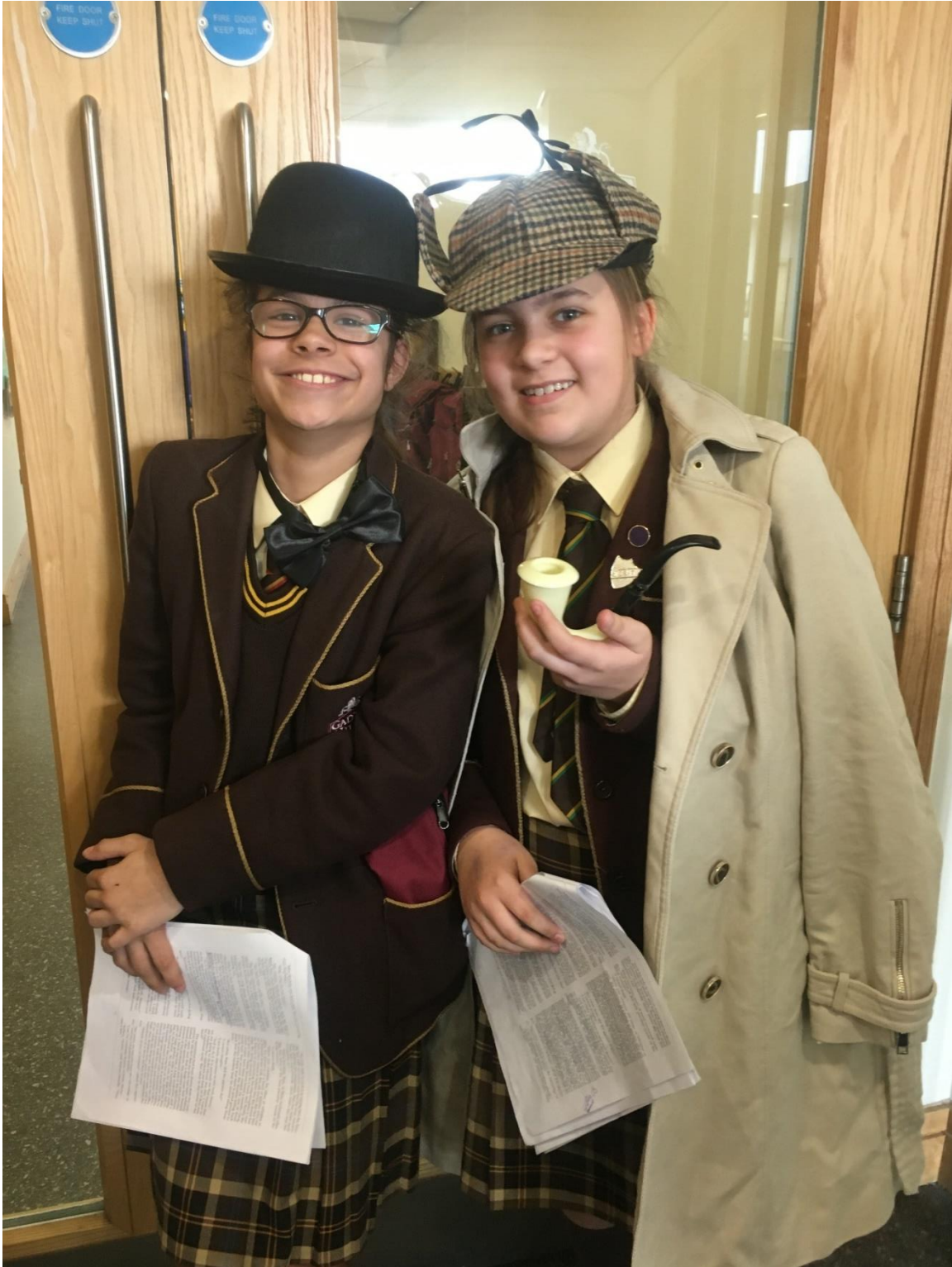


HEAD OF JUNIOR SCHOOL (KS2)

Information for Candidates

www.gadshill.org

An opportunity to lead an ambitious primary-age department within an exciting 3-16 independent day school. Our close-knit team of Junior School teachers delivers a SATs-free curriculum to small classes, drawing inspiration and well-being from its beautiful, leafy setting in the grounds of the home of Charles Dickens.



Our Future: Built on our History

Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Kindergarten and Junior School occupy purpose-built accommodation opened in 2013. The Senior School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has just over 315 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

Our Mission

Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

Our Vision

Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

Our Values

We value **excellence**, **enthusiasm**, **friendship** and **success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: *"First to thine own self be true"*.

Our Ethos

We believe that children do well when they are happy at school and at Gad's we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

Structure and Nomenclature

The School is structured as follows:

Section	Year Name	NC Year
Kindergarten	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
Junior School	J3	Year 3
	J4	Year 4
	J5	Year 5
	Remove	Year 6
Senior School	Shell	Year 7
	Lower 4 th	Year 8
	Upper 4 th	Year 9
	Lower 5 th	Year 10
	Upper 5 th	Year 11

Our Future: Built on our History



Our History

Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Kindergarten and Junior School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Senior School.

The Present

Our new building is now the established home of Kindergarten and Junior School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, assembly hall and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

The Future

It is hoped and anticipated that the second phase of the project will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Senior School. In recent months, some consideration has been given to working up a more phased approach to delivery of the new Senior School buildings. Once the new Senior School is complete, the historic house will be leased to a charity established to see the building used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

The Gad's Hill Curriculum



The School

Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three into the Nursery through to Year 2. Pupils follow the National Curriculum although there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Junior School is currently growing in size and became two-form entry throughout Years 3-6 in Autumn 2019. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, ICT, Art, Music, Science & Games. By Years 5 and 6 a great number of lessons are

delivered by specialist tutors. There is a particular emphasis upon team games and almost all of our students have the opportunity to represent the school in fixtures against other schools.

