



**THE REACH FREE  
SCHOOL**

**TECHNOLOGY  
TEACHER**

**CANDIDATE PACK**

**THE REACH FREE SCHOOL  
UNIT 3, WOLSEY BUSINESS PARK  
TOLPITS LANE  
RICKMANSWORTH  
HERTFORDSHIRE  
WD18 9BL**

[www.thereachfreeschool.co.uk](http://www.thereachfreeschool.co.uk)  
[admin@reachfree.co.uk](mailto:admin@reachfree.co.uk)  
01923 224764

Dear candidate,

Thank you for expressing an interest in this position. After nearly three years in the planning, The Reach Free School opened in September 2013. Joining our growing team presents the opportunity for the right candidate to help shape our exciting future and bring ideas, energy and enthusiasm to the school.

As a member of staff at The Reach Free School you will enjoy the opportunity to work with other like-minded individuals, joining a close-knit team; a team which is innovative, resourceful and determined to deliver the very best education for the pupils of our community.



Richard Booth  
Headteacher

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### **The School**

The Reach Free School is a new 11 to 19 school in Rickmansworth, which serves pupils of all backgrounds and abilities. Opened in September 2013, the school has been founded by a group of teachers and local parents in response to a significant demand for more secondary school places in the area.

All involved with the school have high aspirations for our pupils and high expectations of them. As such we expect all pupils to:

- o Commit their best efforts to all that they do
- o Support each other to achieve their potential
- o Work with their teachers to exceed their goals
- o Demonstrate exemplary behaviour in all that they do
- o Take pride in their school and its community within its walls and beyond
- o Enjoy learning

The Reach Free School plays an active role in the community, working with local businesses, supporting local events and providing a hub for local services. Pupils are very much involved in the school's wider responsibilities, developing skills in leadership and decision making, communication and collaboration and independent, self led learning.

A sense of purpose and responsibility pervades lessons and activities at The Reach Free School and it is important that our pupils recognise their own responsibilities as members of the community. It is this that underpins The Reach Free School's ethos; Achievement, Community, Enjoyment – ACE.

### **The Ethos of the School**

The Reach Free School's ethos and curriculum is designed, first and foremost to meet the needs of the young people in the local area. The core of our ethos is to personalise the education of every pupil in order for them to maximise their potential and realise their dreams and aspirations.

We believe in the following principles, which we refer to as ACE:

**Achievement** – Realised through recognising the individual needs of every learner

**Community** – Embracing, utilising and supporting the local community for the benefit of all learners and building partnerships to support teaching and learning

**Enjoyment** – A commitment to innovative practice and the application of technology to develop enthusiasm for learning

### **Features of The Reach Free School**

**A Smaller School** – With 120 pupils in each year, The Reach Free School will remain a close-knit environment, even when full. This will ensure a strong sense of community within the school.

**Transition** – Each of the four classes in Year 7 benefit from a dedicated Assistant Teacher for the whole first year. This Assistant Teacher is the form tutor for this class, and supports learning in a range of subjects for their pupils. This eases the transition from primary to secondary school for the children, and helps us to understand each child as an individual.

**Focus on English and Mathematics** – The school specialises in English and Mathematics, the building blocks for success in other subjects. Literacy and mathematics pervade teaching and learning at the school and all teachers play a role in developing pupils' skills in these areas.

