



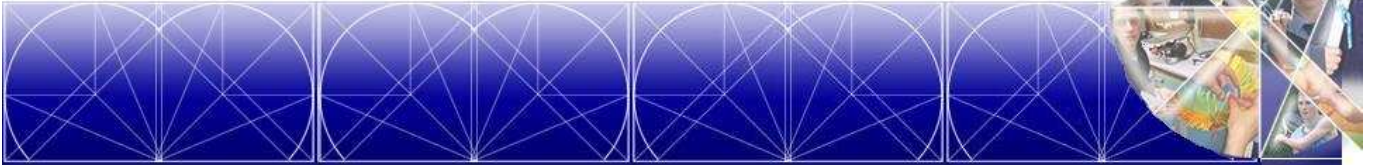
Denefield School

Recruitment Twilight

Information for candidates

29 April 2009

**Denefield School • Long Lane
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T. 0118 9413458 • F. 0118 9452847**



April 2009

Dear Applicant

Thank you for coming along to our recruitment twilight. We do hope you find the information contained in this pack informative and that it will enable you to reach a decision on whether you would like to join the team at Denefield.

We are seeking to appoint colleagues who share our ambition to ensure that every young person at Denefield achieves their personal best. First and foremost you should be an exceptional teacher, but will also have the drive and vision to transform young peoples' experiences at Denefield. In addition you will possess the personal attributes and skills to improve teaching across the school by developing schemes of work.

I was appointed to the school on secondment as acting headteacher in September 2008 following the departure of the previous head and the majority of the senior leadership team. The school was inspected by Ofsted in December 2008 and, as I had anticipated, the school was placed in a category of concern.

Whilst the Inspector's decision was tough it was, nevertheless, an accurate assessment which matched our own self evaluation. However, the report acknowledges the progress that has been made since September:

"Many students, staff and parents speak positively about the recent improvements in the school and praise the acting head teacher and his senior team for beginning to bring about the necessary changes."

Since the beginning of the year, the new team has been working intensively on the key issues with the support of the local authority and significant progress has already been made. However, much remains to be done and over the next 12 to 18 months considerable additional support, expertise and resources will be provided by the local authority, partner schools and Ofsted to secure the necessary improvements. Plans were indeed already in place to address the key issues identified in the report at the time of the inspection and the lead inspector agreed with the approach detailed in these plans. However, she also recognised that more time would be required before these changes impacted fully on standards.

In February, following the inspection, I was appointed as substantive headteacher. For me working at Denefield represents an exciting opportunity to transform a school which has huge potential. Since arriving I have found the staff to be incredibly supportive and I know they are fully committed to rapidly securing the required improvements. Similarly I have found that the vast majority of students have responded extremely positively to the new rules and expectations we have established.

You will be joining the school at a period of significant and rapid change. The people we appoint will need to be able to demonstrate that they understand what is required of a teacher in challenging circumstances.

I do hope that you will take the time to talk to the staff here today to find out more about what we can offer talented and ambitious colleagues in terms of career development. Current and future staff will receive first rate support and training on career development and will be mentored by an experienced curriculum leader. There will also be subject specific support available through the local authority and one of our neighbouring schools.

If you like what you have read so far and wish to make an application, please complete the enclosed application form or the electronic copy from our website. You should also write a letter of application (no more than two sides of A4) which outlines the following:

- the skills, qualities, attributes and experience you would bring to the role;
- how your experience and training to date has prepared you for this role by contributing to school improvement, raising standards and/or managing change.

At Denefield we take safeguarding very seriously and consequently the successful candidate will be required to complete an enhanced CRB check. Please do not include CVs along with your application as these will be disregarded for safeguarding purposes.

We will have the full picture of our recruitment needs by May half-term, so will be accepting applications well into June 2009. Electronic applications are fully acceptable and these should be emailed to the following address recruitment@denefield.org.uk. Candidates called for interview will be contacted by phone in the first instance. There will of course be an opportunity to tour the school on the day of interview.

I do hope you will consider joining my team and me on our journey and I look forward to receiving your application. Please do not hesitate to get back to me, or indeed one of my team, should you require further clarification on any aspect of the process.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Glyn Whiteford', written in a cursive style.

Glyn Whiteford
Headteacher

Denefield School description



Introduction

Denefield School opened in 1976 as a mixed comprehensive school for students aged 11-18 years. We have a very pleasant 6.5 hectare site at the edge of the Tilehurst/Purley area, bordering farmland. There are currently 1193 students on roll, 183 of them in the sixth form. In 1994 the DCSF awarded us technology college status and in October 2007 we were redesignated for a fifth phase.

Leadership

Since September 2008, Denefield School has had a new headteacher and SLT who were praised in the recent Ofsted inspection for providing clear vision and leadership based on an accurate assessment of the school's strengths and weaknesses. As the senior team we recognise the importance of CPD in helping staff to develop professionally in order to realise their own potential and improve the life chances of all the children they work with. Consequently we provide a range of CPD opportunities, including the Masters in Teaching and Learning. Our commitment to supporting the development of staff has been recognised in our 'Investor in People' status which we have held since 2000.

Curriculum

Denefield aims to provide a curriculum that meets the needs of all students by offering a breadth of educational opportunity. Subjects are taught according to National Curriculum guidelines and a wide range of teaching and learning styles are used to ensure that students are actively engaged in their learning. In year 7 students follow a skills-based curriculum accredited by the RSA. In years 10 and 11 all students follow a core curriculum of English, mathematics, science, technology, PSHE, PE and RE (citizenship). In addition, students select courses from a wide ranging choice of options, which include full GCSE courses in French, German, art, music, drama, performing arts, PE studies, history, geography and religious studies, and vocational applied GCSE courses in health and social care, business studies, ICT and art. The curriculum is based on five 60 minute periods per day, organised as a two week timetable.

Pastoral care and careers guidance

All staff aim to foster and encourage the very best social and academic achievement possible from each student. Pastoral care at Denefield in key stage 3 and key stage 4 is organised in year groups. The heads of year and the form tutors have the responsibility for the welfare, progress and discipline of the students in their care. The form tutors in each year team have a particularly important role since they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote the students' social and learning skills and to enable form tutors to get to know each student as an individual. Student voice is important at Denefield School and we have an active school council.

Sixth form

The majority of year 11 students stay on into the sixth form. There is a long established tradition of sixth form education at Denefield which is now enhanced by the provision of courses for the whole ability range, including both level 2 and level 3 opportunities. We currently offer a wide range of AS/A2, GCSE and vocational courses. In addition, students have the opportunity to extend their experience with key skills, critical thinking and general studies. A new sixth form block is expected to be in place for summer 2009 which will enhance facilities for students in key stage 5.

Library

This well equipped centre is open to students from 8.00am to 4.00pm daily for access to multi-media resources, books, maps, newspapers and the internet. This facility is used to develop a positive attitude to life-long learning, by training students to acquire independent study skills. A full time librarian and assistant are available to support the students.

Links between home and school

We aim to develop strong links between home and school. In addition to consultative meetings between staff and parents, in recent years we have moved to a system called 'open house' where parents can call in on specified evenings to discuss any concerns. Parents also receive termly monitoring reports and we publish a newsletter to keep parents informed about developments in school.

In addition, we publish various brochures and organise pathways evenings for parents at key points in their children's education; together with awards' evenings to celebrate the success of students at different key stages.

Special educational needs

At Denefield we place equal value on the education of all students. Those with special educational needs are encouraged to achieve their potential within each curriculum area where they are supported by specialist teachers, whilst teaching assistants also help individual students in the classroom. Some students are withdrawn from lessons for brief periods to work with specialist staff in the study centre.

Able, gifted and talented provision

Students who are identified as able, gifted and talented are provided with a wide range of challenging activities to support their learning. In addition to the day to day curriculum, students of this ability are invited to take part in the annual gifted and talented summer school where new and exciting challenges are offered. Denefield also gives these students an opportunity to work together during the year by way of Saturday Challenge days. Whole school themed days offer a chance to develop students' skills in learning through cross curricular projects as well as working as a team. Finally, the school makes good use of outside agencies to help support our most able students. The National Academy for Gifted and Talented Youth allows our most able students to work with like-minded individuals from all parts of the country.

Extra curricular activities

A variety of out-of-school clubs and societies are available to students. These range from enrichment and computer clubs to homework and revision groups. There is a wide range of opportunities in physical education. The school enjoys a high reputation for music. We have a school orchestra and choir, and a large number of musical functions are held annually. There are excellent opportunities for students to begin or continue instrumental tuition. Educational visits and exchanges all appear in our annual programme, including a week's camp in Guernsey for year 7 students. Enrichment activities are vital to the development of our students and we continue to seek new and exciting educational opportunities to develop each individual.

