Candidate Brief

Subject Leader: Computer Science
September 2020
Full Time, Permanent

An IB World School rated 'Outstanding' by Ofsted 2019

Welcome

Thank you for your interest in Tonbridge Grammar School.

We are a high achieving, 'outstanding' selective grammar school with academy status, educating girls between the ages of 11 and 16, and girls and boys in our Sixth Form.

Our vibrant school community is a place where students and staff are encouraged to be the very best that they can, in a nurturing and kind climate where wellbeing is at the top of the agenda.

This information provides a 'flavour' of what TGS has to offer and I hope that after finding out more about us, you wish to apply for the post. Should you have any queries, please don't hesitate to contact the HR team who I know will be more than happy to help.

Rosemary Joyce
Head Teacher

Our School Vision

Tonbridge Grammar School is a centre of excellence for learning where students and staff are encouraged to be the very best they can be in a nurturing and kind community. Our enriching, academically ambitious curriculum promotes intellectual curiosity and personal growth, preparing students to mature as responsible global citizens. Our exceptionally dedicated staff support every student to success.

We are committed to:

- Developing opportunities for every student to learn through real world engagement - promoting collaboration, intercultural understanding and entrepreneurial endeavour.
- Building the resilience and confidence of every student so that they have the emotional literacy to make healthy life choices, flourish and be happy.
- Strengthening our community - securing strong, collaborative relationships with parents, alumni and the wider community.
- Promoting educational aspiration and supporting social mobility - making a positive difference to the life chances of students at and beyond the School.
- Investing in world class professional development - demonstrating best practice locally, nationally and internationally.
- Being entrepreneurial in securing resources to realise our aspirations.

Members of our community are nurtured to be:

- Self-motivated, open minded and actively engaged in learning.
- Self-aware, adaptable and creative - taking full advantage of all opportunities.
- Respectful and considerate - celebrating and encouraging in equal measure.
- Courageous and honourable – facing challenge with bravery and acting with integrity.

Teaching here

Our team of over 110 teachers and specialist support staff enjoy belonging to a school community that has a 'collegiate' feel and values each member's contribution and wellbeing.

Teachers enjoy teaching our intellectually challenging curriculum to our highly motivated students in our modern and well-resourced school, based on a 14-acre site in the commuter town of Tonbridge in Kent. They take a pride in creating a learning environment where questioning, divergent thinking and freedom to learn from mistakes are encouraged.

First class professional development opportunities are available to teachers at all stages of their career including a full programme of development and support for those new to the profession. The School is committed to the wellbeing of staff.

"TGS has a fantastic staff community who are immensely supportive of one another. In addition, the regular opportunities for CPD have enriched my teaching, and the fast-faced environment means that every day offers something new and exciting. TGS has been the perfect place to start my career in teaching".

"Teaching is my 2nd career; teaching at TGS is a pleasure - I cannot think of another place to work where the students constantly surprise me with their creativity, enthusiasm and joyfulness, enabling me to teach in a collegiate manner".

"Tonbridge Grammar School is a place where you are challenged and inspired to be the best teacher you can be. It is a supportive workplace that provides excellent opportunities for both the staff and students."

Staff development

"Staff are highly skilled because of very effective training. They feel valued and enjoy being part of a very effective team." Ofsted, October 2019

Our extensive professional development programme includes:

Full Induction Programme.
Staff buddying system.
Full programme of support for NQTs.
Leadership development.
10 Academy Days for collaborative planning with subject teams.
Access to development opportunities thanks to our membership of the Kaizen Teaching School Alliance.

Staff wellbeing and benefits

- Free access to wellbeing services including physiotherapy.
- Reduced number of after school meetings thanks to Academy Days.
- Opportunity for NQTs to be employed from July.
- Flu vaccinations.
- Teachers' Pension.

- All teachers have a laptop.
- School-wide "out of office" in evenings, weekends and holidays to reduce emails.
- Cycle to work scheme.
- On-site parking for staff.
- Staff clubs including yoga.
- Free tea and coffee at breaktime!