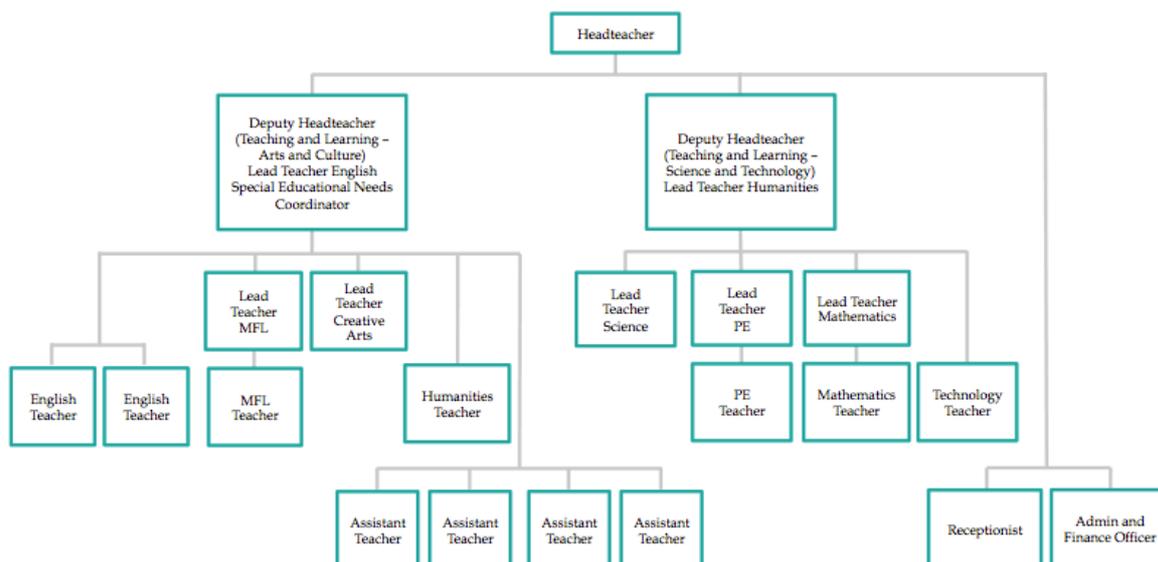
**Community Common Room** – Once a week, all pupils work in groups towards a shared goal for the local community. Working together on a community project develops our pupils as creative, confident and proactive individuals.

**New Technology** – All pupils and teachers at The Reach Free School have access to the latest technology, and utilise it to learn and teach in innovative and creative ways. This makes learning enjoyable and ensures that pupils are prepared for the emerging digital world.

### **Organisational Structure**



Organisational Structure 2014/15



## **Expectations**

At The Reach Free School we expect our teachers to:

- Be passionate about their subject area, and learning as a lifelong skill
- Be committed to securing the best outcomes for all pupils at the school
- Be prepared to offer enrichment and extra-curricular experiences related to their subject area and beyond
- Be willing to contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges

In return, we offer teachers:

- The opportunity to craft and develop an innovative curriculum for their subject area
- Access to the latest technology to assist them in developing their teaching and learning
- Competitive salaries, based on skills and experience
- Leadership opportunities as the school grows
- The chance to be part of a pioneering team, creating a fantastic school to serve its local community

## **The Local Area**

The school has been borne out of the need for more education provision in the Mill End, Maple Cross and Rickmansworth area. We are in the final stages of negotiating our permanent site, which will be a purpose-built, brand new school, designed to our specification.

The school's temporary site is an office building, converted to the highest standards. All classrooms boast state-of-the-art ICT facilities, along with enviable space and brand new furniture. We welcome visits to the school to see our facilities.



## **Job description**

Job Title: Technology Teacher  
Reports to: Lead Teacher – Technology (currently Deputy Headteacher/Headteacher)  
Salary Range: Academy Trust Payscale (competitive, above MPS, based on skills and experience)

### **Overall responsibilities:**

The key responsibility for this role is securing high quality teaching and learning in all Technology lessons, as well as contributing to the wider development of the school in its formative years. Teachers will be responsible for ensuring that their practice embodies the highest standards of professionalism, and challenges all pupils with high expectations of behaviour and achievement. Other responsibilities will be to ensure the pastoral well being of all pupils and to promote The Reach Free School's core ethos of achievement, community and enjoyment.

### **Main duties**

A Teacher at The Reach Free School will:

- Implement whole-school and departmental priorities, including OfSTED Key Issues for Action
- Contribute to the review of subject development plans, audits, curriculum overviews and policies and handbook
- Contribute to the planning of Schemes of Learning indicating approaches to teaching, content, classroom organisation, resources, etc. relating to the National Curriculum programmes of study
- Ensure that the school's specialisms in Mathematics and English are embedded in teaching and learning
- Work with others in the department and the wider school to ensure that high performance standards are achieved and maintained
- Ensure that the regulations and procedures relating to Health & Safety, are followed, taking responsibility for the safety, welfare and discipline of pupils within the learning environment
- Support and uphold the ACE ethos of the school – achievement, community, enjoyment
- Create a happy, secure and stimulating learning environment
- Have sympathetic understanding of every child's needs
- Have clear aims and objectives for every lesson and communicate them to the pupils
- Have well planned work, imaginatively introduced which caters for pupils' differing learning styles
- Utilise ICT to enhance the quality and variety of teaching and to support pupils in utilising this key tool in their own learning
- Engage in continuous formative and summative assessment, tracking progress of pupils in line with school systems and provide guidance to pupils on next steps in their learning
- Maintain pupil records and report progress to parents
- Secure high standards of behaviour in line with the School's Code of Conduct and Behaviour Policy
- Share their talents, skills, ideas and enthusiasms for the benefit of the whole school and should be ready to accept responsibilities that extend beyond the classroom
- Complete the requirements of the school's performance management process, as outlined in the school calendar

