



# Chelmsford County High School for Girls

*Inspiring the leaders of tomorrow*



## Appointment

### IT Technician – Digital Learning focus

Required: February 2024

35 hours per week (term time only)

Part time working pattern would be considered

Salary: Scale 5, Points 9 - 12

Actual Salary: £20,370 – £21,714 (dependent on experience)



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Education Globally



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MUSIC MARK  
SCHOOL  
2022 - 2023



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December 2023

Dear Prospective Applicant

**Appointment of: IT Technician - Digital Learning focus**

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. At present, there are 1185 students on roll with 315 in the Sixth Form. Our students follow a broad curriculum with equal value attached to each subject area. We are working towards 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 4 full-time and 27 part-time staff.
- ❖ There is a **non-teaching establishment** of 47 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 Master's 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**        **Miss 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>IT Technician with Digital Learning focus</b>
<b>Status:</b>	<b>Permanent, Term Time only (39 working weeks per year)</b>
<b>Line Manager:</b>	<b>IT Manager</b>
<b>Liaison with:</b>	<b>Senior Leadership Team, other staff, visitors, external agencies, parents, students, Governors, other schools</b>
<b>Salary Band:</b>	<b>Scale 5, Points 9 – 12, 35 hours per week (part time considered)</b>

## PURPOSE OF THE JOB

- Liaising with teaching staff as first line support to resolve any technology issues raised, ensuring that all issues are logged on the IT helpdesk and appropriate actions taken, with minimal disruption to teaching and learning.
- Working closely with our IT Manager on the development, implementation and support of our digital learning strategy.
- Acting as secondary first line support for non-teaching and learning hardware and software

## DUTIES & RESPONSIBILITIES

The post holder will be expected to:-

- Liaise with senior staff members and teaching staff to prioritise work.
- Work with the IT Manager to design and implement a digital learning strategy, keeping abreast of Educational Technology developments and assessing opportunities for innovative ways of learning, including assistive technology.
- Ensure all installed software is correctly licensed and installed in line with the School's policy on change management and appropriate child protection and online safety requirements.
- Manage and maintain user accounts across domains and online platforms, in line with the School's Data and Security Policy.
- Be responsible for maintaining/updating the School's IT assets and any associated equipment. Ensuring that the Asset Inventory is kept up to date at all times.
- Provide AV support to departments including projectors, Smart TVs, visualisers and support with Assemblies.
- Support Creative departments with productions, utilising specialist IT and AV requirements alongside our Performing Arts technician.
- Maintain comprehensive documentation for all areas of their responsibility.



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## GENERAL DUTIES

The post holder will be expected to:

- Assist with the development of School administrative systems
- Participate in team and staff meetings
- Participate in staff training and development sessions
- Contribute to the life of the School
- Comply with any reasonable request from a manager to undertake ad hoc duties as required

## OTHER SPECIFIC DUTIES:

- 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.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- 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.





# Person Specification

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

## SKILLS AND ABILITIES

The post holder will be expected to:

- Demonstrate strong written and verbal communication skills
- Demonstrate strong technology skills and fully conversant with Microsoft Office packages
- Be flexible in their working approach
- Demonstrate a 'can do' attitude and be capable of challenging the status quo

## KNOWLEDGE AND EXPERIENCE

- Previous experience in an educational setting is not necessary but a proven track record covering the required tasks would be expected.

## GENERAL ATTRIBUTES

- Excellent written and oral communication skills.
- An ability to work effectively under pressure.
- Good sense of humour.
- A flexible approach to tasks.
- A willingness to contribute to whole-school initiatives.
- A commitment to networking and the sharing of best practice.
- An interest in Education Technology to support the School community and the high achieving students.

## PROFESSIONAL QUALIFICATIONS AND TRAINING

- A commitment to further professional development.



## Application Process

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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, email addresses, and telephone contact numbers of two referees - one of whom must be your current or most recent headteacher or employer. 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.





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## 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 intent on recruiting, inspiring and supporting qualified, industrious and resolute colleagues. We realise this ambition through excellence in personalised professional development, as well as a commitment to workload management and wellbeing support.*

### Personalised Professional Development

- **New Staff Induction Programme** – new colleagues benefit from a comprehensive programme of support and guidance provided by their Department, Pastoral and Support teams.
- **Professional qualifications** – teaching staff are helped to develop their expertise through higher degrees and NPQ courses with financial and time support. Support staff requiring specific qualifications related to their role are provided with fully-funded training.
- **Continuing Professional Development** – each year, a blended approach to CPD, through INSET days and twilight sessions, provides staff with opportunities to collaborate, contribute and advance, with a programme published to detail the provision.
- **Performance Management** – annual review to allow colleagues to reflect on their work, achievements, professional development interests and career aspiration goals.
- **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 provide teaching staff with development experiences, with progression opportunities available to support staff.
- **Flexible Working** – colleagues can apply to work part-time to balance professional commitments and personal/family circumstances.
- **Sabbatical Policy** – we provide colleagues with a mechanism to pursue personal or professional goals.
- **Professional congratulation** – formal Governor recognition of and reward for long-service (10 years and 25 years).