Curriculum

As an International Baccalaureate (IB) World School, we blend the best of a traditional curriculum with the principles and ethos of the IB Organisation. This offers our students opportunities to learn in breadth and depth in order to develop as well-balanced individuals. They become active learners, engaged in real-life projects and are encouraged to be passionate about making a difference in the world.

We prepare students for GCSEs and the IB Diploma.

Many of our staff come to us with no prior experience of teaching the IB Diploma, so we offer a full programme of support and training to familiarise themselves with the curriculum.

Results

IB Diploma

TGS remains one of the most academically successful schools in the country and a leading school for the IB Diploma. In the summer one student achieved the maximum score of 45 points in the IB Diploma, this accolade was held by only 213 students worldwide in 2019. Two students achieved 44 points, 38 students achieved a score of 40 or better and 42% of our students achieved 38 or above. Our average Diploma point score was 36 which exceeds the worldwide average of 30. 61% of individual subject grades were at a grade 7 or 6 with the average grade being 5.62.

GCSE

Year 11 students celebrated outstanding GCSE results this year. The top grade of 9 is tough to achieve and our results show that TGS students are more than capable of responding to this challenge with 23% of our GCSE entries awarded a grade 9. Overall the results for our students were exceptionally strong. 32% of pupils gained 10 or more grades at 9-7 with 82% achieving 5 or more GCSEs at these top grades. Overall 51% of all GCSE results were at grade 9 or 8 and 74% at 9, 8 or 7. The average points per entry was 7.37.

More than academic success…

We are very proud of our students' outstanding academic success, but this is only part of the story. We want to ensure Students are 'real world ready'; independent learners, caring young people, curious critical and creative thinkers who are driven to make a difference in the world.

There is a strong focus on building each student's confidence and resilience; ensuring they have the emotional literacy and courage to make healthy life choices, flourish and be happy.

The Role

We are looking for an inspiring individual who will relish the opportunity to lead Computer Science at an outstanding school. You may be an experienced middle leader or can demonstrate leadership potential. You should be a good Honours graduate and be able to teach post-16 to the highest academic standard.

You will be joining a team of experienced professionals who put students at the centre of everything that we do. We support each other, share good practice and are very receptive to new ideas and recommendations from any member of the team. We look forward to meeting you!

Computer Science at Tonbridge Grammar School

Our students enjoy the challenge of Computer Science. Our approach to learning is centred on finding solutions to real problems, engaging the students in creative, collaborative thinking with real purpose.

 In Years 7-9 all students study Computer Science as Digital Design. It is a popular option choice for GCSE and in the Sixth Form.

Year 7	The Internet of Things
Year 8	App Development
Year 9	Computational Thinking
GCSE	AQA GCSE Computer Science
Sixth Form	IB Computer Science

We offer enrichment opportunities including Race for the Line and Lego League. Each year students take part in national competitions and attend summer schools. Many students follow their ambitions to study Computer Science in Higher Education.

Job Profile

Job Title: Subject Leader Computer Science

Line Managed By: Member of Strategy Group

Date: September 2020

Salary: MPS – UPS depending on experience.

TLR: TLR 2b

Job Purpose

To provide professional leadership and management of Computer Science in order to secure an outstanding quality of teaching and learning and improved standards of student attainment and achievement and use of resources.

Key Areas of Impact

Key Responsibilities:

- To raise standards of achievement across Computer Science to 'outstanding'.

- To ensure outstanding learning and teaching provision in SUBJECT.

- To establish short medium and long term plans for the development and resourcing of Computer Science in line with the strategic School Development Plan.

- To monitor the progress made in achieving Computer Science plans and targets, and evaluate and review the effects on teaching and learning.

Teaching and Learning

- To lead curriculum provision and development for Computer Science ensuring MYP and IBDP pedagogy and principles are embedded.

- To provide coherent curriculum enrichment experience.

- To ensure unit plans and schemes of work are current to enhance the learning of Computer Science and develop the skills of the learner profile.

- To ensure teaching strategies are differentiated in Computer Science to meet the learning needs of all students.

- To ensure assessment for learning is fully embedded across Computer Science in line with the TGS Assessment and Reporting Policy.

