



John Mason School

Teachers' Recruitment Pack

2019-20



John Mason School
Excellence Through Creativity





Abingdon Learning Trust has been established by local schools working together, for the benefit of the wider Abingdon area and its community.

Building on the strengths of current partnerships, our exciting agreed vision and approach, driven by our collective strong moral purpose, local knowledge and our desire to get the very best for the students and families of our community is increasingly a reality.

Alongside a great education for each child and young person in our schools, the value we place in staff development and training is a unique feature of our Trust.

From engagement in, and learning from, the latest global research and national innovative practice, to developing pedagogy, subject knowledge and leadership skills, the Trust works closely with its schools' Headteachers to strengthen professional practice for teaching and associate staff – at all stages in a career.

The development and promotion opportunities afforded within a school, are extended across the Trust so that cross-phase and across-schools' working and responsibility is increasingly possible.

Each school in the Trust has a distinctive ethos and style, run by their headteachers and governors, yet remains part of the Abingdon Learning Trust 'family'.

Alongside our work within the Trust, we work closely with a range of others, including Abingdon and Witney College, The Abingdon Partnership, Oxford University and Oxford Brookes University, Abingdon School, and The Swire Foundation. We place value in further academic and professional study.

If you are seeking a professionally supportive environment; and one that will challenge you to grow and develop to meet your professional aspirations, then please do read this pack and discover more.

With many thanks for your interest in our Trust, our schools and in making a positive contribution to our pupils' education.

Yours sincerely,

Dr Fiona Hammans
CEO, Abingdon Learning Trust

Welcome to John Mason School

At the heart of our ethos is the belief that each child is an individual, with a unique set of talents and abilities. Our job is to allow them the learning opportunities, encouragement and support through which to uncover these abilities, whether on the sports field, in science, music, arts or languages; everyone is good at something.

We have a committed and enthusiastic set of teachers and support staff, who understand the need to build positive and trusting relationships that encourage children to take risks in their learning. Only by taking these risks, trying new challenges and learning from our mistakes do we fulfil our potential.

We believe that high standards of academic achievement and consistently high expectations of behaviour provide children with the stable and calm environment in which to learn effectively. We expect the best of our teachers; they must be passionate about their subjects and committed to continuing to learn themselves. This is at the heart of our community; this is our way.

In addition, our school offers a broad and exciting range of opportunities to learn outside of the classroom with trips, visits and extra-curricular activities. We operate a competitive House system and encourage children to be as involved as they can be in the life of the school. All Year 10 students will take their Duke of Edinburgh Bronze award as part of our tutorial programme, as we believe they will learn skills that will allow them to be confident and active members of society.

Every parent wants the very best for their child; at John Mason, we do too.

Committed to our Values:

Our school is driven by our values:

Passionate about learning

Keen to inspire

Proud of our creativity

Valuing ourselves and each other

Determined to be the best we can be

And by the behaviours of honesty, kindness and respect. We recognise our students for these things and focus much of our assembly work around them. As a values led school we have a shared perspective about how we should interact with each other and what is important to our school; learning.



Committed to Professional Development

John Mason School prides itself on being a school where teachers can truly thrive and grow professionally. We ensure that all teachers have the time and resources to improve their practice on a continual basis, so that we can be a flourishing community and every teacher has the right conditions so they can teach great lessons for our students.

Our aim is to ensure that the structure of our school best supports teachers to consistently improve their practice. We have changed our calendar of meetings so that faculties are given regular, focused development time to share best practice in subject knowledge and pedagogy. In addition our Learning Groups allow colleagues to take part in research led professional development, with teacher agency as the ethos.

We know that teachers need time, choice and autonomy, within a supportive whole school structure, if they are to develop and become even better teachers. We support this by having a coaching team, which helps lead whole-school Learning Groups, whilst they also support individual members of staff in their personal professional development. Teachers are free to choose the direction of their whole school CPD provision, selecting to attend sessions that best fit their Professional Development needs.

We trust teachers to engage in their own professional learning, with ample support. We provide tools and resources like our @jmsreflect blog and research faculty and our use of the video technology: Veo.

We welcome interest from teachers who want to work in a hard-working and collegiate environment with fellow teachers who are constantly seeking to improve and help one another become even better teachers.

‘Outstanding quality of care, guidance and support’

Committed to Well-Being

We are committed to the well-being of our community, both staff and students. Our well-being team support a range of activities throughout the year, including meeting free well-being weeks and activities, free flu jabs, monthly active challenges (such as the Three Peaks Challenge, paddle boarding, running events) and a non-teaching well-being manager to support colleagues and direct them to outside agencies where appropriate.

We have worked hard to reduce workload, having reviewed our feedback policy founded on academic research, so that effort is not wasted putting ticks in boxes. We have stripped out pointless meetings, understanding that what staff value above all else, is time.

All of these things do not mean that teaching is not hard work, but they do recognise that happy, looked after staff, that understand the difference they make for our children, get better outcomes for young people.

‘Teachers foster excellent relationships with their pupils, encouraging mutual respect.’

Ofsted 2019.



Information

Please read this application pack carefully. You will find the job description attached and a separate person specification, which lists the key competencies that we are looking for.

Complete the enclosed application form; **CVs will not be accepted.**

Please make sure you **address the criteria outlined in the job** description when writing your personal supporting statement.

We highly recommend that you **visit our school** before applying for the position. To arrange a visit, please call the school office on 01235 524664.

Should you have any queries on the application, please contact:
recruitment@abingdonlearningtrust.org

Completed applications should be sent by **email to recruitment@abingdonlearningtrust.org** or by **post to John Mason School**, Wootton Road, Abingdon, OX14 1JB

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.

'Leaders use professional development to encourage, challenge and support teacher improvement; teachers are willing to share and demonstrate their skills to those who need help or are inexperienced.'

Ofsted 2019.



Determined
to be the best we can be





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Registered Office: Rush Common School
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John Mason School is part of the Abingdon Learning Trust.
Abingdon Learning Trust is an exempt charity and a
company limited by guarantee.
Registered in England and Wales: **Company No. 7931866**

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