

# SOUTHEND HIGH SCHOOL FOR BOYS

## LEADER OF COMPUTER SCIENCE Candidate Information



At Southend High School for Boys, talent is nurtured, and learning is valued. Challenge is welcomed, participation is expected, and achievement is prized. Pupils are happy and prosper at the school. The education we provide is world class.

Thank you for your interest in our school and for reviewing this application pack.

I have been a member of the staff team at Southend High School for Boys since January 2005, taking on the role of Headteacher from September 2024. This is a great school. Every day is rewarding. The school and governing body are committed to providing a high-quality service so that every child fulfils his or her potential.

We recognise this can only be achieved through the recruitment and retention of talented, motivated employees who are suited to, and fulfilled in the roles they undertake. Please look at our website; it will help give you a sense of our values and offers an insight into the vibrant activity that fills each week.

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Pupils are happy and prosper at the school.

As a grammar school, high academic expectations are central to our purpose, and these are sustained through an extensive programme of support and guidance. Pupils develop their confidence and enthusiasm through a wide range of creative, sporting and other endeavours.

Southend High School for Boys stands on a superb site within walking distance of Prittlewell Station and the centre of Southend. Pupils retain fond memories of their years at the school and stay in contact for many years.

Our school preserves values and traditions from the past and prepares pupils through a contemporary curriculum for the world of tomorrow.

With best wishes



**Rachel Worth**  
Headteacher

*"Contemporary traditions: one with future and with past"*



# About The Role

For over 100 years, Southend High School for Boys (SHSB), has been providing a world-class education inspiring and empowering boys aged 11-16 along with boys and girls in our sixth form, to achieve their full potential. Our rich heritage and commitment to academic excellence, makes SHSB a truly unique and inspiring place to learn and work.

**We are looking for an enthusiastic Leader of Computer Science.**

## **About The Department:**

The department aims to equip all students with a strong range of ICT and Computer Science skills, enabling them to work independently across subjects, enjoy using new technologies and prepare confidently for future study and employment.

Computer Science is a popular and highly successful subject within the school, with large numbers of students continuing their studies at GCSE and A Level. The department encourages logical thinking, creativity and problem solving through an engaging and challenging curriculum.

## **Curriculum and assessment:**

At Key Stage 3, students follow the Computer Science curriculum with topics including Microsoft Office applications, Scratch, HTML, SQL and Python programming. Students develop computational thinking, programming skills and digital literacy through a wide range of practical and theoretical learning experiences.

Computer Science is a popular option at GCSE and many students continue their studies into Sixth Form. The department follows OCR specifications at GCSE, AS and A Level.

Assessment at Key Stage 3 is based on a range of practical and theoretical tasks linked to curriculum objectives and national computing standards. At Key Stage 4 and Sixth Form, students are prepared thoroughly for external examinations through high-quality teaching, programming practice and project-based learning.

.....the opportunity



## ICT Provision: Whole School

ICT has a high priority across the school. There are seven dedicated ICT suites alongside wireless connectivity throughout the site, supporting technology-enhanced learning across all curriculum areas.

The school promotes innovation in teaching and learning through technology. Staff are encouraged to develop their use of ICT and an ICT Champions Forum meets regularly to share best practice and new ideas across departments.

As a leading school working with organisations including Digital Schoolhouse, the British Computer Society and Computing at School, the school also supports local primary and secondary schools through outreach, training and resource sharing

## Job description:

- All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions
- Teachers should also have due regard to the Teacher Standards <https://www.gov.uk/government/publications/teachers-standards>

- Teachers' performance will be assessed against the teacher standards as part of the appraisal process relevant to their role in the school.
- As **Subject Leader** you will have additional responsibility which involves contributing to curriculum planning, development, and delivery, while staying up to date with subject knowledge and supporting departmental initiatives. You will also be responsible for assessing and monitoring student progress, maintaining high expectations for work and behaviour, and ensuring students' safety, wellbeing, and engagement both inside and outside the classroom. The position also requires involvement in internal and external examinations, collaboration with colleagues and support staff, and contributing to a positive school environment. Additionally, responsibility is taken for managing and maintaining staff and resources, ensuring equipment is safe and classrooms remain organised and conducive to learning.

