



Kelmscott School

“Putting Learning First”

Support Staff Recruitment Pack

2022/23





Kelmscott School

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Dear applicant,

Many thanks for taking the time to consider an application for employment with us here at Kelmscott. If successful, you would be joining us at a very exciting time. It is my fourth year here as Headteacher and it is a job I feel privileged to carry out. We are a school on a journey, and we would like the right candidate to play an integral part.

Kelmscott is a special place to work within the E17 community, a comprehensive school where we 'Put Learning First'. We have a very collaborative staff who work together to get the best out of themselves and our students. We are proud that our students come from a range of different backgrounds (fifty different languages spoken at last count) with a diverse range of cultures and heritage. We all enjoy learning from one another's experiences and we believe passionately that this equips all of us with the skills we need, to make a positive contribution to our community and beyond.

The vision for the school is as follows:

We want to develop happy, well rounded young people through an exciting and engaging everyday experience that allows our students to compete confidently on a global stage. We are not an exam factory, our goal is to develop the whole person and what goes on outside the classroom, in terms of co-curricular, is just as important as what goes on in the classroom.

In order for this to happen we work very hard to create the optimum conditions for our teachers to teach and our students to learn. This begins with Disruption Free learning (DFL). Every morning our day starts with a check during registration to ensure that students are properly equipped for their lessons. This way learning is not disrupted. Behaviour at Kelmscott is excellent. A consistent approach to rewarding good behaviour and dealing with poor behaviour is adopted by all staff both inside the classroom and out. The emphasis is very much on rewarding good behaviour and we have a 5:1 ratio in operation for rewards to consequence points. This engenders a positive ethos and a working environment that both staff and students enjoy working in.

We are also proud of our Tutor Reading Programme that sees all of our students being read to each morning for twenty minutes. Ambitious texts such as Brick Lane and Animal Farm are enjoyed by our students exposing them to 60,000 more words, over their five years here with us, to bolster their vocabularies.

Staff are well looked after at Kelmscott and staff turnover is low. We are trialling flexible working for teaching staff this year, with two opportunities a fortnight for staff to 'work from anywhere' – professional trust is very important to us. We actively seek and plan opportunities for staff to develop in whatever role they have at the school. We want you to be the very best you can possibly be and are confident we can help in that regard. Work life balance is a priority for us, we recognise and encourage our staff to look after themselves, and their families, as well as their job here with us.

This summer we received our first set of exam results under my leadership. We were thrilled to achieve our best set of outcomes ever as a school, with great strides made in nearly all subjects. Progress 8 moved from -.36 before my headship to +.25. This is just the beginning, of course, but provides us with a great platform, on which to build.

If shortlisted, we look forward to welcoming you to Kelmscott so we can show you all the fantastic things we are up to. We hope very much that the successful candidate can bring lots of energy and new ideas, of their own, to the role.



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I look forward to meeting you.

Mr Sam Jones
Headteacher



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KELMSCOTT SCHOOL INFORMATION FOR APPLICANTS

The School

Kelmscott School is a highly aspirational maintained secondary school in the heart of the Walthamstow community for students between the ages of 11 and 17. The school has a very positive and improving reputation and enjoys strong relationships with the local community and excellent links with local businesses and schools.

Kelmscott is a thriving school which provides a high quality of education in a happy and purposeful atmosphere. We have a reputation for innovation which attracts staff that are both enthusiastic and ambitious. There is a warm welcome for new staff, we hope that they will bring new ideas, commitment, energy and professionalism to our school in order to help every student realise their true potential.

Ofsted visited the school in January 2020. We were pleased that the inspection team were able to witness two very typically exciting and inspiring days at Kelmscott, and judged the school to be 'good' with many outstanding features.

The Location

Kelmscott School is easily accessible by road, tube and overground train stations. The nearest station is St. James' Street overground on the Liverpool St-Chingford line and Queen's Road overground which serves the Barking-Gospel Oak line; both are a 5 minute walk. Markhouse Road is easy to access with the instalment of brand new cycle lanes as part of the Mini-Holland project. It joins on to the Whipps Cross – Dalston cycle highway so within 15 minutes you can reach Epping Forest in one direction and neighbouring London Borough of Hackney in the other.

