



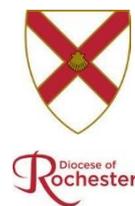
**Saint George's**  
Church of England School

**WORKING AT SAINT GEORGE'S C OF E SCHOOL**

# Join our Team



**For Appointment of:  
English Second in Department**



**PROUD TO BE  
Aletheia  
Academies Trust**

# Saint George's Church of England All Through School



We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto '**All Different, All Equal, All Flourishing**' emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



## CEO's Welcome Stephen Carey

Thank you for your interest in the role at Saint George's C of E All Through School. I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

Aletheia Academies Trust's vision is rooted in a determination to **improve the life chances of local children**. Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. Since our inception, the Trust has adopted an operational model based upon the notion of a family of schools; understanding that like any family member, each school, and each community that it serves, is unique. Schools are encouraged to celebrate and explore this dimension. The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Saint George's was one of the founding schools within Aletheia Academies Trust and continues to play a significant part in the development of the organisation. As the only current open provision with a secondary phase, the school has a pivotal role in the co-construction of an all-age learning journey for pupils. The school has excellent staff retention rates and is deservedly proud of the palpable sense of community that stakeholders and visitors encounter and regularly comment upon. The school provides an exemplary model of the highly ethical and inclusive Trust vision and values.

It is these values and principles that make me feel so proud and privileged to serve as the CEO of the Aletheia Academies Trust.