.....the opportunity



# Person Specification

## Qualifications, Knowledge & Experience

- Qualified Teacher Status (or working towards)
- Degree or equivalent
- Successful teaching experience or teaching practice delivering the National Curriculum in a secondary school
- Able to teach Computer Science at all levels
- Comfortable with Microsoft Office
- Knowledge of teaching and learning styles and strategies
- Knowledge of the nature and purpose of a range of assessment strategies
- Evidence of experience in a leadership position

## Skills

- Ability to use clear language to communicate unambiguously
  - Ability to overcome communication barriers with children and adults
  - Ability to give clear instructions
  - Strong practical leadership skills across staff management and development, curriculum development, strategic planning and operations.
  - An inspirational leader able to demonstrate passion for the subject, continuous professional development, and experience in fostering an enthusiasm for achievement within their classroom.
- An ability to:
- review, evaluate, plan and lead by example
  - analyse and make balanced judgements in a variety of situations
  - encourage a collaborative approach and to work as a member of a team
  - encourage the best from pupils and from oneself
  - foster good relationships with pupils, parents, and colleagues
  - remain calm and positive, even when under pressure
  - work to deadlines

## Working with children

- Understand and implement the school's behaviour management policy to ensure appropriate conduct and behaviour of pupils
- Understand and support the importance of physical and emotional wellbeing
- An awareness of the issues involved in child protection measures

## General

- Awareness of and commitment to equality
- Understand procedures and legislation relating to confidentiality
- A commitment to the values of the School, in particular a commitment to high-quality teaching and learning



# 2020 Vision



SHSB's main school, has 180 boys in each year group 7 to 11, and a large sixth form with 400 A-level students - a mix of boys and girls, with over 100 girls. The school was rated outstanding against every inspection criteria (Ofsted 2024) and has been recognised as one of the top schools in East Anglia.

Ofsted referred to 'an ethos of excellence in both academic achievement and a wide range of activities that permeates all aspects of the school' and they described 'the quality of education provided at SHSB as **world-class and second to none**'.

We are immensely proud of our exceptional academic outcomes, which routinely place our students amongst the top performers nationally. However, through our 2020 vision, we are also committed to developing our students as future leaders who are morally, socially and emotionally equipped to take an active role in society.

Pupils spend seven years at Southend High School for Boys: the influence of the school throughout those years can be significant in determining the life trajectory for every student. Our vision is to set them on the path towards young adulthood with the highest aspirations and equipped to make a positive and worthwhile contribution to society – often in the role of leaders. Pupils learn what we teach, but more significantly they learn by how we teach.

Talent is nurtured, learning is valued, challenge is welcomed, participation is expected, and achievement is prized. The school is recognised as a welcoming institution, with an open and friendly approach, where outstanding behaviour is elicited through fostering mature relationships. It is this that makes Southend High School for Boys such a unique, supportive and remarkable place.

Our passionate and hard-working staff deliver the highest standards of teaching and learning, being highly motivated subject matter experts; a fact endorsed by Ofsted. Our staff provide unwavering support and guidance to all students, equipping them with the knowledge and skills to excel.

Our students are ambitious for themselves and for others. They embrace challenge and aim for the highest standards in everything they do. From enriching extra-curricular activities to embracing leadership opportunities, our students develop into confident and capable young men and women who go on to make strong and effective contributions to society.

We successfully blend progressive initiatives with our treasured traditions including our thriving house system which was established in 1908 and remains a very important part of life at SHSB today. People enjoy being part of our community because it is a place where the traditional values, mutual respect, integrity and care are placed at the heart of all we do. Being a part of this school means being part of something truly exceptional, and our students are proud to wear the green blazer.



.....our School, our Ethos

SHSB is a creative and pioneering teaching community. In 2006 we became a Leading Edge school. This accolade recognised our programmes for improving learning and for encouraging innovation. Our philosophy is to share good practice, encourage creativity and nurture innovation so pupils benefit from a stimulating learning experience and staff benefit from collaboration and professional development with like-minded enthusiastic individuals.

The school is strongly committed to supporting staff in their educational research and gives time allowances and subsidies for this. Over a third of our staff have achieved higher degrees during their time with us. We regularly support other colleagues in other schools, having been designated as a regional research hub in 2019, and have a wide-ranging professional development programme.

We were the first secondary school in the Eastern counties to receive the Challenge Award and the first in the world to secure a fifth accreditation, in recognition of our provision for the highly able learners.