It is served by buses from Stratford, Leyton, Walthamstow and Chingford. Travelling by car, you can reach the A406 within 15 minutes and links to North London or on to the M25/M11 with ease. Surrounding the school there are lots of open spaces and local community projects, early Victorian housing and Europe's longest street market is only a 10 minute walk away from the school.

The Buildings and Facilities

All of our facilities –set across two buildings- are wheelchair accessible and include dedicated Maths and English classrooms. Our specialist facilities include a sound-proofed music suite, a drama studio with access to the main hall stage, and an amphitheatre for outside productions. In addition, we have four ICT suites, 8 well-equipped science laboratories and specialist technology rooms for food, textiles, art and media photography.

In January 2021 a project was completed to enhance our facilities including an extension of our dining facilities, remodelling of teaching spaces and the addition of a fitness studio. Later this calendar year the builders will be back on site to begin work on a new teaching block creating 10 new classrooms. All positive signs of the journey we are on as a school.



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The Staff

The school employs over 130 members of staff in a professional and highly positive working atmosphere which is both supportive and collaborative. There is an active and experienced Senior Leadership Team, comprising of the Head, two Deputy Heads, four Assistant Heads, one Associate Assistant Head and the School Business Leader. Academic and pastoral matters are viewed coherently and the roles of the tutor and Heads of Year are pivotal to the process of developing the whole child. We also give the opportunity to all staff members to gain excellent career experience and be part of an exciting continued professional development programme, tailored to their specific needs.

Heads of Department lead curriculum areas along with the support of specialist subject teams. We are also fortunate to be served by an excellent Learning Support Team, led by our SENDCO, a Family Liaison Officer, Learning Mentors and School Nurse.

Kelmscott values the importance of treating all staff equally and staff wellbeing and work life balance is a priority for us as we believe that our staff work at their best when they are also able to commit fully to their family and personal lives.

The Curriculum

We provide a very broad curriculum at both Key Stages and a wide range of learning opportunities to suit students of all interests and abilities. The school places a high value on academic achievement whilst providing a challenging overall programme designed to address the needs of all students irrespective of their background or ability. Our school motto is 'Putting Learning First' something that we hold dear.

We have a 5 Year Learning Journey in place for each year group where all students have the opportunity to learn a full complement of subjects. Along with traditional and core subjects, we are proud to offer both key stages the chance to discover a variety of technology and Arts subjects, along with the Classics, Greek, Latin and Classical Civilisations.

At Kelmscott, we pride ourselves on supporting students throughout their secondary education by looking at the holistic development of the whole child. We have a character development programme which focuses on the characteristics of **STORM** (**S**elf-Control, **T**olerance, **O**ptimism, **R**esilience and **M**otivation). A wide variety of co-curricular activities are on offer. They are co-ordinated by teachers and all staff are expected to make a contribution according to their own interests and skills. This aspect of school life is welcomed and valued highly by staff, students, parents and governors alike.

Organisation of Students

Year 7

We currently have eight tutor groups in year 7 and teach a broad range of curriculum subjects.

Years 8-9

We currently have seven tutor groups at year 8 and 9 and teach a broad range of curriculum subjects.

Years 10-11

All students take Maths, English, Science, RE and Core PE. Students then make three choices from a broad range of traditional and aspirational GCSE subjects.



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Cultural Fit - Kelmscott School

At Kelmscott, we understand that human beings are naturally tribal. We enjoy a sense of belonging and a sense of purpose. We enjoy being part of something bigger than ourselves.

"A small team committed to a cause bigger than themselves can achieve absolutely anything" Simon Sinek

Working in a school where you are not aligned with the culture can be an unfulfilling experience. So it is our desire that we both have alignment for you to come to work here at Kelmscott.

We believe...