- Attend to personal professional development to ensure keeping abreast of national, local and school initiatives and best practice

### **Wider Responsibilities**

All Teachers at The Reach Free School will:

- Deliver extra-curricular activities
- Partake in activities aimed at promoting the school, including, but not limited to, open evenings, visits to primary schools and community events
- Carry out other tasks commensurate with their position, as directed by the Senior Leadership Team

### **Job context**

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils.

Teachers in the upper levels of the Academy Trust pay scale will be expected to make a wider contribution to the school.

In particular, teachers at the upper levels will:

- be role models for professional practice in the school
- be expected to mentor teachers in training
- make a distinctive contribution compared with other teachers
- contribute effectively to the wider team.

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

### **Review of duties**

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed. This includes the days of work for part-time members of staff.

### **Salary**

The Reach Free School operates its own payscale, which currently exceeds that of the Main Payscale used by other schools in the fringe area. Salaries will be awarded based on the experience, skills and suitability of the candidate.

## Person specification

### Technology Teacher

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and Training</b>	<ul style="list-style-type: none"><li>• Education to degree level</li><li>• GCSE Maths and English (grade A*-C) or equivalent</li></ul>	<ul style="list-style-type: none"><li>• Qualified Teacher Status (QTS)</li><li>• Master's Degree</li><li>• Evidence of relevant recent continuing professional development (CPD)</li><li>• Qualifications relevant to extra-curricular activities</li></ul>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"><li>• Outstanding subject knowledge</li><li>• Knowledge and application of Assessment for Learning (AfL)</li><li>• Recent experience of successful teaching, leading to high achievement for students of all abilities</li><li>• Thorough knowledge of current subject requirements related to National Curriculum</li></ul>	<ul style="list-style-type: none"><li>• Experience of planning and delivering teacher training and/or mentoring</li><li>• Experience of a variety of schools and school environments</li><li>• Knowledge of the emerging trends and developments related to their subject</li><li>• Experience of the collection, analysis, and use of data to inform the planning and delivery of teaching and learning</li></ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"><li>• Ability to motivate, inspire and support all pupils to achieve and succeed</li><li>• Ability to reflect and develop your practice for the benefits of all learners</li><li>• Ability to work collaboratively</li><li>• Able to communicate with a wide range of audiences</li><li>• Commitment to The Reach Free School's core values of achievement, community, and enjoyment (ACE)</li><li>• Confident use of ICT</li></ul>	<ul style="list-style-type: none"><li>• A desire to further ICT knowledge and use in the classroom</li></ul>
<b>Other qualities</b>	<ul style="list-style-type: none"><li>• Awareness of health and safety requirements related to the role</li><li>• A flexible approach to working patterns and expectations, understanding the evolving nature of the school and role</li><li>• A desire to succeed in all aspects of the job</li><li>• A commitment to the promotion of health, safety and safeguarding of children</li></ul>	<ul style="list-style-type: none"><li>• The ability to teach other subjects</li></ul>

## **How to apply**

Completed application forms, along with recruitment monitoring forms, should be submitted in one of the following ways:

- Electronically to: [admin@reachfree.co.uk](mailto:admin@reachfree.co.uk)
- By post to: The Reach Free School,  
Unit 3,  
Wolsey Business Park,  
Tolpits Lane,  
Rickmansworth,  
Hertfordshire,  
WD18 9BL

Once your application has been received it will be acknowledged by email.

If submitting your application electronically, please save your form with your name at the beginning of the file name.

In compliance with Safer Recruitment guidelines, CVs will not be accepted.

Potential candidates may contact The Reach Free School with any questions on 01923 224764 or via email at [admin@reachfree.co.uk](mailto:admin@reachfree.co.uk)

**Closing date for applications:** Friday 25<sup>th</sup> April  
**Interviews to take place:** Week beginning 28<sup>th</sup> April

The Reach Free School is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. In accordance with our Child Protection Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & Confidential' for the Headteacher. The successful applicant must obtain DBS clearance at enhanced level.