Candidate Information Pack:

Psychology Teacher (Maternity Cover)

Welcome to School 21

To join School 21 is to join a community of pioneers – staff and pupils who want to do things differently.

Here we think deeply about how we can have the biggest impact on pupils who often come from fragile homes. We strive to give pupils the most challenging and exciting curriculum possible and we treat each other with respect, kindness and support.

As the school enters a new phase - our student intake is full for the first time this year - we are looking for a new cohort of inspiring teachers who can bring something special to the school. This is your chance to grow as a professional and as a person and there are many opportunities to do so: honing your craft as a teacher, developing your subject discipline, becoming a sophisticated teacher of the English Language, designing inter-disciplinary projects or becoming a well-being coach and mentor.

We are looking for skilled practitioners who believe, like us, that we need to develop the whole child – head, heart and hand - if we want them to take on the world.

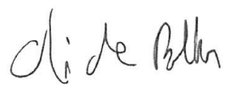
To help you decide if this is the school for you here are a few things that we do at School 21:

- We invest time and energy in tailored, sophisticated, collaborative professional development that gives you the chance to learn new skills and approaches and then embed them in your practice.
- We support you to collaborate between subjects, ages, and approaches
- We believe in developing the full potential of all members of staff giving regular feedback on all aspects of practice
- We give you the chance to learn from leading practitioners.
- There are multiple routes for career progression.
- Our core values guide our work.

There are also certain things we don't do here:

- We don't micro manage you.
- We don't regiment you or the students.
- We don't pigeon hole you and fail to see your potential.

School 21 is a different kind of school and we are looking for people who have a belief that more of the same is just not ambitious enough. We would love you to visit and see the school in action or call us to talk things through.



Oli de Botton
Headteacher

Our Story

School 21 is a pioneering new 4 to 18 school in Stratford, East London, for girls and boys and children from all backgrounds.

The three founders of School 21 Peter Hyman, Oli de Botton and Ed Fidoe came together with a shared belief that education must be done differently if we are to prepare young people properly for the world they are going into. Their conviction was that we needed schools to rebalance head (academic success), heart (character and wellbeing) and hand (generating ideas, problem solving, making a difference).

So School 21 has developed a series of pedagogies and approaches that give students the chance to find their voice, develop deep knowledge and understanding, and create beautiful work that has real value beyond the classroom.

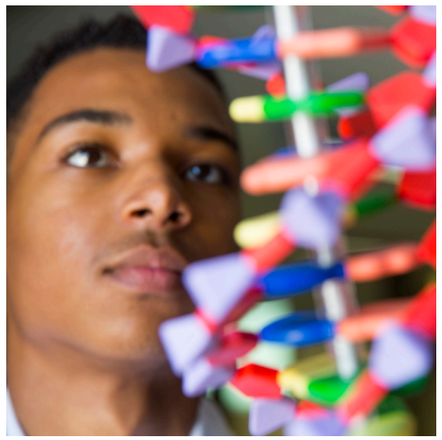
We have plans to set up two new schools in close proximity to School 21 which will give staff opportunities to grow and develop, making it a very exciting time to join us. We are also part of a pioneering new organisation - Big Education - that is bringing together like minded schools, people and programmes to have a wider impact on the system.

Ofsted "Outstanding"

In June 2014 School 21 was graded as 'Outstanding' in all categories, in its first Ofsted inspection since opening. Many of the findings reflected the impact of our innovation: "Pupils across the school make exceptional progress." "Pupils have excellent attitudes to learning, impeccable manners and show respect for everyone." Through project-based learning "pupils achieve remarkable standards of work and demonstrated knowledge and skills at levels beyond those expected for their age group." "Pupils talk and discuss with a maturity and confidence that is remarkable for their years." "Staff morale is exceptionally high. Teachers at the early stages of their career value the 'fantastic' professional development and opportunities to learn from each other. Those with more experience said that they have become much better teachers since joining the school."

Teaching and Learning at School 21

English Language is at the heart of everything we do with students given the chance to develop their reading and writing skills every day. It's our mission to ensure every student is an avid reader, fluent writer and confident public speaker.



