

## **JOB DESCRIPTION**

<b>Title of Post:</b>	Early Career Teacher: English
<b>Pay Range:</b>	Main Pay Range
<b>Contract:</b>	Full Time, Permanent
<b>Start Date</b>	1 <sup>st</sup> July 2024

### **THE POST**

We are looking for an enthusiastic English Early Career Teacher who is committed to their own professional development and would relish the opportunity to begin their career in a high performing English faculty. The successful applicant will teach English up to and including GCSE. A Level teaching may also be available.

Early Career Teachers at Moulsham High School teach a reduced timetable of 40/50 lessons a fortnight in Year 1, and 42/50 in Year 2. They have a subject mentor from within their faculty and are provided with an in-house induction programme led by a member of the Senior Leadership Team. Further support is provided by the Bridge Academy Trust.

This is a full-time post.

### **THE FACULTY**

The English faculty plays a pivotal role in the success of Moulsham High School. It forms part of the school's specialism and is very highly regarded by parents and students alike. Results are consistently exceptional at both GCSE and A-level, but staff are not complacent and are constantly striving for further improvement.

The English faculty is based in a cluster of ten adjacent classrooms. Each classroom has a projector, an interactive whiteboard and is wireless networked. There is also easy access to a bookable resource of 30 computers which are for the sole use of the English faculty. Each member of staff is provided with his/her own laptop.

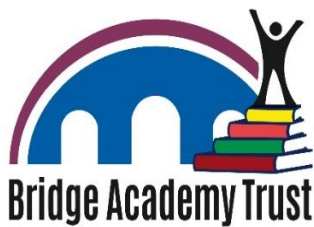
The faculty's clear and aspirational vision underpins all of its work. Its aspiration is for every student to acquire:

- A lifelong love of language.
- An academic excellence which is commensurate with their ability.
- An empowering command of the written and spoken word.

The opportunities for professional development afforded to staff within the faculty have been considerable and are on-going. In any academic year, teachers are afforded many opportunities tailored to meet their individual needs. These include membership of PIXL/exam board conferences and visits to other English faculties within the Bridge Academy Trust to share good practice.

The successful candidate will join a strong and experienced team of ten specialists, including a member of the Senior Leadership Team. The postholders are:

- Head of Faculty.
- Raising Achievement and Progress Co-ordinator: Years 10 and 11.
- Raising Achievement and Progress Co-ordinator: Years 7 to 9.
- Raising Achievement and Progress Co-ordinator: Key Stage 5.



The faculty often welcomes student teachers from the Mid-Essex School Centered Initial Teacher Training scheme.

## ATTAINMENT

The English faculty is highly successful. Standards at all Key Stages have consistently been well above the national averages.

### OUTCOMES AT KEY STAGE 4 - 2023

	% Grade 4 +	% Grade 5+	% Grade 7+
English Language	81.75	64.26	23.57
English Literature	75.67	60.84	22.05

### OUTCOMES AT KEY STAGE 5 - 2023

	% A*-B	% A*-C	% A*-E
English Literature	80	100	100
Film Studies	100	100	100
Media Studies	42.86	78.57	92.86

## CURRICULUM

### YEARS 7, 8 AND 9

In Years 7 to 9 the faculty's schemes of work are broad, balanced and innovative. Students will read and study a wide range of 19<sup>th</sup> and 20<sup>th</sup> century texts, both fiction and non-fiction. Summative assessments are formally completed in exam conditions and are designed to develop the skills required by GCSE. Upon entering Moulsham High School, we aim to empower all our students with an expert command of the spoken and written word.

### YEARS 10 AND 11

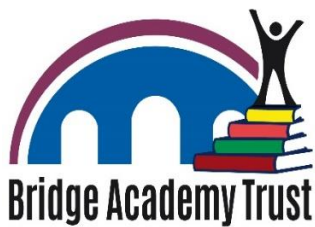
All students take GCSEs in English Language and English literature. The AQA syllabuses are followed. GCSE Media Studies is offered as an option.

### YEARS 12 AND 13

As well as A level English Literature, the faculty also offers the OCR A-level in Media Studies and WJEC A Level Film Studies, all with very large uptakes.

## ENRICHMENT ACTIVITIES

The English faculty offers a wide variety of enrichment opportunities for students across years 7 to 13. A variety of clubs are offered each week and there are numerous lecture and theatre trips. Many enrichment activities are offered in conjunction with our well-resourced and well-organised library, for example, author visits.



**NOTE:**

All staff at Moulsham High School are expected to:

- Participate in the performance management and development review processes, taking personal responsibility for identification of learning, development and training opportunities in discussion with their line manager.
- Comply with individual responsibilities, in accordance with the role, for health & safety in the workplace.
- Ensure that all duties and services provided are in accordance with the school's equal opportunities policy.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

The Local Governing Committee is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The school's Child Protection and Safeguarding Policies can be found on the school website: [www.moulshamhigh.org](http://www.moulshamhigh.org)

This post is subject to an enhanced DBS check and is not suitable for anyone who has been barred from working with children.

November 2023

## PERSON SPECIFICATION

### Early Career Teacher: English

Qualities and Attributes	Essential	Desirable
<b>Qualifications</b>		
Good quality Honours degree in English.	✓	
PGCE, or equivalent, in Secondary Education or working towards this	✓	
Qualified Teacher Status or working towards this	✓	
<b>Experience</b>		
Experience of teaching English at Key Stage 3	✓	
Experience of teaching English at Key Stage 4	✓	
Experience of teaching English at Key Stage 5		✓
<b>Knowledge / Skills</b>		
Strong subject knowledge	✓	
A developing understanding of what makes outstanding teaching and learning and the commitment to strive to achieve this on a daily basis.	✓	
A developing understanding of what effective marking and feedback looks like and the ability to provide this for all students according to school policy	✓	
An ability to forge good working relationships with staff and students.	✓	
An understanding of current curriculum developments in English.		✓
Organisational skills	✓	
Developing behaviour management skills	✓	
The ability to ensure that whole school policies (Behaviour, Homework, Child Protection etc) are implemented consistently	✓	
<b>Personal</b>		
Ability to work well under pressure	✓	
Ability to prioritise and meet deadlines	✓	
Commitment to continued personal development	✓	
Commitment to contribute to extra-curricular activities and educational visits		✓
<b>General</b>		
Good attendance and punctuality record	✓	
Professional dress	✓	