School uniform

Students are expected to dress appropriately for a learning environment. School uniform is compulsory for students in years 7-11 and the key stage 5 students wear 'business dress'.

Day nursery

Denefield School is truly a lifelong learning centre as for a number of years we have run our own 36 place nursery which is open during term time from 8.00am to 5.00pm, 4.00pm on Fridays. The quality of care and education for these children, aged from three months to five years, has been recognised in our Ofsted reports.

ICT resources

Each member of the teaching staff is provided with a laptop computer for their individual use and the majority of classrooms are equipped with interactive whiteboards. In addition there are a number of ICT suites around the school which can be used by all faculties.

Denefield active in the community

Students at Denefield are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the professional education and welfare of our young people. We provide the opportunity for pupils in local primary schools to join us for short taught modules at Kids College. We also act as hosts to Kool Club, an after school activities club for primary school pupils and our own lower school students. Denefield is active in its support of charities and each year organises a number of fundraising activities. Denefield is committed to sustaining and extending its links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.

English curriculum area



All students have six one hour English lessons per fortnight. In Year 7 they are taught in mixed ability groups and follow the competence-based approach of the Opening Minds programme. In years 8 and 9, students are set into broad ability bands. At Key Stage 4 English students are set into eight carefully selected ability groups. During year 10 these courses are integrated although in year 11 some students are selected to follow an English only path in order to give them the best opportunity of achieving a C grade. This year we have also introduced the Study Plus programme in order to improve the performance of some of our year 10 students.

As a department we are embracing the new programmes of study with enthusiasm, having already rewritten the schemes of work for year 7 and beginning to explore possibilities with year 8. This year selected students in year 8 are also participating in the Reading Challenge programme.

One of our key focuses this year is consolidating the use of Assessing Pupil Progress (APP) particularly with year 9; we will be using APP to assess the Shakespeare unit of work. APP is also being integrated into our year 8 work.

We are well resourced with three of our classrooms having electronic whiteboards and a further three with ceiling mounted projectors. All rooms are equipped with televisions and DVD playing facilities.

The English department is an extremely enthusiastic and cohesive group of teachers who are committed to providing the best opportunities for all students. A detailed self-evaluation form is completed each term to provide clear strategies for improvement.

There is a developed and supportive relationship with West Berkshire consultants which encourages innovation and ensures that the department is up to date with new initiatives.

| Staff | Subject | Responsibility |
|---------------|---------|-------------------|
| Mrs R Logsdon | English | Curriculum leader |
| Miss S Bird | English | Leading teacher B |
| Miss E Dewar | English | |
| Ms E Gardner | English | |
| Miss C Grant | English | |
| Mrs C Horner | English | AST |
| Miss M Mahere | English | |
| Miss R Mason | Media | Leading teacher A |

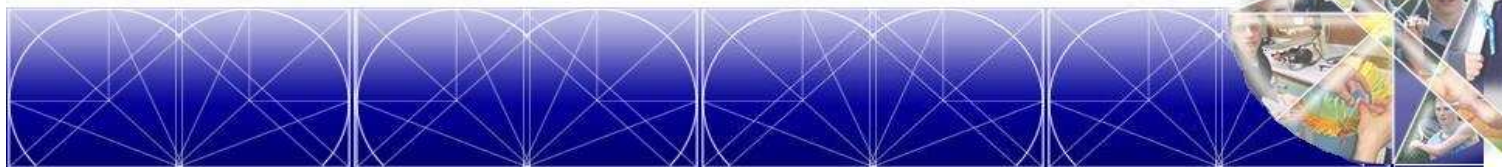
Courses on offer:

| Subject | Qualification | Board |
|--------------------|---------------|---------|
| Key stage 4 | | |
| English | GCSE | AQA (B) |
| English literature | GCSE | AQA (B) |
| Key stage 5 | | |
| English language | AS/A2 | AQA |
| English literature | AS/A2 | AQA |
| Media studies | AS/A2 | AQA |
| Media studies | BTEC | Edexcel |

The English department firmly believes that it is important for students to engage in learning outside of the classroom. Theatre visits are encouraged alongside whole day workshops such as the 'Shake up Shakespeare' sessions run for year 9.

The English department also runs sessions for Kids College and the school's technology week.

Maths curriculum area



The maths curriculum area is situated in the main school block. We have 8 classrooms, 5 are equipped with interactive whiteboards and all rooms have an overhead projector. We have our own trolley of 16 laptops with wireless internet access which can be booked out for any classroom. There is an extensive range of computer software available for students of all ages and abilities. We use Mymaths, Easiteach, Maths Alive, GSP and Smile packages. In addition the school has a number of computer suites available for booking, so that ICT can be integrated into everyday lessons.

We are extremely fortunate in having so many specialist teachers who make up an enthusiastic team with a range of experience and expertise. We are keen to move the curriculum area forward and try to keep up to date with developments in mathematics and in new initiatives that enhance learning.

We are an active department within the school's specialism - technology - and often organise outside agencies to come in and work with our pupils who show the most effort and, of course, our G and T. Last year we had architectural workshops in and the Happy Puzzle Company.

Maths is held in high regard by students and parents alike. Our results are broadly consistent with national average but we are always looking to improve upon them.

| Staff | Responsibility |
|---------------|--|
| Ms L Barnes | Curriculum leader |
| Ms J Kershaw | Assistant deputy curriculum leader (p/t) |
| Mrs A Mrowiec | Assistant deputy curriculum leader (p/t) |
| Mrs E Sawyer | Deputy head of sixth form |
| Ms D Radu | Head of Year 7 |
| Mr C Horton | |
| Mr C Carlson | |
| Mrs V Vaughan | |
| Mrs N Bailey | |

Courses on offer:

| Subject | Qualification | Board |
|---|---|---------|
| Key stage 3 Maths taught for 6 hours per cycle | Year 7 skills based curriculum offered. Students are taught in tutor groups and follow an individualised scheme of work - incorporating both smile and in house activities. Years 8 and 9. The groups are set according to ability and follow a levelled scheme of work incorporating some rich tasks and functional maths. | |
| Key stage 4 Maths taught for 6 hours per cycle | Years 10 and 11 follow the OCR modular course - each pupil sits a minimum of 3 module tests and a terminal paper. Unlike other modular courses, the modules are level based rather than topic. | OCR |
| Key stage 5 Maths taught for 10 hours per cycle | We have a large take up in the sixth form for mathematics. This year we are offering the full A level in further maths. | Edexcel |

Science curriculum area



The science curriculum area is situated at the north end of the site, close to the main part of the school, having beautiful views over the Thames Valley and school playing fields from many of the laboratory windows. This gives staff easy access to incorporate field work for students. There are nine spacious and well equipped laboratories, some of which have been recently re-furbished. The laboratories are organised around a very large and well stocked central prep room. A staff discussion and planning areas is incorporated within the prep room. There is also a smaller sixth form laboratory and a psychology teaching room. Outside there is a science garden and a chemical store.

Each of the laboratories is linked up to the school computer network and the internet. The science faculty has 10 notebook PCs (with data-logging facilities) a portable trolley housing 16 notebook PCs with wireless network and 16 desktop PCs. Three labs have interactive whiteboards, all of the other labs have projectors and there is a portable projector for use out of department. There is an extensive range of computer software available for students of all ages and abilities. In addition the school has a number of computer suites available for booking, so that ICT can be integrated into everyday lessons.

There are ten full time teachers who make up an enthusiastic team with a range of experience and expertise. They are keen to move the curriculum area forward and try to keep up to date with developments in the different subjects within science and in any new initiatives that enhance learning.

The science curriculum area has four well-trained and dedicated technicians who ensure all preparation required is in place so that lessons can run smoothly. They are also responsible for a wide range of other tasks such as tracking stock, data logging and ordering materials.