Our structure

Our school is divided into four small schools. A primary school (Reception - Year 4) - the age of foundation where children secure the basics of reading, writing, speaking and kindness and where projects are shaped by exciting and rich texts. A middle school (Year 5 - 8) - the age of exploration where children have rich experiences and where primary and secondary teachers work together to teach children and subjects in equal measure. A secondary school (Year 9 - 11) - the age of achievement and growth - where we help young people make descisions about their future based on who they are. And Six 21 - the age of empowerment - where young people excel in the head, heart and hand and leave ready to take on the world.

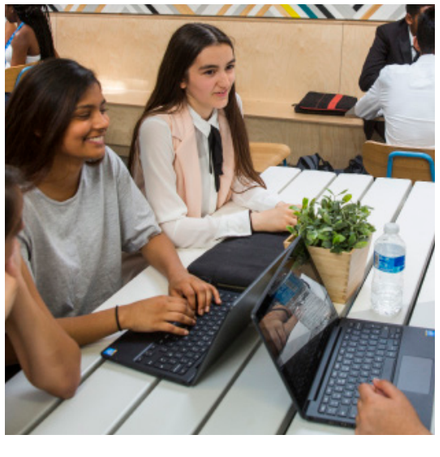
Oracy is the ability to communicate effectively using spoken language, and is a key pillar of our approach to pedagogy. Our students engage in high quality talk in a range of settings built into the fabric of the school day. Working with Cambridge University we have developed a groundbreaking oracy programme which is being trialed and developed across the country by our sister organization, Voice 21.

Wellbeing and growth through coaching.

Our small school and small class sizes mean that more time can be spent really understanding the needs of each child. All students join tight-knit coaching groups who support each other through their school journey. Our wellbeing curriculum and use of coaching mean that all pupils are supported and none fall through the cracks.

Beautiful Work.

We believe that young people can achieve amazing things now - they don't need to wait. That's why we believe in creating beautiful work. Our school is a place where children craft stunning work with quality end products, for real audiences and as a result of deep teacher collaboration. In addition to teaching through discrete subject disciplines, our teachers collaborate to design and teach projects which tackle authentic issues and seek to trich, beautiful outcomes of lasting value.



Real World Learning.

We go to great lengths to connect the learning of our students to the world outside the school gates. This culminates in year 10 & 12 where our students spend an afternoon of every week at their Real World Learning placement, working in small teams to solve a challenging and authentic problem faced by their host organisation.

Developing you and your practice

At School 21, we take your development extremely seriously. We are an organisation made up of people who are dissatisfied with the status quo in education, and our quest to build a school fit for the 21st century means that we are constantly seeking to improve and innovate. In this context, it is not enough to simply improve our processes, we believe it is absolutely imperative that we are proactive in developing our people.

The key ways in which we will support your personal and professional development are as follows:

CPD

Our practice is our testing ground. For this to happen, we think CPD should be constantly asking us what we are working on and giving us the time, space, resources and challenge to improve our practice. This is why our CPD is carefully differentiated into pathways which offer staff choice of modules, clinics, research opportunities and rigorous conversations.

Every member of staff will have:

- More planning days to focus on the things that matter to our organisation.
- 1.5 hours every Wednesday afternoon to work on "modules" that you have chosen from a menu designed by staff
- Regular feedback from peers, "critical friends" and those with expertise in areas you are working on

Leadership & Growth

Every member of staff has a "flight path" conversation in which we discuss how they want to grow over the next two to three years and the training and support structures needed to achieve their goals.

We provide more routes to progression than most schools, with opportunities to:

- Lead departments
- Lead areas of our pedagogy, such as oracy or project-based learning
- Lead on aspects of curriculum design
- Lead within our small school structure – primary, middle, secondary, Sixth Form

We have distinctive leadership courses to develop the skills of staff so they can lead in a range of settings. Our leadership training includes inputs from great educationalists, entrepreneurs, leaders in diverse professional fields, and those with deep experience of building high performing teams.

Strategic Direction

All staff have the opportunity to be in a "circle" or team to develop an aspect of the school. This gives everyone the chance to be strategic and have a genuine and deep input into the direction of the school. Some of the current circles include: oracy, project based learning, school culture, and curriculum.

