



Application Pack and Job Description
English Lead Teacher & Coach
Newton Abbot College



English Lead Teacher & Coach

Newton Abbot College

Required from September 2023.

MPS / UPS + TLR 2b (£4,785)

full-time permanent vacancy

We have an exciting opportunity for an experienced English teacher who is an excellent classroom practitioner, deeply committed to improving student outcomes and passionate about teaching and learning to join our English Department. Working with the English Team Leader as well as with the college Teaching & Learning team, your areas of responsibility will include:

- Developing the English curriculum across KS3-5 to ensure it is challenging, aspirational and knowledge-rich
- Coaching staff within the department to develop their classroom practice
- Creating resources that inspire, engage and challenge students across all three key stages
- Working with the Teaching and Learning team to improve the quality of education across the college

If you think you can make a difference to our students; have a positive impact at a whole college level; and relish the idea of joining our successful, supportive and highly motivated staff team then we want to hear from you.

Please see the job description and person specification for further details regarding this post.

Newton Abbot College is an over-subscribed secondary school with a growing Sixth Form that is situated in the heart of Newton Abbot, Devon. Our mission is to support, challenge and inspire every individual to be better than they ever dreamt they could be. To achieve this staff and students share the same set of values and drivers that underpin an ethos of traditional values and incredibly high expectations and a culture of high-quality teaching supported by exceptional pastoral care. Staff wellbeing and professional development are always a priority and we work hard to look after our staff and provide them with opportunities to develop their practice and, if they wish, further their careers. There is a very strong sense of community and team at Newton Abbot College; everybody looks out for one another and everybody is proud of their role; as together we grow our college from strength to strength.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Ivy Education Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you have any questions about the role, then please email Laura Newton, English Subject Team Leader, on lnewton@nacollege.devon.sch.uk.

Application forms and further information are available from our website, www.ivyeducationtrust.co.uk or via email to people@ivyeducationtrust.co.uk

Completed application forms should be sent to people@ivyeducationtrust.co.uk before the closing date stated below.

Closing date for applications is Monday 27th March, 9am. Interviews will be arranged once applications have been shortlisted.

Job Description

Job Title:	English Lead Teacher & Coach
Location:	Newton Abbot College
Responsible to:	Assistant Headteacher (Teaching & Learning) / English Subject Team Leader
Salary:	MPS/UPS + TLR 2b (£4,785)
Contract:	Permanent
Start Date:	September 2023

Key purpose of job:

The English Lead Teacher & Coach will be an excellent classroom practitioner, deeply committed to improving student outcomes and passionate about teaching and learning who will work alongside the English Subject Team Leader to develop the English curriculum across KS3-5 to ensure it is challenging, aspirational and knowledge-rich. They will create resources for use across the department that inspire, engage, and challenge students across all three key stages. They will take on a coaching role within the department to develop and improve classroom practice. On a whole college level, they will work with the Teaching and Learning team as a coach to improve the quality of education across the college.

Main duties:

- Undertake the normal responsibilities of a class teacher, ensuring an excellent level of performance against the teaching standards. Have teaching skills which lead to excellent results and outcomes.
- To develop and implement Teaching and Learning initiatives and strategies throughout the department that raise the teaching practice of all members of staff and therefore raise student standards and progress.
- To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence. Demonstrate excellent and innovative pedagogical practice and deliver demonstration lessons.
- To develop high quality teaching resources, schemes of learning and homework tasks to be used within the department to ensure cohesion of student experience and a high standard of consistency and quality.
- To support underperforming teachers within the department to enable them to improve their practice.
- Take a lead role in improving the effectiveness of assessment practice within the department, analysing statistical information to evaluate the effectiveness of teaching and learning and the progress of students.
- To take a lead role, working closely with the Subject Team Leader / Assistant Headteacher (T&L) in developing, implementing, and evaluating policies and practice that lead to college improvement.
- To undertake research into best practice in other schools and research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- To be an excellent practitioner to deliver outstanding student outcomes and to support colleagues in achieving the same.
- Take a lead role within the department, working closely with other practitioners in determining and developing policies, procedures, and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning.

College Ethos and Culture

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the college.

Other Duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust

buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.

- To support the achievement of the college's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college.
- To follow the college's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the college as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities.
- To comply with the college's Health & Safety policy and statutory requirements.
- To undertake any other additional duties not detailed above as required and as specified in the college Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.

This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Teaching Qualification	✓	
Good Honours Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
Professional experience and knowledge		
Ability to teach English to GCSE level	✓	
Ability to teach English to A level		✓
Excellent classroom practitioner, with a proven record of results	✓	
Committed to improving student outcomes and passionate about teaching and learning	✓	
Experience of coaching staff to develop and improve classroom practice including supporting underperforming teachers	✓	
Ability to implement Teaching and Learning initiatives and strategies	✓	
Demonstrates excellent and innovative pedagogical practice and deliver demonstration lessons	✓	
Ability to develop, implement, and evaluating policies and practice that lead to college improvement.	✓	
Personal aptitudes, qualities and skills		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Have teaching skills which lead to excellent results and outcomes	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	
Ability to set high levels of challenge for students	✓	

Criteria	Essential	Desirable
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.