A wide range of extra curricular activities are on offer within the area. These include the Engineering Education Scheme and Headstart for year 12, Kids College for primary feeder school and Astronomy club for all ages.

| Staff | Subject | Responsibility |
|-------------------|-----------|--------------------------|
| Mrs K Halls | Biology | Curriculum leader |
| Dr C Pattenden | Chemistry | Deputy head of year |
| Miss A Pink | Biology | Leading teacher A |
| Mr S Jones | Chemistry | Deputy curriculum leader |
| Mrs P Laity | Physics | Leading teacher B |
| Mr W George | Physics | |
| Mrs A Stent | Biology | |
| Mrs Jane Ostridge | Biology | Head of year |
| Dr C Shorrocks | Chemistry | |
| Mr L Cabey | Physics | |
| Miss C Holt | Chemistry | |

Courses on offer:

| Subject | Qualification | Board |
|--|---|--|
| Key stage 3 Science taught for 6 hours per cycle | Year 7 Skills based curriculum offered. Students are taught in tutor groups and follow 6 units across the year. NC levels and skills grades. Years 8 and 9 follow an integrated/modular course covering a wide range of topics and skills. | |
| Key stage 4 Science taught for 9 hours per cycle | Students in year 10 follow the Science A modular course. In year 11 students also study either additional science or additional applied science. | AQA |
| Key stage 5 Science taught for 10 hours per cycle | GCE AS/A2 courses are as follows: Applied Science Biology Chemistry - (Salters) Chemistry B Physics - advancing physics B Psychology - B | OCR AQA OCR OCR AQA OCR |
| OCR National is taught for 18 hours per cycle | A one year OCR nationals science is also offered for students who do not gain the required grades for A Level. | |

Students at A level say:

Biology: 'it is amazing; it teaches me how my body works and all about the world around us'

Chemistry: 'It's fascinating and fun!'

Expressive arts curriculum area



The expressive arts curriculum area contains four popular and vibrant subject areas - art, music, physical education and drama. The area is central to the cultural life of the school, and is well known for its successful exhibitions, concerts, drama performances, and its sporting achievements. In 2005 the curriculum area was awarded, for the second time, an Arts Mark Silver award by the Arts Council of England for its contribution to arts education.

Academic results are traditionally strong, especially in art and drama where results at GCSE level are usually some 20% above national averages. This picture of success is repeated at post-16, with drama and art achieving ALPS scores of 2 and 3 in 2008.

During the last academic year the music department has organised highly successful autumn, Christmas and spring concerts, as well as regular lunchtime recitals, and the drama department have organised a number of evening performances. We have also enjoyed sporting success with Denefield teams performing well in a wide range of sports. Curriculum area staff (as well as many others) recently worked together on a successful, and highly enjoyable production of 'Joseph'. In addition, there are regular, highly rewarding talent shows in which many staff support, and some even perform!

The curriculum area organises various visits for Denefield students, to galleries, the theatre, to concerts and sporting events. Earlier this term Denefield students visited Pineapple Dance studios in London, to take part in a two day dance event led by the cast of Chicago. Other recent visits have included Art department visits to Florence and Paris, and a PE visit to Valencia.

Accommodation comprises five specialist art rooms, two music classrooms, one instrumental teaching room (used by peripatetic staff), three music practice rooms, a recording studio, two drama studios, a sports hall, a gym, recently refurbished tennis and netball courts, football, rugby, hockey and cricket pitches and a PE theory classroom. Curriculum area staff and students have regular access to a number of computer suites which are equipped with both Sibelius and Cubase software for music.

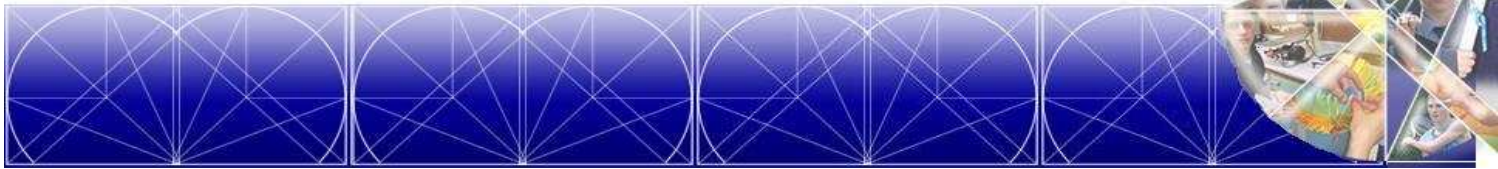
The curriculum area meets - and works - as a team and sets high standards for teaching and learning. We have high expectations of our students in terms of both behaviour and academic effort. We view ourselves as a forward thinking team who keep up to date with new developments in the delivery of our subject areas. Emphasis is also placed on professional development by ensuring staff have opportunities to access suitable training.

| Staff | Subject | Responsibility |
|-----------------|---------|--------------------------------|
| Mr J Nicholls | Art | Curriculum leader |
| Mr J MacKintosh | PE | Deputy curriculum leader |
| Miss B Carmody | Music | Subject leader (temp) |
| Mr P Shaw | Drama | Leading teacher |
| Miss L Dawe | PE | Deputy head |
| Mrs M Shaw | Drama | Head of sixth form (maternity) |
| Miss R Gonshaw | Drama | Maternity cover |
| Mrs D Barber | Art | Head of year 9 |
| Miss A Traynor | Art | |
| Miss C Bryan | Art | |
| Miss E Doyle | PE | |
| Mr M Jefferies | PE | |
| Miss L Way | PE | |
| Mr C Gingell | PE | |
| Mr G Upton | Music | |
| Mrs R Lindroth | Music | |

Courses on offer:

| Subject | Qualification | Board |
|---------|--|---------------------------|
| Art | GCSE Fine art GCE Fine art GCE History of art BTEC level 2 art and design | AQA AQA AQA Edexcel |
| Drama | GCSE Drama GCSE Expressive arts GCE Performance studies | AQA OCR OCR |
| Music | GCSE Music GCE Music GCE Music technology | AQA Edexcel Edexcel |
| PE | GCSE PE GCE PE BTEC level 2 PE | AQA AQA Edexcel |

Humanities curriculum area



The humanities curriculum area is situated in a separate block close to the main body of the school and enjoys some lovely views over school playing fields and the countryside beyond. This provides staff with easy access to the outdoors and well equipped classrooms over two floors, each fitted with a digital projector. A staff workroom is situated on the ground floor of the building providing a quiet space with a number of computer access points to facilitate teacher planning and a wide variety of teaching and learning resources for easy access by all. There is also a smaller sixth form teaching room situated on the first floor.

Each of the classrooms is linked to the school computer network and internet. The humanities curriculum area also has a portable trolley housing sixteen laptops and six palmtops for recording digital material outside of the classroom. Two classrooms are fitted with interactive whiteboards. There is an extensive collection of computer software to facilitate learning within the area and into all schemes of work. In addition to this the school has a number of dedicated computer suites which are easily booked.

There are currently nine full time teachers who make up a progressive, forwarding thinking and enthusiastic team of dedicated staff, with a range of experience and expertise. All staff are involved in decision making and are encouraged to participate in the wider life of the school. The area prides itself on being friendly, approachable and supportive of each other.

There are a range of extra curricular activities on offer within the area and a number of offsite activities for all key stages. These range from visits to Cadbury World, Warwick Castle, the coast, to those further afield which have included Rome, Berlin and Iceland.

| Staff | Subject | Responsibility |
|------------------|---------------|--------------------------|
| Miss H Allsop | History | |
| Mr D Smith | Geog/RS | |
| Mrs G Branney | Geography | Curriculum leader |
| Miss L Brittain | Soc/history | Deputy headteacher |
| Mrs S Griffiths | History | Deputy curriculum leader |
| Mr D Hills | Gov/pol/citzn | Acting leading teacher B |
| Mrs L Holley | Geography | Head of year |
| Miss H Lindsay | History/soc | Assistant head |
| Mr P Martin | Geography | Acting leader teacher A |
| Mrs K Strickland | History | |
| Mrs K Yates | RS | |

Courses on offer:

| Subject | Qualification | Board |
|--|---|----------------------------------|
| Key stage 3 Geography 3 x cycle History 3 x cycle RS 2 x cycle | Year 7 is taught a combined humanities course through a skills based curriculum which is delivered to tutor groups and allows for six units across the year. Years 8 and 9 are taught single subjects according to the allotted time and cover a range of topics in line with the QCA national curriculum. | |
| Key stage 4 is delivered in six hours of teaching time. 2 hours per cycle | Full course GCSEs: Geography History and RS General studies is delivered to the two year groups which comprises citizenship and RS. | OCR OCR |
| Key stage 5 is delivered in 10 hours per cycle | GCE AS/A2 courses on offer include: Geography Government and politics History RS Sociology | AQA Edexcel OCR AQA |

Modern foreign languages curriculum area



The MFL curriculum area comprises a team of eight enthusiastic and well-qualified teachers of French, German and Spanish. We occupy a suite of eight classrooms, three of which are equipped with electronic whiteboards and a further five with ceiling mounted data-projectors. All rooms also have audio equipment with wall mounted speakers.

The MFL staff are committed to the delivery of exciting, interactive language lessons. We have access to a trolley of laptops for student use in the classroom and a new suite of computers that we are working towards developing for multi media purposes.

In year 7, students are introduced to both French and German as part of Denefield's 'Opening Minds' competence-based programme of study. In years 8 and 9 we have two top sets studying both French and German; students in other sets opt to continue studying one of these languages.

