

CARDIFF WEST COMMUNITY HIGH SCHOOL



RECRUITMENT PACK

Croeso! Information for Candidates

Dear Applicant

Thank you for showing an interest in the position of Temporary Expressive Arts Teacher at Cardiff West Community High School.

CWCHS is the newest secondary school in Cardiff having opened in September 2017. We are a rapidly improving school with high ambitions and world class facilities.

We moved in to our brand new state of the art building in April 2019 and our numbers on roll are growing rapidly.

Our motto is 'Create your World' and we have three core values - Ambition, Resilience, & Trust.

We serve the community of Ely and Caerau in the West of Cardiff. Our catchment is diverse and challenging. Over half of our students are entitled to free school meals and the vast majority live in the 20% most socially deprived areas in Wales

We are a caring and nurturing school but we do not make excuses for poor behaviour or low expectations. This school improvement journey is well underway and our aim is simple - we aim to transform education in this part of the City and improve the life chances for our students.

Estyn visited the school in November 2018 and clearly recognised the progress we have made in a short period of time. The Governors are committed to supporting the Leadership Team to drive further improvements.

We are seeking to appoint a committed and skilled Teacher of Expressive Arts who is passionate about teaching, supporting and developing the young people at Cardiff West Community High School. We have a united and committed staff at the school and you could join us and make a difference to our community.

Please feel free to contact the School's Business Manager if you would like to discuss this post.

Thank you for taking the time to look at this exciting opportunity at Cardiff West CHS.

**Martin Hulland
Headteacher**



CARDIFF WEST COMMUNITY HIGH SCHOOL JOB DESCRIPTION



Service Area: Education

Division : Cardiff West Community High School

Job Title: Teacher Temporary for 1 year

Post Ref: ED50247043

Grade: Main Scale / UPS

Reporting Arrangements:

Reporting to the Area Lead

Job Purpose:

Teaching Years 7-11 and post-16

Duties and Responsibilities

Job Specific

Supporting the learning of students in the school by:

- Taking responsibility for the learning of allocated groups of students – planning, delivering, facilitating and assessing their learning
- Taking responsibility for their professional learning and development by taking part in the school performance management process and attending INSET and CPD sessions as required
- Taking responsibility with the support of the Progress Leaders for a tutor group, supporting students through academic mentoring and PSHE sessions and on Learning Review days/Parents' Evenings as required
- Contributing to enrichment activities within the school
- Undertaking other duties as required by the Headteacher
- Promoting the overall ethos of the school
- To meet current Practising Teacher Standards (UPS to exceed PTS)

Supporting the development of the teaching team to develop the school through:

- Working with the Area Leader to support other colleagues through the development of learning resources
- Attending and contributing as required at team meetings
- Contributing to planning and development of the curriculum and learning opportunities within the department in collaboration with the Head of Department
- Undertaking the duties of a classroom teacher
- Keep abreast of current developments in education

Personal Welfare

To inform your line manager or other official of any issues that may affect your happiness in your role and overall effectiveness within the school, or that of other colleagues or students

Corporate

- To follow, keep and uphold Professional Standards for teachers issued by the EWC.
- To participate actively in supporting the principles and practices of equality of opportunity as laid down in the school's Equal Opportunities Policy.
- To take reasonable care for the Health and Safety of yourself and other persons who may be affected by your acts or omissions and to comply with all Health & Safety legislation
- Participate in training and other learning activities and performance development as required
- Be aware of and comply with policies and procedures relating to child protection, confidentiality and data protection, reporting all concerns to the appropriate school officer
- Contribute to the overall ethos, vision and aims of the school
- Appreciate and support the role of other professionals
- As a term of your employment you may be required by the Headteacher to undertake such other duties, and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.

Agreed by:**Date Received by Postholder:****Signature of Postholder:**

	<i>Essential</i>	<i>Desirable</i>
Education and Qualifications	• QTS	• Additional qualifications
Experience	• Secondary school teaching across the age and ability range, from Year 7 to Year 11 • Knowledge of recent developments in learning and teaching • A good understanding of effective ways to facilitate learning • Familiar with the National Curriculum Framework • Familiar with educational developments in Wales • Ability to teach Art	• Ability/willingness to teach in other subject areas if necessary • Familiar with the KS4/5 curriculum • Ability to teach Music or Drama
Skills and Abilities	• Able to work as a member of a team • Committed to preparing and delivering high quality learning sessions, using a range of teaching and learning strategies • Able to work with students colleagues and parents with a high level of professionalism • Committed to enabling all students to make good progress	• Committed to further developing teaching skills through CPD/training etc., • Familiar with Assessment for Learning strategies in the classroom • The ability to speak Welsh • A commitment to restorative practice
Personal qualities	• Likes young people and enjoys being with them • Able to inspire and motivate young people • Friendly and hard working • Has high expectations of self and students • Reliable, punctual and responsible • Puts a high value on treating others with respect and courtesy • Committed to inclusion	• A willing contributor to the development of the department and the school
Special Circumstances	Enhanced DBS check EWC Registration	



