

# **ORIEL HIGH SCHOOL**



**Required from Easter or September 2024**  
**Director of Learning: Learning Behaviours**  
**TLR 1a (+Fringe Allowance, £1038 p.a.)**  
**Closing Date - 12pm on Friday 26th January**



## 10 REALLY GOOD REASONS TO TEACH AT ORIEL HIGH SCHOOL

- Friendly, welcoming and supportive staff
- Appraisal that recognizes and values teacher development
- Autonomy to teach
- Significant emphasis on staff CPD
- Marking and observation policies based on trusting teachers as professionals
- Modern, well equipped and well looked after building that makes a big difference to teaching
- Positive, enthusiastic and caring students who are lovely to work with
- It's a great place for NQTs to learn and develop
- Staff share resources and there is a strong approach to collaboration and teamwork
- Behaviour management systems are clear and consistent

## Behaviour at Oriel

### Being Curious: Not furious

Oriel aims to create a high support: high expectation environment where each child's individual needs are met so that they can meet our high expectations.

Our expectations of students focus around our six Learning Behaviours: considerate, motivated, resilient, organised, collaborative, accountable.

We centre ourselves around a therapeutic approach to behaviour management recognising that adults can adapt their approach to ensure that students display pro-social behaviours. Where students display unsocial or anti-social behaviours, we know that sanctions alone do not result in positive changes to behaviour and that taking the time to reflect and repair upon poor choices is more likely to result in pro-social choices.

Fundamentally, we believe that when students feel pro-social, they will make pro-social choices preparing them to be functioning members of the community we are all a part of. Our job as teachers is to make sure they feel pro-social more often.

## We are looking to appoint someone who.....

- Is an excellent teacher with the ability to support, encourage, enthuse and engage learners,
- Has experience of supporting students with 'challenging' behaviour.
- Has experience of working intensively with families.
- Can lead staff and think strategically.
- Can be an expert on a variety of behavioural approaches including therapeutic.

Oriel actively encourages CPD throughout the school with a comprehensive program for teachers at all stages of their careers. We would welcome applications from suitably qualified teachers who are looking to further their skills, experience or qualifications.

Leaders provide teachers with lots of regular training. Teachers enjoy re-searching new ideas to help their professional skills get even better (Ofsted 2019)

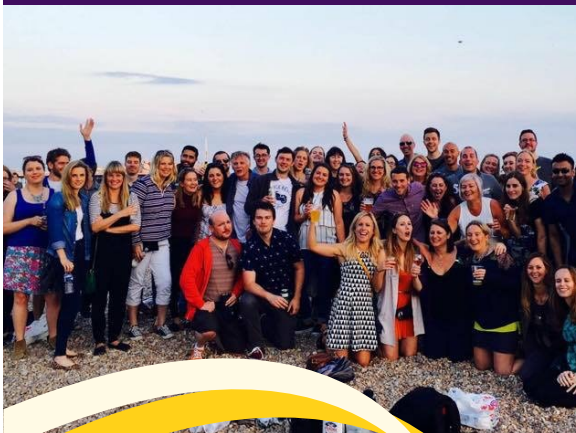
“What I like most about working at Oriel was the independence and trust you are given in the classroom. Oriel has a great ethos of being one team, there is not a member of staff I can think of who is not a team player” (Staff survey)

We see high quality staff CPD as key to improving students progress at school.



#### AT ORIEL HIGH SCHOOL WE.....

- Believe in high quality teaching
- Believe in a strong sense of community amongst students and staff and we value this throughout the school.
- Believe that there should be no barriers to progress for students or staff
- Believe in working hard and working together
- Believe in developing the whole child, not just their academic skills & knowledge
- Never want to feel like an exam factory
- Make mistakes but we learn from them
- Believe in evidence based research
- Acknowledge that parents/carers and families are key in helping us improve
- Value feeling happy at work
- Believe in collaboration between staff.
- Believe in being outward facing, sharing our experiences and promoting our school for the benefit of others
- Believe that literacy and numeracy are key to students making good or better progress in our school.
- Believe in 'growing our own' teachers and leaders for tomorrow
- Do not believe that Performance Related Pay improves teacher effectiveness, but we do believe hard work and dedication does.
- Like young people and value their feedback





## STAFF BENEFITS:

- Free onsite gym membership
- Large onsite staff car park
- Large popular staff room
- Easy access to Three Bridges mainline train station & M23
- Access to technology and working arrangements that are designed to help manage workloads
- London fringe allowance
- Free tea, coffee and fruit
- A range of local discounts for staff
- Access to Teachers pension scheme

## HOW TO APPLY:

Full details of this vacancy & an application form are available on our website [www.oriel.w-sussex.sch.uk](http://www.oriel.w-sussex.sch.uk)

or by telephoning us on 01293 880350

To apply please complete an application form and accompany this with your statement of support .

Read our vision and beliefs; tell us about your skills, experience and ideas; tell us how you will be able to work with us to achieve.



## ORIEL HIGH SCHOOL

Maidenbower Lane  
Maidenbower  
Crawley  
West Sussex  
RH10 7XW  
[www.oriel.w-sussex.sch.uk](http://www.oriel.w-sussex.sch.uk)