Our schemes of work are based upon 'Métro' and 'Logo' throughout key stages 3 and 4. These are supplemented with our own resources. Spanish is also currently offered to students in year 12 and year 10 as an intensive full GCSE course. We also offer French and German in key stage 5 and are proud of the good numbers of students who, year on year, continue studying languages at AS and A2 level.

Students achieve well in MFL at Denefield. Our 'fast-track' groups in French and German have produced excellent results. Last year 96% of the French group achieved A*-C at GCSE, 27% achieving Grade A, whilst the German group achieved 85% A*-C.

The curriculum area also offers a variety of trips and exchanges to France and Germany to enhance students' learning and promote cultural awareness.

MFL staff are committed to providing the best opportunities for all students. A detailed curriculum area SEF is completed each term to provide clear strategies for improvement.

| Staff | Subject | Responsibility |
|------------------|----------------|--------------------------------------|
| Miss K Lees | German | Deputy curriculum leader/key stage 4 |
| Mrs H Majorossy | German | Key stage5/ year 7 |
| Mrs N Robinson | French | Years 8 and 9 |
| Mrs L Maclean | German | Head of year 10 |
| Mrs I Robinson | German | |
| Mr Arnaud Adango | French | |
| Miss A Bauvois | French | |
| Mr M Boys | French/Spanish | Assistant head |

Courses on offer:

| Subject | Qualification | Board |
|---------|---------------|-------|
| French | GCSE | AQA |
| German | GCSE | AQA |
| Spanish | GCSE | AQA |
| French | AS/A2 | AQA |
| German | AS/A2 | AQA |

Technology curriculum area



The technology curriculum area has three main sub-sections. These sections are titled as technology, IT and, health and social care. The area is a thriving and innovative part of the school, offering a wide range of access to qualifications across the key stages. The department's main emphasis is on creating challenging and creative approaches to teaching and learning. The technology area comprises of two large food rooms, three hard material workshops, CAD/CAM suit, purpose built graphics room, a further two textiles areas and three IT suites. The department benefits from a range of teaching staff backgrounds, with some staff who have previously worked in industry.

Extra curricular activities are encouraged for Technology students at all ages such as trips to Paris (Disney) to take part in the 'inner workings' workshops, engineering challenges and regularly taking part in national competitions. Over the past few years the departments have had successes in the regional 'Young Chef' competitions and local Technology challenge awards, one of our current A level students attaining first prize for her textiles product.

IT work on a Certificate of Competence (key stage 3) which is a nationally recognised qualification and some students even have the opportunity to take part in the Functional Skills pilot by the end of year 9. Key stage 4 students work on the Award in Digital Applications (AiDA), equivalent to 1 GCSE. Students are taught in mixed ability groups and complete an electronic portfolio of evidence. Others work on the Diploma in Digital Applications (DiDA). This is equivalent to 4 GCSEs and requires work on 'Using ICT', 'Multimedia', 'Graphics' and 'ICT in Enterprise'. Again, there are no examinations and students present their evidence of work in an e-portfolio. Staff are encouraged to share their training, work to their strengths by generating and delivering new courses such as A level graphics, health and social care and fashion courses. We are clear on our expectations of students, are a very strong team and have high standards of behaviour management across the department.

| Staff | Subject | Responsibility |
|----------------|-----------------------------------|--------------------------|
| Mr J Sillitoe | Technology | Curriculum leader |
| Miss J Hannis | Technology | Deputy curriculum leader |
| Mr J Hill | Technology | Key stage 5 |
| Mrs K Davis | Technology | Assistant head |
| Miss R Yates | IT | Subject leader |
| Miss J Kemp | Technology | Head of key stage 3 |
| Mrs H Rhodes | IT | Key stage 3 |
| Mrs R Quinn | Health and social care technology | Subject leader |
| Miss E Jeffery | Technology | |
| Miss L Patrick | Technology | |
| Mr D Giani | Technology | |
| Miss T Simpson | Technology | |
| Miss L Rose | Technology | |
| Mr A Orme | Technology | |

Courses on offer:

| Subject | Qualification | Board |
|------------------------|-----------------------------|---------|
| Technology | GCSE Graphics | AQA |
| | GCSE Resistant materials | AQA |
| | GCSE Textiles | AQA |
| | GCSE Electronics | AQA |
| | GCSE Food technology | AQA |
| | BTEC Level 2 fashion | Edexcel |
| | GCE Product design | AQA |
| | GCE Graphic communication | Edexcel |
| | GCE Food technology | AQA |
| | BTEC Fashion level 3 | Edexcel |
| IT | DiDA | |
| | CiDA | |
| Health and social care | GCSE Health and social care | OCR |
| Health and social care | GCE Health and social care | OCR |

Job description - teacher



Core purpose

**To ensure the quality of learning in the lessons you teach is as high as possible.
You must be committed to the protection and safeguarding of children and young people.**

Key accountabilities

1. To prepare a programme of lessons, appropriate to the needs of the class and deliver the assigned schemes of work
2. When preparing lessons, take account of the requirements of the National Curriculum or examination syllabus
3. To set homework appropriate to the age and skills in accordance with the school and curriculum area homework policies
4. To set appropriate work, in conjunction with the subject leader, for classes when absent
5. To regularly assess students classwork and homework in accordance with school and curriculum area policies
6. To keep up-to-date records of lessons taught and the parts of the syllabus covered, of homework set and of assessments made. Assessment records should include details of each student's attainment in relation to national or examination criteria
7. To complete register of class attendance using SIMS Lesson Monitor each day
8. To report progress of students to subject leader, curriculum leader, form tutor and head of year when appropriate
9. To complete termly monitoring and annual reports for students taught, taking account of assessment criteria. Details of each student's attainment should be available to the subject leader when required
10. To take responsibility for managing the behaviour of assigned classes using R4L & Sleuth appropriately and seeking support from curriculum area managers as required
11. To be responsible for their teaching room(s) with regard to health, safety, good order, appearance and display
12. To attend curriculum area and other related meetings as identified in the school time budget and calendar
13. To attend open evenings, Open House and parents' meetings as identified in the school time budget and calendar
14. To participate in external and internal examination arrangements
15. To liaise with curriculum area leader on development of resources and work with others to help in the development of technology within the curriculum area
16. Take part in appropriate CPD to further develop teaching skills
17. To carry out assigned statutory duties, arrange a substitute and inform the duty team leader when absences are known in advance

Key accountabilities continued

18. To support and challenge tutees to enable them to meet their academic and personal potential.

19. To undertake any other duties as determined by the SLT line manager or Headteacher.

Person specification - teacher



You must be committed to the protection and safeguarding of children and young people.

| Key criteria | Essential | Desirable |
|-----------------------------|--|---|
| Qualifications and training | <p>A relevant degree and/ or professional vocational qualification</p> <p>Qualified teacher status</p> | Evidence of further study and relevant training |
| Skills and experience | <p>Proven record of being able to support colleagues as part of a team to raise standards</p> <p>Proven record of high quality teaching</p> <p>IT literate</p> | <p>Experience of managing and controlling budgets</p> <p>Experience of planning, coordinating or delivering curriculum changes</p> <p>The ability to analyse and interpret data</p> |
| Knowledge | Detailed knowledge of the curriculum for specific area of teaching | |
| Personal qualities | <p>A record of being able to act as a team member</p> <p>To be focused on raising standards</p> <p>The ability to meet deadlines, prioritise and to work under pressure</p> <p>Ability to be a role model for students</p> | |
| Personal motivation | <p>Wants to make a difference to children's lives</p> <p>Committed to professional development of self</p> | Aspires to management role |

Denefield Day Nursery



Information for applicants

Denefield School operates a Day Nursery for the benefit of all staff. The nursery is open term time only, Monday - Thursday 8.00am - 5.00pm and Friday 8.00am - 4.00pm. There are two spacious rooms, one for babies aged 3 months - 2 years and one for children from 2 years - 5 years old.

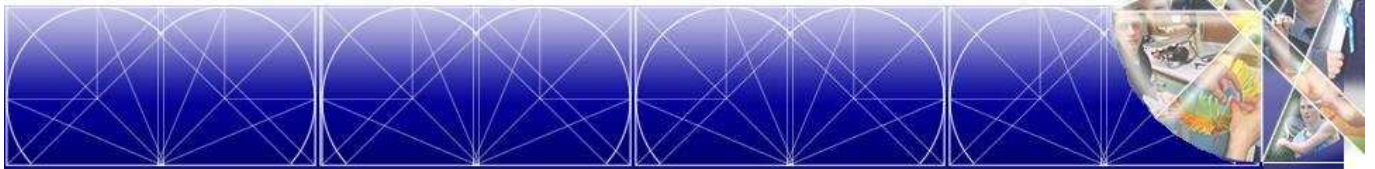
Each room has a wide variety of toys and activities to help children thrive in all areas of the curriculum.

