



# Chelmsford County High School for Girls

*Inspiring the leaders of tomorrow*



## Appointment

### Education Support Officer

**Required: October 2023**

**20 hours per week (term time only)  
Monday to Friday, (times to be agreed)**

**Salary: Scale 6, Points 13-17**

**Actual Salary: £11,561 - £12,607  
(dependent on experience, pay award pending)**



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MUSIC MARK  
SCHOOL  
2022 - 2023



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September 2023

Dear Prospective Applicant

**Appointment of: Education Support Officer**

Thank you for requesting information about the above post. Should you decide to apply and be successful you will be joining a school which, from your first visit, will strike you as vibrant, bursting with energy and enthusiasm, and above all a very happy school that celebrated its Centenary Year in 2007. You will also find it useful to visit the school website [www.cchs.co.uk](http://www.cchs.co.uk).

We are rated as an “outstanding” school, a badge we are proud to hold and which applies to all areas of the School’s activities.

Chelmsford County High School for Girls has been a single academy trust since 2011. This status offers us a range of opportunities to pursue academic goals whilst running the school as a limited company. The School expanded to 6 forms of entry in September 2020 in response to increasing demand for grammar school places in the area and over 1,300 girls sit our entrance test each year. Expansion will be completed by 2024 and we expect our Sixth Form to grow as a result.

The School was awarded a substantial Government grant in 2018 which was conditional on the School developing its existing strategies of working with local primary schools to encourage and support girls from disadvantaged backgrounds sitting our entrance test and securing a place. To that effect we have amended our Admissions Policy and committed to reserving up to 30 places for girls in receipt of Pupil Premium and Free School meals whose results fall within the top two bands.

Our school is led by a strong team of senior staff and governors who are constantly striving for excellence, seizing all opportunities for the benefit of our students and our staff.

We are seeking to appoint a person with the skills, knowledge and experience to complement the team of teachers and leaders. Above all, we are looking for a committed individual with a genuine interest in providing the highest quality in every aspect of the role. Our students deserve the very best we can provide. We believe in the importance of a collaborative approach and a commitment to the team. The successful applicant will benefit from a wide range of experience at our school and above all enjoy working with us.

Thank you for your interest. If you feel that Chelmsford County High School for Girls can provide the challenges and opportunities, you are looking for then we would be delighted to hear from you.

Yours faithfully

Stephen Lawlor  
Headteacher



Chelmsford County High School is a great place to work with a caring ethos – our students are motivated, pleasant, courteous, well-behaved and enormous fun! They like school, and enjoy learning, achievement is high, and almost all the students go on to Higher Education at the most competitive universities, including Oxford and Cambridge.

### THE SCHOOL

Chelmsford County High School was founded in 1906 as one of the first girls' secondary schools in Essex. In an area where most other schools are all-ability comprehensives, it is a selective grammar school with academy status.

In September 2020, we expanded our intake for Year 7 admitting 180 students per year alongside the 150 students in Year 12. Most of our students in Year 11 return for the Sixth Form, and some 30-40 students join Year 12 from other schools. Entry at Year 7 is highly competitive: in accordance with our Admissions Policy we offer places to the 180 girls who meet our criteria, out of the 1,300 or more who sit the entrance test. The School has a large number of "feeder" primary schools, around 80 in any one year group! Entry into the Sixth Form is determined by a strong performance at GCSE, which suggests good potential in the subjects chosen for A Level. Our students follow a broad curriculum with equal value attached to each subject area. We are proud to have been awarded an Artsmark Gold Award, which celebrates the emphasis we put on creativity across the curriculum.

This is not a complacent school. We regularly review our practice, and ensure that classroom methodology is appropriate to the needs of our students. All staff have the opportunity to contribute to whole school planning for improvement through their subject and year teams as well as focus groups, each led by a member of the Senior or Middle Leadership Team.

This is a very busy school, which places a strong emphasis on enrichment activities. There is a fine tradition of musical performance, and most students play at least one instrument. There are many orchestras, choirs and ensembles.



Drama is also an important enrichment activity, with clubs, and major school productions involving many students. Our sports teams are very successful, as are our individual



sportswomen. Our students are lively and talented, as well as being academically able, and we try to provide plenty of opportunities for them. They also run a wide range of clubs or societies such as the Law Society and Medical Society where they invite speakers or present papers themselves. House activities include some distinctly less serious events, which nonetheless challenge student ingenuity. As a girls' school we challenge gender stereotypes and place great importance in presenting our students with a wide range of opportunities beyond the taught curriculum, this includes involvement in many STEM activities and competitions.

