

RS ACADEMICS



# FINTON HOUSE SCHOOL

Class Teacher  
CANDIDATE INFORMATION

# WELCOME FROM THE HEADMASTER

Finton House School holds a special place in the hearts of all those who have been here, either as a pupil, a parent or as a member of staff. It is a unique school combining a warm child-centric environment with a high focus on wellbeing and values while also achieving outstanding academic results. This is in the context of a non-selective entry, increasingly rare for Prep schools in the area, and a specific objective to include children with special education needs who can thrive in a mainstream environment. Inclusion is part of the fabric of Finton House, together with a focus on building an understanding of our roles in the Community around us and our duty to contribute. All this is down to the culture, care and commitment of our highly experienced staff who get the best out of every child from those that need early support in specific areas to the more able who should be stretched.

Working here is deeply rewarding and often a great deal of fun - after all, happiness is the key to a successful education. Everyone works hard to maintain the school's success and outstanding reputation, while in the knowledge that protection of their own wellbeing is taken very seriously.

**Ben Freeman**  
Headmaster



# ABOUT FINTON HOUSE

Finton House is a thriving independent co-educational prep school for 340 children aged 4-11. Located near Wandsworth Common in South West London, Finton House is a non-selective, inclusive school where children are prepared to thrive in an ever-changing world. The school's commitment to pastoral care is as strong as its commitment to providing an outstanding education, and its academic achievements at 11+ speak for themselves: at Finton House, every child can shine bright.

Finton House was founded in 1987 as a charitable trust on the principles that there should be no academic selection for entry into Reception and that all the children, including those with special educational needs, should enjoy a completely inclusive, nurturing environment. These principles underpin the educational experience at Finton House. The school has a strong reputation for nurturing mixed ability cohorts of children to experience the joy of learning and develop their skills, knowledge and wellbeing. The impact and success of a Finton education is evident in the number of children waiting for a place to join in Reception or for an occasional vacancy in all Year groups, and the remarkable success of pupils being awarded places and scholarships into a wide range of selective independent senior schools.

The school motto "Open Hearts and Guiding Hands" sums up the warm and caring relationships that the school promotes in a nurturing learning environment, in order to provide the most complete education.





MORALITY



COMMUNICATION

FINTON HOUSE GOALS

RESILIENCE

SELF-BELIEF

CURIOSITY

BELIEF

# THE ROLE

Reporting to: Academic Head

About: The Class Teacher will be a qualified, enthusiastic and caring teacher, upholding the ethos of the school and willing to go the extra mile to support children, parents and colleagues. .

Job Purpose: A Class Teacher should have a sense of ownership and pride in their class, looking out for the pupils collectively and individually in terms of their academic progress, pastoral care and wellbeing.

Salary: Competitive and depending on previous experience.



## MAIN RESPONSIBILITIES

In addition to upholding the Teachers' Standards, A Class Teacher must:

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Be a first point of contact for the pupils in the class and the most important adult in their school life.
- Uphold the School's 'open door' policy, ensuring good home-school communication.
- Know which pupils in their class are on the Child Protection & Safeguarding Register and monitor and review these pupils termly with the DSL.
- Make the DSL aware of any concerns they have regarding an individual pupil.
- Actively promote pupils' mental and physical health, reporting concerns to the Mental Health Leader and/or DSL.
- Monitor the pupils' behaviour and reputation, resolving any pastoral issues, upsets, etc.
- Be a role model and encourage good organisation, including keeping desk and storage areas tidy.
- Encourage the pupils to feel proud of their achievements, ensuring these are recognised and celebrated.
- Oversee the rewards and sanctions for the pupils in your class.
- Maintain the Pastoral Care section of Engage for each pupil in your class.
- In liaison with the SENCO, maintain and update any records concerning SEN.
- Manage 'Class Time' effectively, checking homework diaries, reading records, logging House Points, tidying desks, etc.
- In liaison with the Academic Management Team and SENCO, analyse assessment data for each child, set appropriate targets and adapt teaching plans accordingly.
- Attend and support all events relevant to your class e.g. concerts, plays, introductory evenings, etc.
- Support Subject Coordinators in monitoring and reviewing the scheme of work.



# PERSON SPECIFICATION

		Essential	Desirable
<b>Qualifications</b>	Qualified Teacher status with teaching experience	x	
	Evidence of continuous professional development	x	
	A commitment to future professional development	x	
<b>Experience</b>	Differentiating for mixed ability classes	x	
	Teaching children with SEN, including EHC plans		x
	Teaching in different year groups		x
	Leading a subject		x
<b>Knowledge and understanding</b>	How to meet the individual needs of all children, including the More Able and those with SEN (classroom organisation, teaching strategies, individual target setting, etc.)	x	
	Effective and efficient monitoring, assessment, recording and reporting of pupils' progress	x	
	Statutory requirements concerning Equal Opportunities, Health and Safety, SEN, Child Protection and GDPR	x	
	The national curriculum	x	
	The importance of working in partnership with parents	x	
	Standardised assessments		x
<b>Skills</b>	Ability to be <u>inspirational</u> , nurture children's curiosity and promote a love of learning	x	
	Ability to work well within a team	x	
	Ability to promote self-esteem and confidence in pupils and engender a growth mindset attitude	x	
	Excellent interpersonal skills, and the ability to establish and develop positive relationships with parents, governors and the community	x	
	Ability to communicate effectively (both orally and in writing) to a variety of audience	x	
	Excellent organisational and administrative skills	x	
	Effective classroom management	x	
	Confident and competent user of IT including school MIS systems	x	
	Commitment to integrate IT into teaching and learning	x	
	Familiarity with <u>FrogLearn</u> or equivalent VLE		x
	Demonstrate adherence to the Teachers' Standards	x	
<b>Personal characteristics, including disposition, values and motivation</b>	Commitment to equal opportunities and safeguarding children	x	
	A positive and child-centred approach to teaching and learning	x	
	An understanding of and commitment to the school's ethos and aims, and willingness to adhere to school policies and procedures	x	
	Approachable, committed and enthusiastic	x	
	Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	x	
	Self-motivated; able to work on own initiative and without constant supervision	x	
	Calm under pressure	x	
	Desire to be involved in the wider life of the school		x
	Willingness to lead an area of the curriculum		x
	Ability to motivate others and bring out the best in them		x
Energetic and always willing to go the extra mile	x		



# SAFEGUARDING

Finton House Educational Trust is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and Disclosure and Barring Service. Details of all checks are to be found in our Recruitment, Selection & Disclosures Procedure, which is available on request.



# BENEFITS

- Finton House operates a generous defined benefit pension scheme for all employees. Teachers are enrolled into APTIS with an employer contribution of 18%.
- All permanent employees benefit from Life Insurance covering Death in Service to a value of 2 times salary.
- All permanent employees benefit from Income Protection insurance should the employee fall ill, providing support during long term illness.
- Employees have the option to buy into the group medical insurance provided through Aviva. This covers a wide variety of treatment including optical and dental.
- Permanent employees benefit from a staff discount on fees for all children attending Finton of 65% (pro rata).
- Lunch is provided to all employees during term time, alongside access to refreshments throughout the day.
- The School participates in both a Cycle & Technology Scheme allowing employees to benefit from favourable purchase terms and tax efficiencies.
- All employees have access to an industry leading Employee Assistance Programme offering employees and their dependents access to wellbeing resources including counselling and legal advice.
- Staff Loans are available for training courses and travel support.
- Finton operates a lively social life with regular staff events alongside traditional mentoring and support.





FINTON HOUSE  
SCHOOL