The Senior school has a two-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Combined Science and CCF (BTEC – Teamwork & Personal Development). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE. Our GCSE curriculum is broad, suits most pupils and provides a firm foundation for sixth form and university entry.

At present there is no sixth form education at Gad's and pupils currently depart for local grammar schools (80%) or colleges (15%) or other independents (5%). In the last year we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

The school operates a good number of after school activities and would welcome new additions to the extra-curricular programme.

The Gad's Hill Curriculum

The Ethos

The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.

The school achieves good academic results with the vast majority of pupils leaving Gad's to attend their first-choice sixth form destination. In 2019, we enjoyed a 100% pass rate in GCSE Maths and several option subjects, 93% in Science and 83% in English Language.



Gad's is not an academic hot-house. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other attributes which a good school will offer to best prepare a child to live their lives.

The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

GCSE A*-C/9-4 pass grades (including Maths & English) each year. In 2011 it was named by the BBC, Times, Telegraph as the top performing independent school in the country as well as the 8th best school (including state schools) overall.

Our Curriculum Intent

Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

Head of Junior School: The Post

The Purpose of the Role

Gad's Hill School requires a talented and experienced primary school teacher to lead our team in Key Stage 2. Full details of responsibilities can be found within the job description but, in summary, the successful candidate will provide effective leadership of an efficient and collaborative Junior School team, so that all pupils learn and make good progress.

In our school, all children are nurtured and educated as individuals. Teachers know the children well and enjoy wonderfully strong relationships with their classes. As well as ensuring that Junior subjects are taught to a high standard across Years 3 to 6, you will be required to oversee pastoral support delivered by our Junior form tutors, including maintaining behaviour through our reward system, providing pastoral care and tracking individual academic progress. You will be able to communicate effectively with parents via email, telephone and face to face.

The Head of Junior School ensures that children have the opportunity to take part in after-school clubs provided by all teachers and helps co-ordinate planning for evening musical performances, pupil social events run in conjunction with our excellent parent helpers, whole school evening events such as Prizegiving and Carol Concerts and also the annual evening performances of our Junior Production.



Key Accountabilities

- To maintain an awareness of curriculum, social and welfare issues at school, in Kent/Medway and nationally and use this information to monitor, review and improve Junior school operations and to advise the Headmaster on Junior school matters.
- To use a system of assessments, target setting, test data, pupils' work, and other data to maintain and improve the quality of pupil learning, attainment and progress.
- To use a system of observations, assessment & appraisal to maintain and improve the quality of teaching within the Junior school.
- To monitor, evaluate and review pupil welfare. To include: discipline, effectiveness of school rules, absences, rewards and sanctions etc. Liaise with parents (or other agencies) regarding pupils' admission to the school, their welfare and general progress. To provide safeguarding oversight of the Junior School as a Deputy DSL.
- As a member of the senior leadership team to be line manager to Junior school staff to ensure staff performance is effective. To attend Governor's meetings to report on progress and matters relating to the Junior school. To organise and chair Junior school assessment meetings so that staff and pupils are informed of progress and targets for future success.
- To ensure a programme of events - including assemblies, plays, concerts, meetings, debates, parents' evenings - takes place to enhance pupil learning & enjoyment and to raise the profile of the Junior School.
- Ensure the effectiveness of learning support within the school and that systems for pupil improvement and support are in place and effective Liaise with Inclusion co-ordinator, learning support tutors and subject tutors as appropriate to ensure pupils in need of learning support are identified and supported and make good progress.

Essential Qualities/Qualifications

- An outstanding teacher and a strong practitioner of KS2 Maths and English, with a track record of raising attainment.
- Committed to the highest expectations of students and their learning.
- High personal standards of meeting expectations, organisation, paperwork, etc.
- An excellent and effective communicator.
- Experience of using data appropriately to monitor and inform planning.
- Able to inspire and motivate staff and provide effective coaching.
- Able to lead colleagues to develop collaborative solutions.
- Bachelor's Degree in Education, or in a relevant subject, and professional teaching qualification and QTS.

Desirable Qualities/Qualifications

- Further professional qualification in developing leadership.
- Experience of leading a significant curriculum area, key stage or pastoral team.
- Experience of mentoring NQTs or trainee teachers.
- DSL training.

The Process

Completed application forms are to be received by **email only** to the Headmaster, Mr Paul Savage, via his PA, Mrs Tracy Barker: t.barker@gadshillschool.org.



Completed applications must be received by the School no later than **10am** on **Friday 29th November 2019**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received**.

Interviews will be held at the School in the week commencing 2nd December and it is hoped that the selected candidate will be able to commence employment from the start of the Summer Term 2020 (Monday 20th April) – or sooner by agreement.

Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.

The Benefits

As an independent school we have a slightly longer school day (pupils attend 8.30am-4pm) but enjoy a generous 16 weeks of school holidays.

The salary for this post is based on our own Gad's Hill leadership pay scale (currently £44,021 to £48,637) and teachers have access to the national Teachers' Pension Scheme. Parking is provided on-site and a subsidised, home-cooked lunch is available each day in term time.

Children of all staff receive subsidised education at Gad's Hill, subject to our policy and standard entry requirements.

And Finally...

We thank you for your interest in this exciting opportunity, and look forward to receiving your application.