- We believe that staff work best when we are all treated with kindness and a generosity of spirit
- We believe that hard work is the key to success for the staff and students whilst also valuing a healthy work life/school balance
- We believe in a culture of the possible, where we can all, staff and students alike, make progress beyond what anyone, including ourselves, could have imagined
- We believe that we can all become better teachers regardless of what stage we are in our careers. Development is an ongoing and continuous process
- We believe that **all** students *can* behave impeccably, thus creating the optimum environment for teaching and learning, as well as allowing students to grow and develop
- We believe that consistently good teaching has a profound effect on student progress
- We believe an evidence and research informed approach to teaching and learning helps us to identify what works best in the classroom
- We believe that the everyday experience of our students deserves to be as exciting and engaging as possible. We want our staff to inspire our students both in and outside of the classroom
- We believe in a holistic approach to education. The currency we value for our students are the character traits, learning habits and the cultural capital required to ensure they thrive in later life, not just exam results
- We believe that teaching staff and support staff work in unison. One cannot thrive without the other



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Support Staff Testimonials

Brodie Cunningham – Cover and Exams Officer

I have been working at Kelmscott for just over a year now, and there is no place I would rather be. The team here is very welcoming and friendly, and I always feel supported in my role. There are plenty of opportunities to learn and improve here at Kelmscott, and the friendly atmosphere makes for a fantastic environment for both staff and pupils.

Stephen Madge – Business Data and Admin Manager

I have worked at Kelmscott for 16 years now, starting off as a Reprographics Technician to the Business Data and Admin Manager role I have now. I would not have developed my career here if it wasn't for the strong support of the senior leadership team, and the rich CPD opportunities which are available. I am often encouraged to develop my skill set further with training or by sharing good practice with my very knowledgeable colleagues, which enables me to be more efficient at work.

The students are well behaved and the teaching staff here have an extremely high value of care for their education and their wellbeing. It's a very pleasant school community; every day is different and I'm always smiling!

Sliz Gillard – Teaching Assistant

I have worked at Kelmscott school for 3 years in two different, but equally enjoyable roles. Kelmscott is an ambitious and nurturing school with supportive leadership, which allows both staff and students to flourish. It is a great learning environment for a new member of staff, who wishes to embark on a career in education and offers plenty of CPD opportunities. The pastoral care for students and staff alike, is outstanding. Student behaviour is excellent. Kelmscott is also invested in the wider community, with its own food bank and imminent uniform bank. It's a wonderful school, of which I am extremely proud to be a part of.



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Teaching staff Testimonials

Sultana Ahmed – Second in charge of department

I have been working at Kelmscott as a Religion, Philosophy and Ethics teacher for four years now and have found myself to enjoy it here more and more each year. At Kelmscott you will find students who have a love for learning and teachers who have a passion and commitment to put learning first. This combination allows both students and staff to thrive. I am currently second in charge of RPE and I consider myself to be fortunate to be a part of a supportive department, and work in a school that provides opportunities for teachers to develop and grow in their careers.

Senan Hill – Main Scale Teacher

It's a great feeling to wake up in the morning and look forward to coming in to work. Kelmscott has a friendly and open environment with students and staff which encourages collaboration, and provides the support to bring ideas into fruition. At Kelmscott I'm surrounded by staff who are both committed and dedicated to their students and who care about each child's individual success. The support that we get and the freedom to try new things to make sure that our students succeed is invaluable. There are firm expectations for behaviour and learning, and students at Kelmscott are driven, determined and approachable, making them a pleasure to teach. I have been privileged to benefit from excellent CPD, whereby departments can learn from one another. I feel inspired by the amazing work and support of my colleagues, and this in turn is reflected in the students.

Monique Reid – Assistant Headteacher

The Kelmscott family is unique. As a long serving member of staff, who arrived from Jamaica as a qualified teacher in 2001, I am part of a committed group of staff. We believe passionately in the limitless potential of every young person we serve. Education is transformative and students benefit from a high aspiration, high standards culture. We develop character, grit and a love of lifelong learning.



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Student Testimonials

Suhail Ahmed - Head Boy Year 11

Throughout my 5 years of being a Kelmscott student, I have unlatched myself into all the opportunities that were offered. By grasping these chances to shine as an individual, I grew into the social and educational life of the school - through attending multiple sporting clubs and representing Kelmscott in many after-school events. As each year passed, my level of understanding and knowledge increased immensely. A huge part of that was because of the teacher's hard work and care to see me being a successful individual.