Strategic Plan for Cardiff West Community High School 2019-24

Foreword

This plan outlines how our school will fulfil its duty to our students and to our community over the coming years. The plan is ambitious: it presents the school's vision and the values informing our practice. The plan also describes how we will deliver its key elements and how we will evaluate our progress.

Our Vision – Create Your World

What does this mean at Cardiff West CHS?

- We will ensure that every student achieves the academic success necessary to pursue their chosen career
- We have high expectations of our students, staff and the wider community. We celebrate achievement and admire ambition
- We encourage our students and staff to develop resilience, to succeed as lifelong learners
- We will remove any barriers to learning, to ensure all learners can succeed
- We will promote tolerance and respect. We will involve and include everyone in our learning community
- We will help our students, staff and communities to feel happy and engage fully with our school

At Cardiff West CHS we have three Core Values:

Ambition

- We have high aspirations and know that our future is not defined by our past

Resilience

- We never give up and have the skills and strength to persevere with even the hardest work

Trust

- We are honest. We do what we say and do not make excuses

At Cardiff West Community High School we work hard, look smart and are kind

Our Mission

At Cardiff West Community High School, we want every student to achieve the academic success necessary to realise their dreams; to help them to develop as considerate, resilient, enterprising, ambitious, trustworthy and employable students who can engage fully with the creative economy.

To ensure that our school thrives as a learning organisation, we will need to be relentlessly focused on enhancing our capacity to improve, sharing the very best practice across the school. To this end, Cardiff West CHS will invest in the professional development of every member of staff. In addition, we will develop measures to improve our students' ability to learn. We will emphasise the key notions of resilience and the need for every student to reflect on their learning. Finally, we will not work in isolation and we will secure the support of the wider community.

We will seek the support of our parents and carers as the co-educators of their children. We will work with all stakeholders to support families. In essence, supporting families to promote enhanced learning in school.

At Cardiff West we aim high and want every student to reach their full potential. For every student to "Create their World", we will focus on attaining high academic standards ensuring that our students make good progress. We are committed to closing gaps and ensuring that all students have basic literacy and numeracy skills in place. We are totally committed to the creation and maintenance of a safe and nurturing environment that facilitates learning and fosters a high degree of trust and respect between all key stakeholders.

Cardiff West CHS has the highest expectations and aspirations for every student and we are committed to ensuring that all students have a pathway to a successful future beyond the school, whether in further or higher education, training or the world of work. We cannot work alone and our school will develop strong partnerships with key stakeholders, in particular with our partner primary schools, parents and our community partners. Our unique partnership with the creative economy in the city will facilitate opportunities and raise aspirations across the school. As a "community focused school" we recognise the importance of the social as well as the intellectual aspects of learning.

In addition to our three core values, Cardiff West CHS is proud to serve the diverse and historically significant areas of Ely and Caerau. Cardiff West CHS is a community focussed school committed to working closely with parents and the local community to provide the highest quality education for our students.

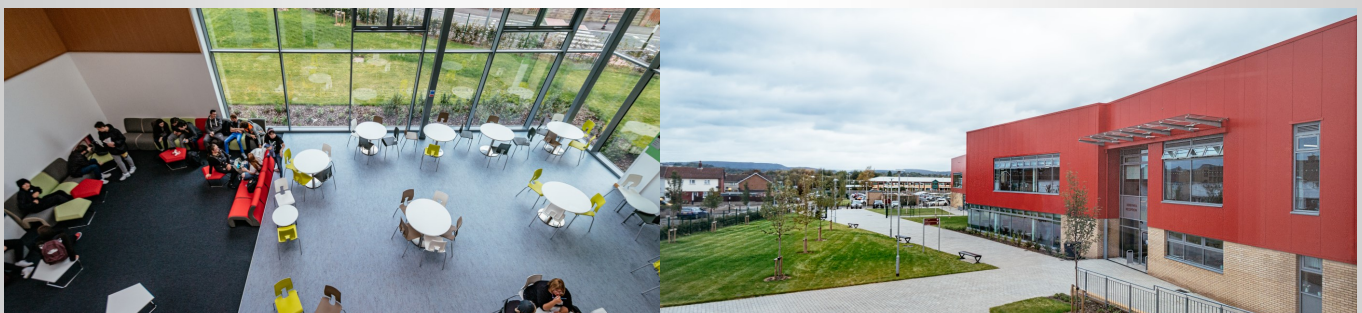
What do we mean by the term Community?