As a workplace nursery all staff benefit from our salary sacrifice scheme which allows for the full cost of the nursery provision to be free of personal income tax. Further information on this scheme can be obtained from our finance and business manager.

Aims of the nursery

1. To provide a caring, happy and secure environment in which the children's self esteem and confidence are promoted in order to help them become well motivated and independent learners.
2. To meet the individual needs of every child.
3. To provide an effective, broad and balanced early years curriculum which fosters development towards learning goals identified in the foundation stage.

To arrange a visit to the nursery, or to receive further information, please call our Nursery manager, Hayley Brazil, on 0118 9728970.



April 2009

Dear Applicant

Thank you for coming along to our recruitment twilight. We do hope you find the information contained in this pack informative and that it will enable you to reach a decision on whether you would like to join the team at Denefield.

We are seeking to appoint colleagues who share our ambition to ensure that every young person at Denefield achieves their personal best. First and foremost you should be an exceptional teacher, but will also have the drive and vision to transform young peoples' experiences at Denefield. In addition you will possess the personal attributes and skills to improve teaching across the school by developing schemes of work.

I was appointed to the school on secondment as acting headteacher in September 2008 following the departure of the previous head and the majority of the senior leadership team. The school was inspected by Ofsted in December 2008 and, as I had anticipated, the school was placed in a category of concern.

Whilst the Inspector's decision was tough it was, nevertheless, an accurate assessment which matched our own self evaluation. However, the report acknowledges the progress that has been made since September:

"Many students, staff and parents speak positively about the recent improvements in the school and praise the acting head teacher and his senior team for beginning to bring about the necessary changes."

Since the beginning of the year, the new team has been working intensively on the key issues with the support of the local authority and significant progress has already been made. However, much remains to be done and over the next 12 to 18 months considerable additional support, expertise and resources will be provided by the local authority, partner schools and Ofsted to secure the necessary improvements. Plans were indeed already in place to address the key issues identified in the report at the time of the inspection and the lead inspector agreed with the approach detailed in these plans. However, she also recognised that more time would be required before these changes impacted fully on standards.

In February, following the inspection, I was appointed as substantive headteacher. For me working at Denefield represents an exciting opportunity to transform a school which has huge potential. Since arriving I have found the staff to be incredibly supportive and I know they are fully committed to rapidly securing the required improvements. Similarly I have found that the vast majority of students have responded extremely positively to the new rules and expectations we have established.

You will be joining the school at a period of significant and rapid change. The people we appoint will need to be able to demonstrate that they understand what is required of a teacher in challenging circumstances.

I do hope that you will take the time to talk to the staff here today to find out more about what we can offer talented and ambitious colleagues in terms of career development. Current and future staff will receive first rate support and training on career development and will be mentored by an experienced curriculum leader. There will also be subject specific support available through the local authority and one of our neighbouring schools.

If you like what you have read so far and wish to make an application, please complete the enclosed application form or the electronic copy from our website. You should also write a letter of application (no more than two sides of A4) which outlines the following:

- the skills, qualities, attributes and experience you would bring to the role;
- how your experience and training to date has prepared you for this role by contributing to school improvement, raising standards and/or managing change.

At Denefield we take safeguarding very seriously and consequently the successful candidate will be required to complete an enhanced CRB check. Please do not include CVs along with your application as these will be disregarded for safeguarding purposes.

We will have the full picture of our recruitment needs by May half-term, so will be accepting applications well into June 2009. Electronic applications are fully acceptable and these should be emailed to the following address recruitment@denefield.org.uk. Candidates called for interview will be contacted by phone in the first instance. There will of course be an opportunity to tour the school on the day of interview.

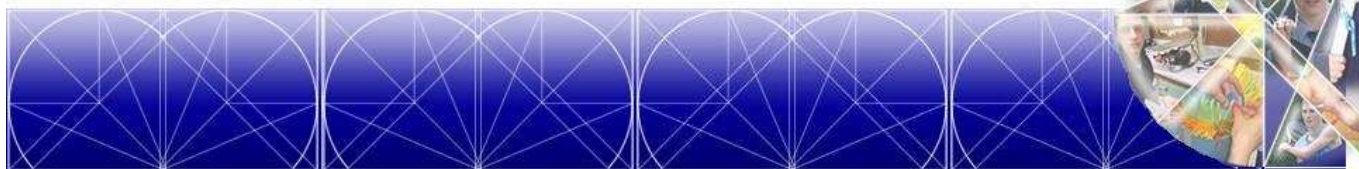
I do hope you will consider joining my team and me on our journey and I look forward to receiving your application. Please do not hesitate to get back to me, or indeed one of my team, should you require further clarification on any aspect of the process.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Glyn Whiteford', written in a cursive style.

Glyn Whiteford
Headteacher

Denefield School description



Introduction

Denefield School opened in 1976 as a mixed comprehensive school for students aged 11-18 years. We have a very pleasant 6.5 hectare site at the edge of the Tilehurst/Purley area, bordering farmland. There are currently 1193 students on roll, 183 of them in the sixth form. In 1994 the DCSF awarded us technology college status and in October 2007 we were redesignated for a fifth phase.

Leadership

Since September 2008, Denefield School has had a new headteacher and SLT who were praised in the recent Ofsted inspection for providing clear vision and leadership based on an accurate assessment of the school's strengths and weaknesses. As the senior team we recognise the importance of CPD in helping staff to develop professionally in order to realise their own potential and improve the life chances of all the children they work with. Consequently we provide a range of CPD opportunities, including the Masters in Teaching and Learning. Our commitment to supporting the development of staff has been recognised in our 'Investor in People' status which we have held since 2000.

Curriculum

Denefield aims to provide a curriculum that meets the needs of all students by offering a breadth of educational opportunity. Subjects are taught according to National Curriculum guidelines and a wide range of teaching and learning styles are used to ensure that students are actively engaged in their learning. In year 7 students follow a skills-based curriculum accredited by the RSA. In years 10 and 11 all students follow a core curriculum of English, mathematics, science, technology, PSHE, PE and RE (citizenship). In addition, students select courses from a wide ranging choice of options, which include full GCSE courses in French, German, art, music, drama, performing arts, PE studies, history, geography and religious studies, and vocational applied GCSE courses in health and social care, business studies, ICT and art. The curriculum is based on five 60 minute periods per day, organised as a two week timetable.

Pastoral care and careers guidance

All staff aim to foster and encourage the very best social and academic achievement possible from each student. Pastoral care at Denefield in key stage 3 and key stage 4 is organised in year groups. The heads of year and the form tutors have the responsibility for the welfare, progress and discipline of the students in their care. The form tutors in each year team have a particularly important role since they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote the students' social and learning skills and to enable form tutors to get to know each student as an individual. Student voice is important at Denefield School and we have an active school council.

Sixth form

The majority of year 11 students stay on into the sixth form. There is a long established tradition of sixth form education at Denefield which is now enhanced by the provision of courses for the whole ability range, including both level 2 and level 3 opportunities. We currently offer a wide range of AS/A2, GCSE and vocational courses. In addition, students have the opportunity to extend their experience with key skills, critical thinking and general studies. A new sixth form block is expected to be in place for summer 2009 which will enhance facilities for students in key stage 5.

Library

This well equipped centre is open to students from 8.00am to 4.00pm daily for access to multi-media resources, books, maps, newspapers and the internet. This facility is used to develop a positive attitude to life-long learning, by training students to acquire independent study skills. A full time librarian and assistant are available to support the students.

Links between home and school

We aim to develop strong links between home and school. In addition to consultative meetings between staff and parents, in recent years we have moved to a system called 'open house' where parents can call in on specified evenings to discuss any concerns. Parents also receive termly monitoring reports and we publish a newsletter to keep parents informed about developments in school.

In addition, we publish various brochures and organise pathways evenings for parents at key points in their children's education; together with awards' evenings to celebrate the success of students at different key stages.

Special educational needs

At Denefield we place equal value on the education of all students. Those with special educational needs are encouraged to achieve their potential within each curriculum area where they are supported by specialist teachers, whilst teaching assistants also help individual students in the classroom. Some students are withdrawn from lessons for brief periods to work with specialist staff in the study centre.