When I joined year 7, my initial goal was to stay on a specific route to the end (finishing off in year 11). However, this has completely changed as Kelmscott has opened many more pathways for me to look into. I continue to drive forward with positivity and pursue my future objectives, even if there are obstacles blocking my path. As I propel to help other students find their passion for what they love, this school has impacted me widely as a student too. I am hugely proud to say I am the Head Boy of Kelmscott Secondary School.

Natasha Ramirez-Chibebe - Head Girl of year 11

Throughout my years at Kelmscott I am glad to say this school has played a big part in the person I have become today. All the opportunities I have put myself up for has given me a wider perspective of the world, and has given me the insight to how other people perceive the world to. I am pleased to say I am the Head Girl of this school as it is a big achievement and something I have pushed for since year 7, I believe this opportunity will give me the right tools for my future.

I am very grateful that my teaches are invested in my education and development as a person, this has allowed me to grow not only with my knowledge in different subjects but also with the different attributed I have developed in personality. Kelmscott is a school that tries to cater to meet every student's needs, whilst creating a positive and safe learning environment.



EQUAL OPPORTUNITY POLICY STATEMENT

- 1.1 In Waltham Forest we recognise the impact that Kelmscott School activities can have on the quality of life of the people and communities that we serve. It's our job (in partnership with others) to protect the environment; improve public health; support the vulnerable; educate for life; develop the economy of the area; promote and foster choice and democracy.

What we do can make a real difference in the life of the people we serve. We are determined to be a modern school working with the community for the community – and equality of opportunity is at the heart of our thinking and effort.

- 1.2 Equal opportunity in service delivery means that we recognise the different and equivalent needs of the individuals we serve and that we aim to meet them in a fair, objective and open way.
- 1.3 Equal Opportunity in employment means offering genuine equivalent treatment to our staff across the whole range of our employment and recruitment practices.
- 1.4 Our aim is to enable all our employees to make their distinctive contributions to the benefit of the people of Kelmscott School and Waltham Forest.
- 1.5 Therefore Kelmscott School is determined (and enthusiastic) about developing a working culture that is fair and inclusive. Sadly, prejudice, whether conscious or unconscious is still a matter of fact in society as a whole. We do not underestimate the power of the influences which work against equality of opportunity in organisations, institutions and individuals.
- 1.6 But we believe that a commitment toward equality and diversity is right for society, right for the school, right for staff, right for families, and right for our students. We will regularly review the effect of our employment practices to make sure that they are appropriate and that they work the way we intend. We will encourage our staff to welcome diversity, respect each person's individuality and value their creativity. We expect our leadership team to champion our values, challenge prejudice and role-model appropriate behaviour.
- 1.7 We will take stock of our progress regularly, using a variety of measures. We will ask our staff, students and parents what they think. We are committed to improving our performance, and people's perception of it, consistently over time.

Employment with Disabilities

The London Borough of Waltham Forest has been awarded the Disability Symbol, commonly known as the "Two Ticks". To encourage more applicants from people with disabilities we operate a Job Interview Guarantee scheme. This means if you meet all the essential criteria for the job you are applying for we will invite you for an interview.



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245 Markhouse Road
Walthamstow
London
E17 8DN

0208 521 2115

www.kelmscottschool.co.uk

How to find us

Directions – By public transport

Our nearest train stations are Walthamstow Central (Victoria Line & Overground), St James' St Station (Overground via the Liverpool St – Chingford line) and Walthamstow Queen's Road Station (Overground via the Barking - Gospel Oak line).

Buses 158 (Stratford – Chingford Mount) and 58 (Walthamstow Central – East Ham) stop right outside the school on Markhouse Road.

Blackhouse Road/St James' St Station – Take bus 158 heading towards Stratford
Walthamstow Central – Take bus 58 heading towards East Ham

Car Parking Facilities

The school shares its car park with Walthamstow Leisure Centre. It is a pay-and-display car park operated by a private company. Upon arrival, please report to reception stating that you have parked and you will be issued a visitors permit.

Map