A Community Focused School (CfS)

Our approach to being a CfS is presented from a school improvement perspective, where the desired outcome is an increase in student attainment and achievement, which can be recorded in a range of indicators. Whilst the concept outlined can secure a wider community benefit, it is not the main rationale for our approach.

Whilst our school will provide a broad and balanced curriculum, we will also take every opportunity to relate the curriculum to student experience and to our local area. We will enhance our students "sense of place," an essential basis on which to develop students' self-esteem, self-confidence and pride in their identity - where issues of broad significance can be engaged with from a secure "sense of self". The new Curriculum for Wales provides a clear opportunity to transform the curriculum to this end.

Our teachers reflect the CfS concept when they participate in a range of developmental activities in collaboration with colleagues; when they research and seek to understand the nature of the community their school serves; when they ensure the curriculum respects and reflects the richness of our student community and the local environment. Our approach to being a CfS will also exhibit all the qualities of a "learning community" and will, as a consequence, promote the "scholarship of classroom practice" in line with Welsh Government Policy on the school as a learning organisation



Cardiff West CHS – to what extent is Cardiff West CHS a CfS?

- Our curriculum is relevant to students' experience, reflecting - wherever possible and appropriate - our local environment and culture, this is demonstrated in our CAER Heritage link with Cardiff University and our links with our creative partners.
- Our students (and teachers) are encouraged to share their learning experiences, to aid "deep learning" and to be better prepared and equipped, with the skills and qualities necessary to fulfil their potential, as shown in the ALP programme and our OLEVI approach.
- Our teaching methods encourage learner interactions as seen in Assessment for Learning (AFL) practice across the school
- We have a collaborative approach to learning with a "learning culture" where all students, teachers and support staff and governors are learners
- We adopt a holistic approach to students' needs which may require addressing social as well as educational issues
- We wish to recruit the assistance of parents/carers as the "first and co-educators" of their children
- We work in partnership with complementary agencies and with other schools – this is seen in our work with our partner primary schools and Post 16 providers
- We acknowledge that learning is a lifelong process which is enriched when shared with others
- A focus within the school's staffing structure, for the co-ordination and promotion of activities that will enhance our school's community dimension

Examples of partnership working

- Our partner primary schools, to improve transition
- To learn from best practice in other schools or learning organisations
- Institutions students will migrate to on the completion of their studies in order that learning pathways are enhanced e.g. Cardiff University, CAVC, St David's
- Organisations that can enrich students' experience through opportunities to volunteer or conduct project work e.g., ACE, Welsh National Opera, BBC etc
- Local businesses providing students with an experience of the "world of work" e.g. the Business Class partnership with Celtic Horizons

The possibilities are seemingly endless and clearly our school will need to ensure its approach is consistent with our key priorities.



Success Criteria

What does success look like in 2024 for Cardiff West CHS?	
Standards	All students achieve the qualifications they need to access their chosen career and have viable choices Post 16 and Post 18.
Teaching and Learning	Teaching and Learning is highly differentiated to meet all needs. Learning is student led and assessment is accurate and focussed on improving learning. Learning experiences are linked to the world of work.
Curriculum	A highly differentiated curriculum with different pathways leading to university, including Oxbridge, apprenticeships and employment.
Wellbeing	All students grow into healthy safe and responsible active citizens who engage in society and look after their environment.
Community	Cardiff West CHS is at the heart of the community. The school is perceived as an effective learning organisation where students will achieve. The wider community access learning opportunities at the school. The school facilitates local regeneration projects. The community is proud of the school and it is the first choice secondary for the community.

Measures to achieve success

The school's Leadership Team will review our operational School Improvement Plan on a termly basis and the Governors will hold the headteacher to account through Performance Management and Governor meetings. In addition, the Local Authority will hold regular Progress Reviews at the school.



Evaluation

The Governing Body will evaluate this Strategic Plan annually and it will be referred to in Progress Reviews with the Local Authority. The Headteacher will meet with the School's Governors each term to review the Strategic Plan and check on progress.