Able, gifted and talented provision

Students who are identified as able, gifted and talented are provided with a wide range of challenging activities to support their learning. In addition to the day to day curriculum, students of this ability are invited to take part in the annual gifted and talented summer school where new and exciting challenges are offered. Denefield also gives these students an opportunity to work together during the year by way of Saturday Challenge days. Whole school themed days offer a chance to develop students' skills in learning through cross curricular projects as well as working as a team. Finally, the school makes good use of outside agencies to help support our most able students. The National Academy for Gifted and Talented Youth allows our most able students to work with like-minded individuals from all parts of the country.

Extra curricular activities

A variety of out-of-school clubs and societies are available to students. These range from enrichment and computer clubs to homework and revision groups. There is a wide range of opportunities in physical education. The school enjoys a high reputation for music. We have a school orchestra and choir, and a large number of musical functions are held annually. There are excellent opportunities for students to begin or continue instrumental tuition. Educational visits and exchanges all appear in our annual programme, including a week's camp in Guernsey for year 7 students. Enrichment activities are vital to the development of our students and we continue to seek new and exciting educational opportunities to develop each individual.

School uniform

Students are expected to dress appropriately for a learning environment. School uniform is compulsory for students in years 7-11 and the key stage 5 students wear 'business dress'.

Day nursery

Denefield School is truly a lifelong learning centre as for a number of years we have run our own 36 place nursery which is open during term time from 8.00am to 5.00pm, 4.00pm on Fridays. The quality of care and education for these children, aged from three months to five years, has been recognised in our Ofsted reports.

ICT resources

Each member of the teaching staff is provided with a laptop computer for their individual use and the majority of classrooms are equipped with interactive whiteboards. In addition there are a number of ICT suites around the school which can be used by all faculties.

Denefield active in the community

Students at Denefield are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the professional education and welfare of our young people. We provide the opportunity for pupils in local primary schools to join us for short taught modules at Kids College. We also act as hosts to Kool Club, an after school activities club for primary school pupils and our own lower school students. Denefield is active in its support of charities and each year organises a number of fundraising activities. Denefield is committed to sustaining and extending its links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.

English curriculum area



All students have six one hour English lessons per fortnight. In Year 7 they are taught in mixed ability groups and follow the competence-based approach of the Opening Minds programme. In years 8 and 9, students are set into broad ability bands. At Key Stage 4 English students are set into eight carefully selected ability groups. During year 10 these courses are integrated although in year 11 some students are selected to follow an English only path in order to give them the best opportunity of achieving a C grade. This year we have also introduced the Study Plus programme in order to improve the performance of some of our year 10 students.

As a department we are embracing the new programmes of study with enthusiasm, having already rewritten the schemes of work for year 7 and beginning to explore possibilities with year 8. This year selected students in year 8 are also participating in the Reading Challenge programme.

One of our key focuses this year is consolidating the use of Assessing Pupil Progress (APP) particularly with year 9; we will be using APP to assess the Shakespeare unit of work. APP is also being integrated into our year 8 work.

We are well resourced with three of our classrooms having electronic whiteboards and a further three with ceiling mounted projectors. All rooms are equipped with televisions and DVD playing facilities.

The English department is an extremely enthusiastic and cohesive group of teachers who are committed to providing the best opportunities for all students. A detailed self-evaluation form is completed each term to provide clear strategies for improvement.

There is a developed and supportive relationship with West Berkshire consultants which encourages innovation and ensures that the department is up to date with new initiatives.

| Staff | Subject | Responsibility |
|---------------|---------|-------------------|
| Mrs R Logsdon | English | Curriculum leader |
| Miss S Bird | English | Leading teacher B |
| Miss E Dewar | English | |
| Ms E Gardner | English | |
| Miss C Grant | English | |
| Mrs C Horner | English | AST |
| Miss M Mahere | English | |
| Miss R Mason | Media | Leading teacher A |

Courses on offer:

| Subject | Qualification | Board |
|--------------------|---------------|---------|
| Key stage 4 | | |
| English | GCSE | AQA (B) |
| English literature | GCSE | AQA (B) |
| Key stage 5 | | |
| English language | AS/A2 | AQA |
| English literature | AS/A2 | AQA |
| Media studies | AS/A2 | AQA |
| Media studies | BTEC | Edexcel |

The English department firmly believes that it is important for students to engage in learning outside of the classroom. Theatre visits are encouraged alongside whole day workshops such as the 'Shake up Shakespeare' sessions run for year 9.

The English department also runs sessions for Kids College and the school's technology week.

Maths curriculum area



The maths curriculum area is situated in the main school block. We have 8 classrooms, 5 are equipped with interactive whiteboards and all rooms have an overhead projector. We have our own trolley of 16 laptops with wireless internet access which can be booked out for any classroom. There is an extensive range of computer software available for students of all ages and abilities. We use Mymaths, Easiteach, Maths Alive, GSP and Smile packages. In addition the school has a number of computer suites available for booking, so that ICT can be integrated into everyday lessons.

We are extremely fortunate in having so many specialist teachers who make up an enthusiastic team with a range of experience and expertise. We are keen to move the curriculum area forward and try to keep up to date with developments in mathematics and in new initiatives that enhance learning.

We are an active department within the school's specialism - technology - and often organise outside agencies to come in and work with our pupils who show the most effort and, of course, our G and T. Last year we had architectural workshops in and the Happy Puzzle Company.

Maths is held in high regard by students and parents alike. Our results are broadly consistent with national average but we are always looking to improve upon them.

| Staff | Responsibility |
|---------------|--|
| Ms L Barnes | Curriculum leader |
| Ms J Kershaw | Assistant deputy curriculum leader (p/t) |
| Mrs A Mrowiec | Assistant deputy curriculum leader (p/t) |
| Mrs E Sawyer | Deputy head of sixth form |
| Ms D Radu | Head of Year 7 |
| Mr C Horton | |
| Mr C Carlson | |
| Mrs V Vaughan | |
| Mrs N Bailey | |

Courses on offer:

| Subject | Qualification | Board |
|---|---|---------|
| Key stage 3 Maths taught for 6 hours per cycle | Year 7 skills based curriculum offered. Students are taught in tutor groups and follow an individualised scheme of work - incorporating both smile and in house activities. Years 8 and 9. The groups are set according to ability and follow a levelled scheme of work incorporating some rich tasks and functional maths. | |
| Key stage 4 Maths taught for 6 hours per cycle | Years 10 and 11 follow the OCR modular course - each pupil sits a minimum of 3 module tests and a terminal paper. Unlike other modular courses, the modules are level based rather than topic. | OCR |
| Key stage 5 Maths taught for 10 hours per cycle | We have a large take up in the sixth form for mathematics. This year we are offering the full A level in further maths. | Edexcel |

Science curriculum area



The science curriculum area is situated at the north end of the site, close to the main part of the school, having beautiful views over the Thames Valley and school playing fields from many of the laboratory windows. This gives staff easy access to incorporate field work for students. There are nine spacious and well equipped laboratories, some of which have been recently re-furbished. The laboratories are organised around a very large and well stocked central prep room. A staff discussion and planning areas is incorporated within the prep room. There is also a smaller sixth form laboratory and a psychology teaching room. Outside there is a science garden and a chemical store.

Each of the laboratories is linked up to the school computer network and the internet. The science faculty has 10 notebook PCs (with data-logging facilities) a portable trolley housing 16 notebook PCs with wireless network and 16 desktop PCs. Three labs have interactive whiteboards, all of the other labs have projectors and there is a portable projector for use out of department. There is an extensive range of computer software available for students of all ages and abilities. In addition the school has a number of computer suites available for booking, so that ICT can be integrated into everyday lessons.

There are ten full time teachers who make up an enthusiastic team with a range of experience and expertise. They are keen to move the curriculum area forward and try to keep up to date with developments in the different subjects within science and in any new initiatives that enhance learning.

The science curriculum area has four well-trained and dedicated technicians who ensure all preparation required is in place so that lessons can run smoothly. They are also responsible for a wide range of other tasks such as tracking stock, data logging and ordering materials.