### Commitment to Workload Management

- Teaching loads capped at 42 lessons per fortnight for full-time non-TLR teachers and pro rata for part-time colleagues.
- Non-contact time reviewed annually for TLR teachers as part of our timetable work, including benchmarking exercises with similar schools via SSGS and GSHA networks.
- Workload Management Days offered.
- Working from home opportunities offered for support and teaching staff.
- Online platforms used, e.g. SchooliP and SAMPeople, to streamline bureaucratic processes and save time.



- Increased A Level teaching time for several subjects to support course delivery and teacher workload.
- Support in place to aid the Achievement Strategy work of staff, including Student Progress Meetings, Interventions Monitoring and the Year 14 Tutoring Programme.
- SLT 'open door' culture, including SLT availability for urgent matters on non-school days to support colleagues.
- Clear line management support for all staff, including opportunities to participate in team meetings.
- Email protocol and sign-off: no expectation of responding after hours, at the weekend or during holidays.
- Staff involvement in school development through the Self-Evaluation Form (SEF) process.
- Deadlines well publicised and annual calendar consultation.
- Several weeks with no after-school meetings.
- Dynamic approach to meetings, which are shortened or cancelled in response to workload demands.
- External invigilators employed to supervise examinations.

### **Commitment to Wellbeing Support**

- Each year, the time (5hrs) from one disaggregated day is not programmed for meeting or training activities to support staff wellbeing.
- Occupational health and counselling services available (free) to all staff.
- Return to work meetings after illness-related absences to support colleagues.
- Mental Health First Aiders (Adults) available to support colleagues.
- Menopause Policy in place to support female colleagues.
- Annual flu jab available (free) to all staff.
- Staff Voice forum to ensure information is provided and feedback is shared.
- All staff are members of a well-established and vibrant House system.
- A flexible and generous approach to personal appointments and family commitments.
- Opportunities for staff to take part in educational trips – day, residential and overseas.
- Complimentary tickets to all School music concerts, theatrical productions and dance shows.
- Staff Fund maintained, through staff contributions, to support colleagues.
- Tea, coffee, sugar, and milk provided (free) for all staff.
- Food and refreshments provided (free) before and during Parents' Evenings.
- Complimentary food provided when undertaking a lunch duty.
- Christmas lunch provided (free) to all staff.
- Onsite Costa Café available to all staff.
- Onsite parking for all staff.
- Barracudas Kids Camp staff discount (held during the Easter & summer holidays at CCHS).



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## 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.

- **Book Group**
- **Art Club**
- **Dance Club**
- **Sports & Swimming Clubs**
- **Staff Choir**

## 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: please speak with your line manager or SLT line manager, who will advise and support.](#)

### Local services and resources

- [Innovate Healthcare: please speak with your line manager or SLT line manager, who will advise and support.](#)

### National services and resources

- [Education Support:](#) the mental health and wellbeing charity for education staff. If you need to talk to a qualified counsellor, Education Support runs a confidential helpline for education staff and teachers – call 08000 562 561.
- [Time to Change:](#) mental health and support services
- [Mind](#) for better mental health

### Trade unions & professional associations

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





## IT Technician – Digital Learning focus

**Required: As soon as possible**

**35 hours per week (term time only)  
Part time working pattern would be considered**

**Salary: Scale 5, Points 9 - 12**

**Actual Salary: £20,370 - £21,714 (dependent on experience)**

We are seeking to appoint an IT Technician to undertake front line support for all hardware and software related to teaching and learning and to work with our IT Manager in delivery of our technology strategy.

The core purpose of this role involves being responsible for:

- Liaising with teaching staff as first line support to resolve any technology issues raised, ensuring that all issues are logged on the IT helpdesk and appropriate actions taken, with minimal disruption to teaching and learning.
- Working closely with our IT Manager on the development, implementation and support of our digital learning strategy.
- Acting as secondary first line support for non-teaching and learning hardware and software.
- Ensuring all installed software is correctly licensed and installed in line with the School's policy on change management and appropriate child protection and online safety requirements.
- Managing and maintaining user accounts across domains and online platforms, in line with the School's data and security policy.
- Responsibility for maintaining/updating the School's IT assets and any associated equipment. Ensuring that the Asset Inventory is kept up to date at all times.
- Providing AV support to departments including projectors, Smart TVs, visualisers and support with Assemblies.
- Supporting Creative departments with productions, utilising specialist IT and AV requirements alongside our Performing Arts technician.
- Maintaining comprehensive documentation for all areas of their responsibility.

This position would suit someone who has good communication skills, is organised, has appropriate IT skills and an interest in Education Technology to support our School community and high achieving students. Previous experience in an educational setting is not necessary but a proven track record covering the required tasks would be expected.

For more information and an application form please visit: [www.cchs.co.uk/vacancies/](http://www.cchs.co.uk/vacancies/)  
Completed applications to be emailed to: Mrs R Dale, HR Manager : [HR@cchs.co.uk](mailto:HR@cchs.co.uk)

**Closing date for applications: 4pm, Wednesday 17th January 2024**  
**Interview date: w/c Monday 22nd January 2024**

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.