Line Management

You will have a line manager dedicated to helping you grow. The expectation is that the line manager observes you in action in some setting: teaching, coaching, chairing a meeting, working with parents, taking an assembly and then gives you specific feedback at line management meetings. That way you have more specific feedback on your practice.

Feedback culture

There are plenty of other ways in which staff get regular and specific feedback not just on their teaching craft but on how they want to grow more widely as a leader, project designer, team builder or coach. Much of this is done through peer feedback – matching people with the right expertise – and sophisticated protocols that help people wrestle with dilemmas or tune-up something they are working on.

Professional Portfolio

There is an expectation that every member of staff will develop a professional portfolio of their work, projects, professional development, interests, and reading. Staff find this very rewarding and provides them with a very personal story of their growth as well as a unique platform to engage outside practitioners and forge partnerships.

school21
EMPOWERING YOUNG PEOPLE TO TAKE ON THE WORLD

OUR VALUES

What we are looking for

We have spent a lot of time thinking about the attributes that make staff successful at School 21. These four qualities sum it up as best we can.

Pioneer

We are looking for people who do not believe business as usual is good enough: people who want to develop new approaches, challenge outdated assumptions, and research new practice. We have, for example, redesigned how we do assemblies, parents' evenings, CPD, tutor time and work experience. **We are looking for new members of staff who can add fresh thinking and fresh insights.**

Multiplier

At School 21 we have a deeply held belief that our task is to grow ourselves, grow others and grow the organization. We also believe that the highest form of leadership is to build high functioning teams. So we are looking for genuine collaborators and people who have the interest and skills to grow other people as well as themselves; **people who seek to share, learn, and give to others.**

Craftsperson

School 21 is a rich environment for discussion, debate, thinking and evaluation. Staff read and research, they wrestle with deep questions about teaching and learning, and they constantly look to refine and reinvent their practice. Our CPD is layered, personalised, regular and in-depth with far more time than most schools to delve deeply into practice and impact. **Our staff support each other as critical friends and collaborate deeply in order to develop their teaching craft.**

Living by our values

School 21 is an organisation that has core values at its heart. Whether a student or a member of staff, we look for people who share our values of humanity, responsibility, community, excellence and openness.**We look for people who bring these values to everything they do.**

Facilities and Environment

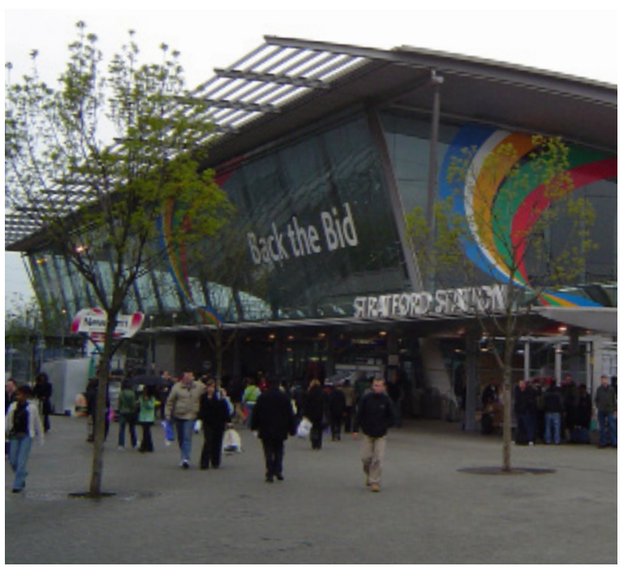
The School 21 site was completed in 2012, and represents an extensive rebuild and redesign of an existing school complex. The founders had considerable influence in the design and layout of the school, including the creation of large courtyard spaces which are used for assemblies, exhibition and break-out teaching spaces. There are also well-equipped specialist teaching facilities including four purpose built-science labs, two workshop spaces, two drama studios, several Harkness rooms, a sports hall and MUGA sports pitch.

Location

School 21 is extremely well located at just 5 minutes walk from Stratford Tube station, Stratford bus terminal, and Westfield Shopping Centre.

With well-established and reliable public transport links throughout the area, Stratford is within easy reach from a wide range of areas and heading into Central London from the school takes about 20 minutes.