A wide range of extra curricular activities are on offer within the area. These include the Engineering Education Scheme and Headstart for year 12, Kids College for primary feeder school and Astronomy club for all ages.

| Staff | Subject | Responsibility |
|-------------------|-----------|--------------------------|
| Mrs K Halls | Biology | Curriculum leader |
| Dr C Pattenden | Chemistry | Deputy head of year |
| Miss A Pink | Biology | Leading teacher A |
| Mr S Jones | Chemistry | Deputy curriculum leader |
| Mrs P Laity | Physics | Leading teacher B |
| Mr W George | Physics | |
| Mrs A Stent | Biology | |
| Mrs Jane Ostridge | Biology | Head of year |
| Dr C Shorrock | Chemistry | |
| Mr L Cabey | Physics | |
| Miss C Holt | Chemistry | |

Courses on offer:

| Subject | Qualification | Board |
|--|---|--|
| Key stage 3 Science taught for 6 hours per cycle | Year 7 Skills based curriculum offered. Students are taught in tutor groups and follow 6 units across the year. NC levels and skills grades. Years 8 and 9 follow an integrated/modular course covering a wide range of topics and skills. | |
| Key stage 4 Science taught for 9 hours per cycle | Students in year 10 follow the Science A modular course. In year 11 students also study either additional science or additional applied science. | AQA |
| Key stage 5 Science taught for 10 hours per cycle | GCE AS/A2 courses are as follows: Applied Science Biology Chemistry - (Salters) Chemistry B Physics - advancing physics B Psychology - B | OCR AQA OCR OCR AQA OCR |
| OCR National is taught for 18 hours per cycle | A one year OCR nationals science is also offered for students who do not gain the required grades for A Level. | |

Students at A level say:

Biology: 'it is amazing; it teaches me how my body works and all about the world around us'

Chemistry: 'It's fascinating and fun!'

Expressive arts curriculum area



The expressive arts curriculum area contains four popular and vibrant subject areas - art, music, physical education and drama. The area is central to the cultural life of the school, and is well known for its successful exhibitions, concerts, drama performances, and its sporting achievements. In 2005 the curriculum area was awarded, for the second time, an Arts Mark Silver award by the Arts Council of England for its contribution to arts education.

Academic results are traditionally strong, especially in art and drama where results at GCSE level are usually some 20% above national averages. This picture of success is repeated at post-16, with drama and art achieving ALPS scores of 2 and 3 in 2008.

During the last academic year the music department has organised highly successful autumn, Christmas and spring concerts, as well as regular lunchtime recitals, and the drama department have organised a number of evening performances. We have also enjoyed sporting success with Denefield teams performing well in a wide range of sports. Curriculum area staff (as well as many others) recently worked together on a successful, and highly enjoyable production of 'Joseph'. In addition, there are regular, highly rewarding talent shows in which many staff support, and some even perform!

The curriculum area organises various visits for Denefield students, to galleries, the theatre, to concerts and sporting events. Earlier this term Denefield students visited Pineapple Dance studios in London, to take part in a two day dance event led by the cast of Chicago. Other recent visits have included Art department visits to Florence and Paris, and a PE visit to Valencia.

Accommodation comprises five specialist art rooms, two music classrooms, one instrumental teaching room (used by peripatetic staff), three music practice rooms, a recording studio, two drama studios, a sports hall, a gym, recently refurbished tennis and netball courts, football, rugby, hockey and cricket pitches and a PE theory classroom. Curriculum area staff and students have regular access to a number of computer suites which are equipped with both Sibelius and Cubase software for music.

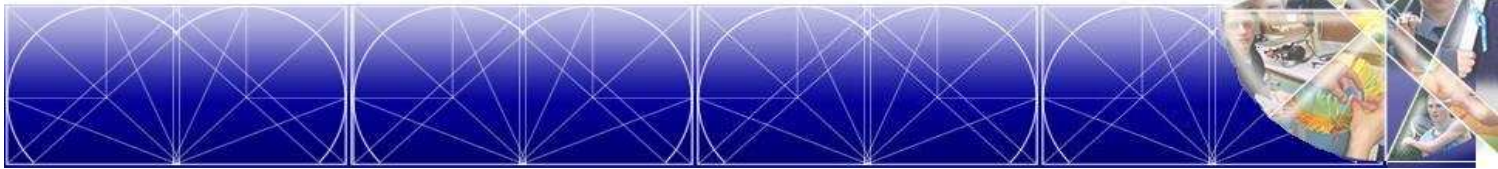
The curriculum area meets - and works - as a team and sets high standards for teaching and learning. We have high expectations of our students in terms of both behaviour and academic effort. We view ourselves as a forward thinking team who keep up to date with new developments in the delivery of our subject areas. Emphasis is also placed on professional development by ensuring staff have opportunities to access suitable training.

| Staff | Subject | Responsibility |
|-----------------|---------|--------------------------------|
| Mr J Nicholls | Art | Curriculum leader |
| Mr J MacKintosh | PE | Deputy curriculum leader |
| Miss B Carmody | Music | Subject leader (temp) |
| Mr P Shaw | Drama | Leading teacher |
| Miss L Dawe | PE | Deputy head |
| Mrs M Shaw | Drama | Head of sixth form (maternity) |
| Miss R Gonshaw | Drama | Maternity cover |
| Mrs D Barber | Art | Head of year 9 |
| Miss A Traynor | Art | |
| Miss C Bryan | Art | |
| Miss E Doyle | PE | |
| Mr M Jefferies | PE | |
| Miss L Way | PE | |
| Mr C Gingell | PE | |
| Mr G Upton | Music | |
| Mrs R Lindroth | Music | |

Courses on offer:

| Subject | Qualification | Board |
|---------|--|---------------------------|
| Art | GCSE Fine art GCE Fine art GCE History of art BTEC level 2 art and design | AQA AQA AQA Edexcel |
| Drama | GCSE Drama GCSE Expressive arts GCE Performance studies | AQA OCR OCR |
| Music | GCSE Music GCE Music GCE Music technology | AQA Edexcel Edexcel |
| PE | GCSE PE GCE PE BTEC level 2 PE | AQA AQA Edexcel |

Humanities curriculum area



The humanities curriculum area is situated in a separate block close to the main body of the school and enjoys some lovely views over school playing fields and the countryside beyond. This provides staff with easy access to the outdoors and well equipped classrooms over two floors, each fitted with a digital projector. A staff workroom is situated on the ground floor of the building providing a quiet space with a number of computer access points to facilitate teacher planning and a wide variety of teaching and learning resources for easy access by all. There is also a smaller sixth form teaching room situated on the first floor.

Each of the classrooms is linked to the school computer network and internet. The humanities curriculum area also has a portable trolley housing sixteen laptops and six palmtops for recording digital material outside of the classroom. Two classrooms are fitted with interactive whiteboards. There is an extensive collection of computer software to facilitate learning within the area and into all schemes of work. In addition to this the school has a number of dedicated computer suites which are easily booked.

There are currently nine full time teachers who make up a progressive, forwarding thinking and enthusiastic team of dedicated staff, with a range of experience and expertise. All staff are involved in decision making and are encouraged to participate in the wider life of the school. The area prides itself on being friendly, approachable and supportive of each other.

There are a range of extra curricular activities on offer within the area and a number of offsite activities for all key stages. These range from visits to Cadbury World, Warwick Castle, the coast, to those further afield which have included Rome, Berlin and Iceland.

| Staff | Subject | Responsibility |
|------------------|---------------|--------------------------|
| Miss H Allsop | History | |
| Mr D Smith | Geog/RS | |
| Mrs G Branney | Geography | Curriculum leader |
| Miss L Brittain | Soc/history | Deputy headteacher |
| Mrs S Griffiths | History | Deputy curriculum leader |
| Mr D Hills | Gov/pol/citzn | Acting leading teacher B |
| Mrs L Holley | Geography | Head of year |
| Miss H Lindsay | History/soc | Assistant head |
| Mr P Martin | Geography | Acting leader teacher A |
| Mrs K Strickland | History | |
| Mrs K Yates | RS | |

Courses on offer:

| Subject | Qualification | Board |
|--|---|----------------------------------|
| Key stage 3 Geography 3 x cycle History 3 x cycle RS 2 x cycle | Year 7 is taught a combined humanities course through a skills based curriculum which is delivered to tutor groups and allows for six units across the year. Years 8 and 9 are taught single subjects according to the allotted time and cover a range of topics in line with the QCA national curriculum. | |
| Key stage 4 is delivered in six hours of teaching time. 2 hours per cycle | Full course GCSEs: Geography History and RS General studies is delivered to the two year groups which comprises citizenship and RS. | OCR OCR |
| Key stage 5 is delivered in 10 hours per cycle | GCE AS/A2 courses on offer include: Geography Government and politics History RS Sociology | AQA Edexcel OCR AQA |

Modern foreign languages curriculum area



The MFL curriculum area comprises a team of eight enthusiastic and well-qualified teachers of French, German and Spanish. We occupy a suite of eight classrooms, three of which are equipped with electronic whiteboards and a further five with ceiling mounted data-projectors. All rooms also have audio equipment with wall mounted speakers.

The MFL staff are committed to the delivery of exciting, interactive language lessons. We have access to a trolley of laptops for student use in the classroom and a new suite of computers that we are working towards developing for multi media purposes.

In year 7, students are introduced to both French and German as part of Denefield's 'Opening Minds' competence-based programme of study. In years 8 and 9 we have two top sets studying both French and German; students in other sets opt to continue studying one of these languages.