In terms of resources and buildings, we have a fine mixture of "traditional", provided by the original main building, and a variety of buildings dating back to different decades of the last century together with some excellent modern facilities, such as the Music and Languages Centres. There is good computer provision, including interactive whiteboards in every classroom. We have dedicated Sixth Form facilities, a drama studio, an all-weather artificial pitch and a lecture room where we run a programme of academic lectures. In September 2021 we opened a new Sports Centre with dance studio and fitness suite, and a new teaching block containing additional science laboratories and classrooms.

Governors are highly committed individuals who are generous with their time and the expertise they bring to the School. Parents are very supportive individually or through the Parents' Association, and have, obviously, very high expectations of the School. We have a strong school community, which is friendly and welcoming. We trust our students to behave well, and the atmosphere in the School reflects our high expectations of them in this respect.

## STAFF

- ❖ The School currently has a **teaching establishment** of 40 full-time and 38 part-time staff.
- ❖ There is a **non-teaching establishment** of 49 Support Staff most of whom are part-time, who support teaching and learning in various capacities.
- ❖ **New Staff Induction Programme** - new colleagues benefit from a comprehensive programme of support and guidance from their Department and Pastoral teams.
- ❖ **Professional qualifications** - we offer teaching staff the opportunity to develop their knowledge and understanding of education by offering a contribution to the cost of a Masters degree or an NPQ course.
- ❖ **Continuing Professional Development** - we have well-established Professional Development Groups and School Development Groups, which provide staff with focused and personalised development programmes.
- ❖ **Leadership development** - we have devised and run the 'CCHS Leadership Programme' to enable colleagues to secure leadership experience, as well as develop their existing practice, to facilitate career progression.
- ❖ **Wellbeing** - we have a staff wellbeing group as part of a whole-school commitment to ensuring that all staff thrive in their professional roles.



## Senior Leadership Team

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- ❖ **Headteacher**                      **Mr Stephen Lawlor**
  
- ❖ **Deputy Headteacher**        **Mrs Jo Cross - Academic**
  
- ❖ **Deputy Headteacher**        **Ms Fiona Harrison - Pastoral**
  
- ❖ **Assistant Headteacher**      **Mr Adam Selby, Teaching & Learning and Staff Development**
  
- ❖ **Assistant Headteacher**      **Dr Michael Palmer, Community, Enrichment & Opportunity**
  
- ❖ **Business Manager**            **Mrs Melissa Mulgrew**



<b>Post:</b>	<b>Education Support Officer</b>
<b>Status:</b>	<b>Permanent, Full Time, 20 hours per week (term time only) Monday to Friday (times to be agreed)</b>
<b>Line Manager:</b>	<b>Office Manager</b>
<b>Responsible for:</b>	<b>Teaching Support (Humanities &amp; Languages Departments)</b>
<b>Salary Band:</b>	<b>Scale 6, Point Range 13 – 17</b>

## PURPOSE OF THE ROLE

- Provide effective administrative and clerical support to the Humanities & Languages Departments
- Organise Educational Visits, including overseas trips
- Enrichment Day support
- First Aider

The post holder will be expected to:

## Teaching Support

- Liaise with senior staff members and teaching staff to prioritise work
- Support the Humanities and Languages departments with administration, including purchasing, letters, resource management, trip paperwork organisation and enrichment activity support

## General Duties

- Support with school administration of first aid and pastoral support.
- Assist with the development of school administrative systems.
- Actively participate in the annual performance management process.
- Participate in Line Management Meetings and Staff Meetings.
- Participate in staff training and development sessions.
- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Whilst every effort has been made to set down the main duties and responsibilities of the post, each individual task to be undertaken may not be identified. This job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

The post-holder will be expected to work flexibly and carry out all duties in compliance with the School policies.