Our close proximity to the Queen Elizabeth Olympic Park means there are fantastic facilities on our doorstep and a constant flow of exciting organisations and start-ups into the area.



Job Profile

Title: Psychology Teacher (Maternity Cover)

Salary: Inner London (Competitive salary based on experience and skills)

Start date: September 2019 (with earlier planning, training and induction)

Contract: Maternity cover, full-time or part-time, subject to an enhanced DBS check

We are looking for an excellent psychology teacher who is passionate about their subject, who is keen to develop their practice in a dynamic and innovative teaching environment. School 21 is an all-through school and your role will have a particular emphasis on the teaching of psychology within our sixth form, Six 21. Ideally, you will be an experienced A-level psychology teacher and it is essential that you have a passion for developing the best pedagogy for that age range.

We believe the teaching of psychology should make regular and sustained connections to the real world, with students learning about how to make hypotheses, design experiments and collect and analyse data. Psychology is a very popular subject within the sixth form, so we are looking for a confident teacher who can contribute to a distinctive and bold vision within the department going forward.

School 21 is a very special and different kind of place to work in. We empower staff to find their voice and their creativity. We offer collaboration and learning across ages and subjects. All staff have more planning time than most schools and a tailored programme of professional development which results in extraordinary outcomes for the students. We offer multiple routes to progression through subjects and pedagogies. We believe strongly in developing the full potential of all staff.

Since we opened in 2012 we have put learning and teaching at the heart of everything we do. We have developed a unique approach to oracy including setting up a charity, Voice 21 (https://www.voice21.org/) which is already working with several hundred schools. We have also pioneered real world, interdisciplinary learning in collaboration with a network of extraordinary organisations: creative, artistic, high tech, professional.

At School 21, we believe that the purpose of education is to develop the whole child: head (academics), heart (character and well-being) and hand (generating ideas, problem solving, creating extraordinary authentic outcomes).

Job description

Pioneer	• To design, plan and deliver innovative lessons for young people. • To support students to take part in purposeful talk and to develop their oracy skills. • To plan and deliver inter-disciplinary projects which bring together knowledge and skills, are focused on real-world enquiries and which culminate in a high-quality end product. • To foster independent student-led learning, utilising new technology where appropriate. • To develop the aspirations and professionalism of a coaching group/ class, collaborating with colleagues within your coaching/year team to construct and deliver the wellbeing curriculum for a year group. • To contribute to the strategic direction of the school.
Craftsperson	• To be an agile, reflective and open-minded learner • To provide on-going, specific and personalised feedback to students. • To understand progression and be able to assess against benchmarks. • To be comfortable using data to plan interventions for individual students. • To plan for great lessons across a scheme of work, a term, a year and across different ages. • To be immersed both in your subject specialism and the literature around how children learn. • To adopt a process of ongoing reflection and improvement within your teaching practice. • To be a creative and deep thinker about pedagogy. • To understand your role in ensuring every student is an avid reader, fluent writer and confident public speaker.
Multiplier	• To collaborate with colleagues through departments, CPD, circles, and inter-disciplinary projects. • To collaborate with colleagues within the 'small school' structure including primary, middle, secondary and sixth form. • To make a commitment to growing others and taking part in building the feedback culture of the school. • To build high-functioning teams of teachers and other staff.
Professional responsibilities and attitudes	• To represent the core School 21 values, humanity, community, responsibility, excellence, openness and integrity. • To support the inclusion of all young people and to foster a belief that every child can succeed. • To be constantly learning, open to feedback, and demonstrating a growth mindset.
Psychology	• To design, develop and shape a psychology curriculum that is cutting edge, research rich and supports the development of strong metacognitive skills. • To develop high quality schemes of work and lesson plans. • To enrich the study of psychology through outside visits, speakers, events, and partnerships with universities and other experts.

How to Apply

To apply for this role, please complete the online form for this role, which can be found in the careers area of the School 21 website.

In compliance with Safer Recruitment guidelines, CVs cannot be accepted.

If you wish to have an informal discussion about this role, please email Anne Shaker at **careers@school21.org.uk**

School 21 is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.