ENGLISH DEPARTMENT

Staffing

The successful applicant will join an ambitious and expanding team that currently consists of eleven full time teachers, five part time teachers, and a Literacy Co-ordinator. The team strives for excellence in all areas and constantly seek to look for ways to develop our approaches and curriculum to ensure our students do they very best they can.

All members of the team actively contribute towards the development of the department and regular formal and informal meetings ensure that standards of teaching and learning reflect the aims of the college.

Accommodation

The department has ten teaching rooms that are fitted with digital projectors, visualisers and projectors with further access to computer rooms and Chromebooks if necessary.

Approach

The aim is to stretch and challenge all our students whilst still ensuring a fair learning environment and one that work closely with parents/carers to ensure effective links between teacher, student and home. The team are building a curriculum that celebrates our literary heritage; teaches a range of texts to promote diversity and voices and fosters curiosity about how language works. Above all though, the main goal is to raise student achievement and we do this through a consistent approach to teaching and learning using the NAC Lesson Framework of Excellence, responsive teaching and expecting excellence from our students.

Within the classroom the college aspires to promote:

- high expectations of what our students can achieve.
- firm and fair discipline
- a positive ethos
- the celebration of student achievement.

Serving the students to the best of their ability, the team strives for:

- mutual support and respect
- teamwork and collaboration
- CPD for all
- challenging lessons.

Curriculum

Our curriculum is an ever evolving one. All our planning is underpinned by threshold concepts designed to teach students the fundamentals of our subject. We aim to ensure our KS3 has a strong foundation for their GCSE studies, in which they understand the text as a construct and understand how language can be manipulated for impact. To that end, students study both fiction and nonfiction texts that both teach students about the evolution of the text and the power of the human voice. Further improving students' literacy skills is an ongoing priority within this and is embedded throughout schemes of learning. Alongside this, we are keen to promote students' reading for pleasure, and are currently using Accelerated Reader, alongside trialling the SPARX reading programme to ensure students read regularly and consistently.

At GCSE the department study AQA English Language and Literature, and study the key texts of Romeo and Juliet, An Inspector Calls, A Christmas Carol and the Power and Conflict poetry. At A Level the department follows AQA's English Literature Specification A and, in addition, offers AQA A-Level Language and WJEC A-Level Media Studies. Notably, teachers take the same approach to teaching Key Stage 5 as to teaching younger students by creating structured lessons that build confidence and independence whilst fostering a passion for our subject.

Enrichment

The department is working to ensure that our enrichment opportunities continue to develop. These range from author visits, public speaking and writing competitions, both in and outside the college, as well as theatre visits where the opportunity arises.

The team is looking forward to welcoming the successful applicant into the department.

Why work at Newton Abbot College? Because we look after our staff.

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Fairy Godmother scheme – every member of staff has an anonymous fairy godmother who leaves them messages (cards and/or gifts).
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Annual flu jab offered to all staff.
- 

Annual diary/and or planner and staff handbook for all staff to aid planning and induction.
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No am briefings after a late-night whole school event.
- 

No after school meetings in the first and last week of each half term.
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In-trust career development and leadership courses; support to access the NPQ suite of courses and progression opportunities within the college's leadership structures.
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Centralised detention system for non-completion of homework and behaviour that does not meet expectations.
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All teaching staff receive weekly incremental coaching as their personalised CPD to develop pedagogy; no whole school one-size-fits-all approach.
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Staff social events each term and staff sport sessions/running club.
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PowerPoint clicker, visualiser and timer for all teaching staff to facilitate lesson delivery.
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Dedicated INSET days following exam and assessment windows to allow for marking, moderation and planning.
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Regular safeguarding updates to empower & protect staff.
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New staff buddy system: a buddy outside the department to catch up with for support.
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Transparent meetings schedule and sacrosanct line management meetings to ensure consistency of experience.
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Room 101 – regular opportunities to meet with the Headteacher and talk about things you'd like to change about the college.
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Laptop and tablet for teaching staff to allow for administering of ClassCharts without interrupting use of PowerPoint/other software delivering the lesson.
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Late start/early finish cards x 2 for every member of staff.
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SLT & coaching team open door policy.
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College calendar published at the year start detailing deadlines for advance notice.
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Centralised department schemes of work and shared resources.
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Three cover supervisors employed to minimise rarely cover.
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Only three data drops a year per key stage, staggered to ensure drops are manageable and timely.
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Cake (and fruit)-at-break Fridays.
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Communication strategy that protects time outside of the school day by promoting a 7am-7pm email window, core working hours, individual working patterns and no-email days.
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Numerous strategies to value staff contributions e.g. colleague of the month, thank you postcards, shout-outs.

Our mission is to provide all our students with the best educational experience we can. We are driven by having high expectations & standards in all we do; delivering high quality lessons that inspire & engage; maximising opportunities & outcomes; treating all individuals with care & compassion; and creating a strong culture & college community.