**It is important that your application should address and evidence each of the criteria of the specification by means of a supporting statement.**



The post holder will need to possess the following:

<b>Essential</b>	<ul style="list-style-type: none"> <li>• High level of people skills</li> <li>• Meticulous attention to detail</li> <li>• High level of IT skills</li> <li>• Accounting experience</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Experience as cover supervisor</li> <li>• Experience of working in a school environment</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• The ability to maintain confidentiality</li> <li>• Excellent communication and interpersonal skills</li> <li>• The ability to assimilate information quickly and respond appropriately</li> <li>• The ability to interpret and present data in a professional and appropriate format</li> <li>• Effective time management skills and the ability to balance competing priorities and achieve deadlines</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>• Commitment to professional development and training</li> <li>• An interest in educational matters and a desire to learn more</li> </ul>
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Ability to work both independently and as part of a team, working co-operatively and sensitively with others</li> <li>• Positive, proactive, professional and enthusiastic in attitude</li> <li>• Flexible and be able to adapt to changes in working methods and approaches</li> <li>• Ability to exercise judgement and know when to seek advice</li> <li>• Ability to work on own initiative and deliver a high level of service without requiring precise direction at every stage</li> <li>• Ability to display a calm, tactful and responsible attitude</li> </ul>





## Application Process

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It is important that your application should address and evidence each of the criteria of the job description and person specification by means of a supporting statement.

To apply for this role, please submit a completed application form supported by a letter addressed to Mr Stephen Lawlor, Headteacher, outlining what you would bring to the post, addressing the Person Specification and the Job Description.

Please give the names, positions, organisations and telephone contact numbers of two referees, one of whom must be your current or most recent headteacher if applicable. Referees will be contacted prior to interview, unless you specifically state otherwise.

Please also complete and return the Equal Opportunities Monitoring Form, which is included with the Application Form. This will help us to follow the recommendations of the Equal Opportunities Commission, the Commission for Racial Equality and the Disability Rights Commission that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. The information on this form will be treated as confidential and used for statistical purposes only. This form will not be treated as part of your application, and will not be seen by anyone involved in the selection process.

Finally, please ensure that you have included work, mobile and home telephone contact numbers and an e-mail address. Please also indicate any dates when you will not be available for interview.

Applications should be sent to Mrs Rae Dale, HR Manager, **for the attention of Mr Lawlor by email: [HR@cchs.co.uk](mailto:HR@cchs.co.uk)**



## About Chelmsford

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Situated just 30 miles northeast of London, Chelmsford is the perfect base, with excellent road, rail and air communications. The A12 runs to the east of the town, meeting the M25 near Brentwood, with London's Liverpool Street railway station, and Stansted Airport 30 minutes away, respectively. From a bustling town centre with excellent shopping and eating facilities, to tranquil villages, unspoilt countryside and coast, Chelmsford is the perfect combination of city and country.

Chelmsford took the top spot in the 2018 Sunday Times Best Places to Live guide. In the guide, which ranks towns on factors including jobs, broadband speed, culture, community spirit and local shops, Chelmsford ranked Best Place to live in the East as it is also home to several excellent state schools, and the Anglia Ruskin University.

Despite redevelopment in the past 30 years, Chelmsford retains many glimpses of its past. It was awarded City status in 2012. Mentioned in the Census of 1086 as two settlements beside the River Can, later joined by a bridge, it became the County town in 1250. The Blackwater and Chelmer Navigation Canal opened in 1797, linking the town to the coast, and the railway came in 1843. Chelmsford is the renowned birthplace of radio; Marconi began broadcasting in 1895, and the city has attracted major names in the business world ever since.

The town centre benefitted from some investment recently with John Lewis, and many more high-class shops located in the new Bond Street.





## Commitment to Staff

*We are a proud and progressive grammar school community, committed to excellence in girls' education and empowerment. To live this mission, we are committed to recruiting, inspiring and supporting qualified, industrious and resolute colleagues. We realise this ambition through excellence in personalised professional development, as well as excellence in holistic wellbeing support.*

### Personalised Professional Development

- **New Staff Induction Programme** – new colleagues benefit from a comprehensive programme of support and guidance from their Department, Pastoral and Support teams.
- **Professional qualifications** – we offer teaching staff the opportunity to develop their knowledge and understanding of education by offering a contribution to the cost of a master's degree or an NPQ course. Support team members requiring specific qualifications related to their role are provided with fully funded training accordingly.
- **Continuing Professional Development** – each year, we offer a blended approach to CPD through INSET days and twilight sessions, which provide staff with opportunities to collaborate, contribute and advance, with a programme published to detail the range of opportunities available to colleagues.
- **Leadership Development** – we have devised and run the 'CCHS Leadership Programme' to enable colleagues to secure leadership experience, as well as develop their existing practice, to facilitate career progression. TLR3 projects are used to provide teaching staff with focused development opportunities, and progression opportunities for the support team is currently under review.
- **Sabbatical Policy** – we provide colleagues with a mechanism to pursue a personal or professional goal.
- **Professional congratulation** – formal Governor recognition of and reward for long-service (10 years and 25 years).