Our schemes of work are based upon 'Métro' and 'Logo' throughout key stages 3 and 4. These are supplemented with our own resources. Spanish is also currently offered to students in year 12 and year 10 as an intensive full GCSE course. We also offer French and German in key stage 5 and are proud of the good numbers of students who, year on year, continue studying languages at AS and A2 level.

Students achieve well in MFL at Denefield. Our 'fast-track' groups in French and German have produced excellent results. Last year 96% of the French group achieved A*-C at GCSE, 27% achieving Grade A, whilst the German group achieved 85% A*-C.

The curriculum area also offers a variety of trips and exchanges to France and Germany to enhance students' learning and promote cultural awareness.

MFL staff are committed to providing the best opportunities for all students. A detailed curriculum area SEF is completed each term to provide clear strategies for improvement.

| Staff | Subject | Responsibility |
|------------------|----------------|--------------------------------------|
| Miss K Lees | German | Deputy curriculum leader/key stage 4 |
| Mrs H Majorossy | German | Key stage5/ year 7 |
| Mrs N Robinson | French | Years 8 and 9 |
| Mrs L Maclean | German | Head of year 10 |
| Mrs I Robinson | German | |
| Mr Arnaud Adango | French | |
| Miss A Bauvois | French | |
| Mr M Boys | French/Spanish | Assistant head |

Courses on offer:

| Subject | Qualification | Board |
|---------|---------------|-------|
| French | GCSE | AQA |
| German | GCSE | AQA |
| Spanish | GCSE | AQA |
| French | AS/A2 | AQA |
| German | AS/A2 | AQA |

Technology curriculum area



The technology curriculum area has three main sub-sections. These sections are titled as technology, IT and, health and social care. The area is a thriving and innovative part of the school, offering a wide range of access to qualifications across the key stages. The department's main emphasis is on creating challenging and creative approaches to teaching and learning. The technology area comprises of two large food rooms, three hard material workshops, CAD/CAM suit, purpose built graphics room, a further two textiles areas and three IT suites. The department benefits from a range of teaching staff backgrounds, with some staff who have previously worked in industry.

Extra curricular activities are encouraged for Technology students at all ages such as trips to Paris (Disney) to take part in the 'inner workings' workshops, engineering challenges and regularly taking part in national competitions. Over the past few years the departments have had successes in the regional 'Young Chef' competitions and local Technology challenge awards, one of our current A level students attaining first prize for her textiles product.

IT work on a Certificate of Competence (key stage 3) which is a nationally recognised qualification and some students even have the opportunity to take part in the Functional Skills pilot by the end of year 9. Key stage 4 students work on the Award in Digital Applications (AiDA), equivalent to 1 GCSE. Students are taught in mixed ability groups and complete an electronic portfolio of evidence. Others work on the Diploma in Digital Applications (DiDA). This is equivalent to 4 GCSEs and requires work on 'Using ICT', 'Multimedia', 'Graphics' and 'ICT in Enterprise'. Again, there are no examinations and students present their evidence of work in an e-portfolio. Staff are encouraged to share their training, work to their strengths by generating and delivering new courses such as A level graphics, health and social care and fashion courses. We are clear on our expectations of students, are a very strong team and have high standards of behaviour management across the department.

| Staff | Subject | Responsibility |
|----------------|-----------------------------------|--------------------------|
| Mr J Sillitoe | Technology | Curriculum leader |
| Miss J Hannis | Technology | Deputy curriculum leader |
| Mr J Hill | Technology | Key stage 5 |
| Mrs K Davis | Technology | Assistant head |
| Miss R Yates | IT | Subject leader |
| Miss J Kemp | Technology | Head of key stage 3 |
| Mrs H Rhodes | IT | Key stage 3 |
| Mrs R Quinn | Health and social care technology | Subject leader |
| Miss E Jeffery | Technology | |
| Miss L Patrick | Technology | |
| Mr D Giani | Technology | |
| Miss T Simpson | Technology | |
| Miss L Rose | Technology | |
| Mr A Orme | Technology | |

Courses on offer:

| Subject | Qualification | Board |
|------------------------|-----------------------------|---------|
| Technology | GCSE Graphics | AQA |
| | GCSE Resistant materials | AQA |
| | GCSE Textiles | AQA |
| | GCSE Electronics | AQA |
| | GCSE Food technology | AQA |
| | BTEC Level 2 fashion | Edexcel |
| | GCE Product design | AQA |
| | GCE Graphic communication | Edexcel |
| | GCE Food technology | AQA |
| | BTEC Fashion level 3 | Edexcel |
| IT | DiDA | |
| | CiDA | |
| Health and social care | GCSE Health and social care | OCR |
| Health and social care | GCE Health and social care | OCR |

Job description - teacher



Core purpose

**To ensure the quality of learning in the lessons you teach is as high as possible.
You must be committed to the protection and safeguarding of children and young people.**

Key accountabilities

1. To prepare a programme of lessons, appropriate to the needs of the class and deliver the assigned schemes of work
2. When preparing lessons, take account of the requirements of the National Curriculum or examination syllabus
3. To set homework appropriate to the age and skills in accordance with the school and curriculum area homework policies
4. To set appropriate work, in conjunction with the subject leader, for classes when absent
5. To regularly assess students classwork and homework in accordance with school and curriculum area policies
6. To keep up-to-date records of lessons taught and the parts of the syllabus covered, of homework set and of assessments made. Assessment records should include details of each student's attainment in relation to national or examination criteria
7. To complete register of class attendance using SIMS Lesson Monitor each day
8. To report progress of students to subject leader, curriculum leader, form tutor and head of year when appropriate
9. To complete termly monitoring and annual reports for students taught, taking account of assessment criteria. Details of each student's attainment should be available to the subject leader when required
10. To take responsibility for managing the behaviour of assigned classes using R4L & Sleuth appropriately and seeking support from curriculum area managers as required
11. To be responsible for their teaching room(s) with regard to health, safety, good order, appearance and display
12. To attend curriculum area and other related meetings as identified in the school time budget and calendar
13. To attend open evenings, Open House and parents' meetings as identified in the school time budget and calendar
14. To participate in external and internal examination arrangements
15. To liaise with curriculum area leader on development of resources and work with others to help in the development of technology within the curriculum area
16. Take part in appropriate CPD to further develop teaching skills
17. To carry out assigned statutory duties, arrange a substitute and inform the duty team leader when absences are known in advance

Key accountabilities continued

18. To support and challenge tutees to enable them to meet their academic and personal potential.

19. To undertake any other duties as determined by the SLT line manager or Headteacher.

Person specification - teacher



You must be committed to the protection and safeguarding of children and young people.

| Key criteria | Essential | Desirable |
|-----------------------------|--|---|
| Qualifications and training | <p>A relevant degree and/ or professional vocational qualification</p> <p>Qualified teacher status</p> | Evidence of further study and relevant training |
| Skills and experience | <p>Proven record of being able to support colleagues as part of a team to raise standards</p> <p>Proven record of high quality teaching</p> <p>IT literate</p> | <p>Experience of managing and controlling budgets</p> <p>Experience of planning, coordinating or delivering curriculum changes</p> <p>The ability to analyse and interpret data</p> |
| Knowledge | Detailed knowledge of the curriculum for specific area of teaching | |
| Personal qualities | <p>A record of being able to act as a team member</p> <p>To be focused on raising standards</p> <p>The ability to meet deadlines, prioritise and to work under pressure</p> <p>Ability to be a role model for students</p> | |
| Personal motivation | <p>Wants to make a difference to children's lives</p> <p>Committed to professional development of self</p> | Aspires to management role |

Denefield Day Nursery



Information for applicants

Denefield School operates a Day Nursery for the benefit of all staff. The nursery is open term time only, Monday - Thursday 8.00am - 5.00pm and Friday 8.00am - 4.00pm. There are two spacious rooms, one for babies aged 3 months - 2 years and one for children from 2 years - 5 years old.

Each room has a wide variety of toys and activities to help children thrive in all areas of the curriculum.

As a workplace nursery all staff benefit from our salary sacrifice scheme which allows for the full cost of the nursery provision to be free of personal income tax. Further information on this scheme can be obtained from our finance and business manager.

Aims of the nursery

1. To provide a caring, happy and secure environment in which the children's self esteem and confidence are promoted in order to help them become well motivated and independent learners.
2. To meet the individual needs of every child.
3. To provide an effective, broad and balanced early years curriculum which fosters development towards learning goals identified in the foundation stage.

To arrange a visit to the nursery, or to receive further information, please call our Nursery manager, Hayley Brazil, on 0118 9728970.