Assessors in the report commented: "Southend High School lives up to its aim of 'Nurturing and Supporting Young Talents' through offering exciting and stretching opportunities for learning well beyond those offered in many other schools. Pupils make full use of these opportunities, share responsibility with staff for setting and achieving challenging targets for themselves and are proud of their achievements. Challenge is firmly embedded in all aspects of school life."

Our values are reflected in various accolades including being recipients of the Gold Equalities Award for our pioneering work in this field, as well as being a Fairtrade institution and a Pupil Premium Awards winner.

The school offers an extensive range of extra-curricular activities and has an excellent reputation locally for its sport, music, science and drama. We are proud of the fact that our most able athletes have competed in international competitions, have represented England at World Schools Championships in cross country and athletics and have won over 20 national titles in the last 10 years.

*Success isn't only achieved through exceptional performance. It's about consistency, and consistent hard work leads to success.*



# The benefits

## **Benefits:**

- Auto-enrolment into a contributory pension scheme (Teachers Pension for teaching staff, employer contribution 28.68%)
- Free on-site parking and cycle to work scheme
- CPD through internal and external providers (including a subscription to National College)
- Employee Support Programme offering retail discounts and vouchers, a 24/7 confidential advice line, and counselling.
- Specsavers Eye care vouchers
- Free use of the sports facilities

## **Key terms:**

- Hours: Full time
- Duration: Permanent
- Remuneration: Per the National Teacher Pay Scales; Main to Upper depending on experience.
  - Management: Teaching and Learning Responsibility Allowance 2c (£8,611 gross per annum) plus allocated management time.

## **To Apply:**

Please apply via the school's mynewterm recruitment page.

Applications Deadline: 17<sup>th</sup> May 2026  
Start date: 1<sup>st</sup> September 2026  
Interviews: w/c 18<sup>th</sup> May 2026 (flexibility available)  
The need to appoint quickly means we reserve the right to appoint at any time.

Contact: Applicants who require further information should contact the HR Manager at [recruitment@shsb.org.uk](mailto:recruitment@shsb.org.uk) or telephone 01702 606 200.

If you feel you might need any adjustments to help support you during the recruitment process please contact us; we want to make sure everyone has the opportunity to evidence themselves at their best.

.....how to apply



Southend High School for Boys is situated in the heart of the city of Southend On Sea, a resort city on the north side of the Thames Estuary in Essex, southeast England.

Southend originally consisted of a few fishermen's huts and farms at the southern end of the village of Prittlewell. In the 1790s the first building, around what was to become the high street, were completed. In the 19th century Southend's status of a seaside resort grew after a visit from Princess Caroline of Brunswick and Southend Pier was constructed - the longest leisure pier in the world which it is serviced by a small train and has a museum at its shore end. The Cliff Lift, a century-old funicular, clings to the hillside and offers coastal views.

Southend is now the 52nd city in England and the second in Essex having been granted granted city status in 2022 by Queen Elizabeth II in memory of Sir David Amess, the Conservative MP for Southend West.

The school is thirty miles from London and is close to main road and rail links from London, and to Chelmsford and Cambridge.



## Data Protection and Privacy Notice:

Under data protection legislation, you have the right to request access to information we hold about you. To make a request, contact [enquiries@shsb.org.uk](mailto:enquiries@shsb.org.uk). You also have the right to:

- object to the processing of personal data if it is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed.

We will always seek to comply with your request. However, we may be required to hold or use your information to comply with legal duties. If you have a concern about the way we are collecting or using your personal data, you can raise your concern in the first instance either with the HR Manager ([HR@SHSB.org.uk](mailto:HR@SHSB.org.uk)) or our Data Protection Officer ([dpo@shsb.org.uk](mailto:dpo@shsb.org.uk)). Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

## Recruitment & Selection Policy:

The Trustees recognise the value of achieving a diverse workforce including people from different backgrounds, with different skills and abilities. We are committed to ensuring our recruitment and selection processes are conducted in a systematic, efficient, and effective manner, and promotes equality of opportunity. Please refer to our website for full details of our Recruitment & Selection policy.

## Safeguarding:

SHSB is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The post is exempt from the Rehabilitation of Offenders Act 1974. To assess suitability to work with children, the School is permitted to ask applicants to declare all convictions and cautions in advance of attending an interview (including "spent" convictions unless they are "protected" under the DBS filtering rules)