### Holistic Wellbeing Support

- Occupational health and counselling services free to all staff
- Return to work meetings after illness-related absences to support colleagues
- Mental Health First Aiders available to support colleagues
- Menopause Policy in place
- Annual flu jab available for all staff
- SLT 'open door' culture, including urgent emails for non-school days
- Email protocol and sign-off: no expectation of responding after hours or at the weekend
- Clear line management support for all staff, including opportunities to participate in team meetings
- Staff Voice forum to ensure information is provided and feedback is shared
- Workload Management Days offered
- Working from home opportunities offered
- Staff involvement in school development through our School Evaluation process
- Deadlines well publicised and annual calendar consultation
- Several weeks with no after-school meetings
- External invigilators employed to supervise examinations
- All staff are members of a well-established and vibrant House system
- Opportunities to take part in educational trips, for all staff: day, residential and overseas
- Complimentary tickets to all School concerts, productions and shows
- On-site free parking for all staff



- A flexible and generous approach to family appointments, children's events, etc.
- Tea, coffee, sugar, and milk for all staff
- Food and refreshments provided before and during Parents' Evenings
- Lunch provided when on duty during this period
- Christmas lunch provided to all staff
- Onsite Costa Coffee outlet
- Barracudas Kids Camp staff discount (held during the Easter & summer holidays at CCHS)

### **Staff Enrichment Provision**

*Thanks to the dedication of several colleagues, we are able to offer staff opportunities to enjoy a range of enrichment activities, to pursue shared interests and socialise beyond departments and teams.*

- **Reading Group**
- **Art Club**
- **Dance Club**
- **Sports & Swimming Clubs**
- **Music Club**

### **Teacher/School Staff Discount websites**

- Your Best Friend's Guide to Cash: [The best discounts for teachers and school support staff – Your Best Friend's Guide to Cash \(yourbestfriendsguidetocash.co.uk\)](http://yourbestfriendsguidetocash.co.uk)
- Discounts for Teachers: [Discounts For Teachers: Exclusive Discounts, Offers & Codes](#)
- Teacher Perks: [Incredible Perks and Discounts for UK Teachers and School Staff | Teacher Perks](#)

### **Recommended expert support**

#### **School counselling service**

- [Renew Counselling](#)

#### **Local services and resources**

- [Innovate Healthcare](#)

#### **National services and resources**

- [Education Support](#): the mental health and wellbeing charity for education staff
- [Time to Change](#): mental health and support services
- [Mind](#) for better mental health

#### **Trade unions & professional associations**

- [ASCL](#)
- [GMB](#)
- [NASUWT](#)
- [NEU](#)
- [UNISON](#)
- [UNITE](#)
- [VOICE](#)



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# Education Support Officer

**Required: October 2023**

**20 hours per week (term time only)  
Monday to Friday, (times to be agreed)**

**Salary: Scale 6, Points 13-17**

**Actual Salary: £11,561 - £12,607  
(dependent on experience, pay award pending)**

The Governing Body is looking to appoint an Education Support Officer to provide effective administrative and clerical support to our Humanities & Languages Departments.

The successful candidate would also be expected to support the school with first aid provision.

This position would suit someone who has good communication skills, is organised, has good IT skills (Microsoft Office) and is interested in joining our School community supporting our high achieving students. Previous experience in an educational setting is desirable but not essential.

For more information and an application form please visit our website:  
[www.cchs.co.uk/vacancies/](http://www.cchs.co.uk/vacancies/)

Completed applications to be emailed to: Mrs Rae Dale [HR@cchs.co.uk](mailto:HR@cchs.co.uk) with a covering letter addressed to Mr Stephen Lawlor, Headteacher.

**Closing date for applications: 4pm, Wednesday 20th September 2023**

**Interview date: w/c Monday 25th September 2023**

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. The post is subject to an enhanced DBS Clearance. We reserve the right to appoint a suitable candidate prior to the application deadline so early application is advised.