- To monitor and evaluate systems for recording individual pupil progress.

- To manage intervention strategies across Computer Science that challenge underachievement.

- To agree challenging student progress targets to make a measurable contribution to whole school targets.

- To collaborate with others as required on planning inter-disciplinary provision.

- To ensure full compliance with Health and Safety requirements for Computer Science.

Leading and Managing Staff

• To oversee and manage the effectiveness of all teachers of Computer Science in meeting the requirements of their role and their respective professional standards.

• To develop subject staff and technicians to improve student achievement.

• To challenge mediocrity of professional standards if evident in others.

• To create, maintain and enhance effective relationships.

• To lead the Performance Management of others and provide effective advice and training.

• To assist in the recruitment and selection of teaching and support staff where required.

• To ensure the effective induction of new staff in line with school procedures.

Quality Assurance

• To establish consistent standards of practice across the Computer Science team and develop outstanding teaching and learning styles in Computer Science.

• To monitor and evaluate standards of curriculum provision.

• To set targets for improvement

• To deploy the Computer Science team effectively for best value.

Resource Management

• Secure and allocate resources to support effective learning and teaching within Computer Science

• Monitor and control the use of resources

Knowledge & Skills

Subject Leaders should demonstrate knowledge, skills and experience of:

• Outstanding level of Computer Science expertise

• Exemplary standards as a classroom teacher

• The IB curriculum continuum.

• The IB learner profile.

• The Teaching and Assessment to Support Learning policy.

• School reporting structures.

• Outstanding teaching and learning.

• Rigorous monitoring evaluation and review processes.

• Principles of Self Evaluation of own leadership and management standards.

• Planning and Management of Change.

• Principles of Curriculum Provision.

• The application of information and communications technology to learning and teaching.

- Financial planning and management in relation to Computer Science.

- School Policy.

- Safeguarding.

- Health and safety.

Additional Duties

- To play a full part in the wider life of the school community, to support the school ethos and to encourage staff and students to follow this example.

- To actively lead and encourage others to follow school policy.

- To set a high standard of personal dress and enforce uniform and dress code in line with policy.

- To commit to continuous professional development of self and others.

- To actively engage in the staff review and development process.

- To undertake any other duty as specified by school teachers pay and conditions of service not mentioned in the above.

Professional Standards

It is important to recognise that Tonbridge Grammar School teachers must maintain professional standards at all times and to recognise that they are role models for the students in many respects.

Such professional standards would include:

- Dress: teachers are expected to wear suits or jacket and tie (or the equivalent for female teachers), except when involved in practical or external activities,

- Punctuality: this is expected in all aspects of work,

- Duty of Care: keeping our students safe and acting in the child's best interest at all times,

- A position of trust, being seen to be demonstrably fair, even-handed and consistent in dealing with students,

- Propriety and behaviour: all teachers are expected to adopt high standards of personal conduct,

- Taking good care of the fabric of the school,

- Being aware of and carrying out the Acceptable Use of ICT policy when using the School network,

- Engaging in on-going professional development, in-school training, regular peer observation, and external courses (as appropriate).

Personal Qualities

Self awareness

Emotional self awareness
Accurate self assessment
Self confidence

Self management

Emotional self-control
Integrity
Adaptability
Achievement orientation
Initiative
Optimisim

Social Awareness

Empathy
Organisational awareness
Service awareness

Relationship management

Developing others
Inspirational leadership
Change catalyst
Influence
Conflict management
Team work and collaboration

Additional Notes

Whilst every effort has been made to outline the main responsibilities of the post each individual task undertaken may not be identified.

Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job profile.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job profile is current at the date shown but in consultation with you may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Commitment to Safeguarding

Tonbridge Grammar School is committed to safeguarding and promoting the welfare of children. This post is subject to an enhanced DBS check.

How to Apply

Please complete an application form that can be found on our website. CVs alone cannot be accepted.

Your completed application form should be sent to personnel@tgs.kent.sch.uk

Key dates

Closing date for applications: Midday Thursday 27th February 2020

Interviews: Week commencing 2nd March 2020

We reserve the right to interview before the closing date.