**I look forward to receiving your application.**



**All Different • All Equal • All Flourishing**

**Visitors most often comment upon the profound sense of community within the school.**



# School Structure



CEO

S Carey

Head of Secondary Phase

M Lillie

Deputy Headteacher  
- Primary Phase

H Palmer

Deputy Headteacher

M Baker

Deputy Headteacher

J Scott-Halsey

Assistant Headteacher

E Hartley

Assistant Headteacher

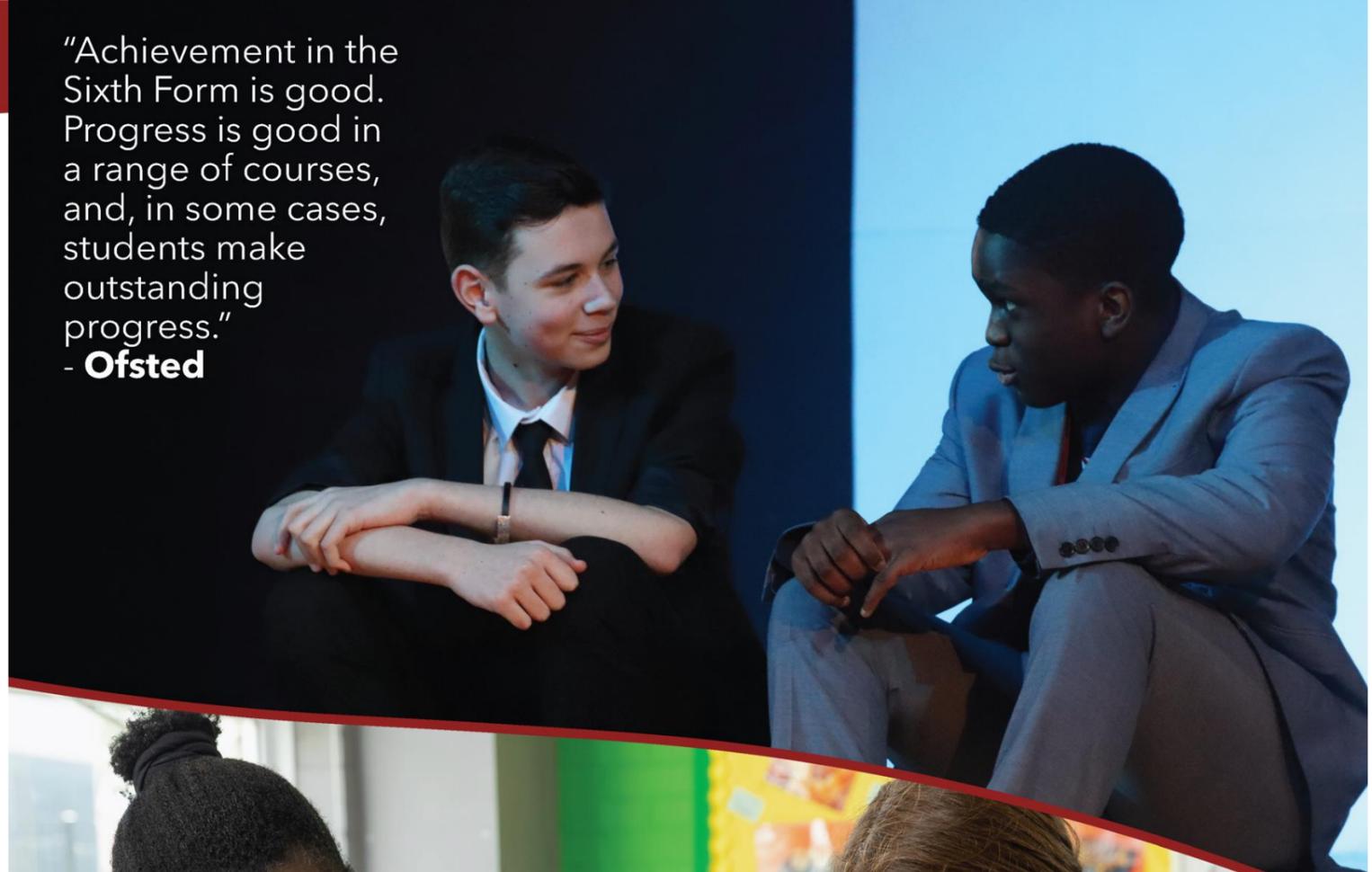
L Carey

Assistant Headteacher

S Lane

Head of Sixth Form

M Pye



"Achievement in the Sixth Form is good. Progress is good in a range of courses, and, in some cases, students make outstanding progress."  
- **Ofsted**



"The development of students' literacy and numeracy skills is strong across the curriculum." - **Ofsted**

# Job Description

<b>Job Title</b>	English (2ic)
<b>Location</b>	Gravesend, Kent
<b>Duration</b>	Permanent
<b>Work Hours</b>	Full-time/Part-time
<b>Reporting to</b>	Head of English
<b>Salary</b>	MPS/UPS + TLR 2B
<b>Pension</b>	Teachers' Pension Scheme



## About the Role

**Job Purpose:** To support the Head of English in strategic and operational leadership which deliver the best educational experience and academic outcomes across English language and literature.

### Shaping the future:

- ♥ Working with the Head of Department to develop and maintain high quality curriculum and resources in English language and literature which meet the needs of our pupils.
- ♥ Supporting the Head of Department to give pupils at Saint George's valuable extra-curricular opportunities in English language and literature.

### Managing and leading teams:

- ♥ Supporting the Head of Department in the professional development of all teachers in the department to ensure that they are supported and equipped to deliver the highest quality lessons.
- ♥ Supporting the Head of Department with analysis of data and ensuring pupil progress.
- ♥ Supporting the Head of Department / Leadership team in Quality Assurance of English.
- ♥ Direct Line Leadership of classroom teachers.
- ♥ Support the mentoring process of new and trainee staff.

### Managing Policy and Planning:

- ♥ Contribute to the English strategic plan.

# Person Specification



## Qualifications and Experience

Qualified teacher status. Degree.  
Evidence of continuous professional development  
Proven ability as an excellent classroom Teacher

	E	D
Qualified teacher status. Degree.	X	
Evidence of continuous professional development		X
Proven ability as an excellent classroom Teacher	X	

## Skills and Knowledge

Principles and practices of effective teaching and learning  
Preparation of schemes of work and lessons  
Knowledge and understanding of subject area(s)  
Principles and practices of monitoring/assessment/evaluation  
The application of information and communications technology (ICT) to learning and teaching in subject area(s)

Principles and practices of effective teaching and learning	X
Preparation of schemes of work and lessons	X
Knowledge and understanding of subject area(s)	X
Principles and practices of monitoring/assessment/evaluation	X
The application of information and communications technology (ICT) to learning and teaching in subject area(s)	X

## Personal Qualities

The ability to command respect from others  
Ability to initiate and manage change  
Ability to build and sustain effective working relationships with a range of stakeholders and external partners  
Ability to demonstrate enthusiasm and sensitivity while working with others  
Ability to make considered decisions  
Be creative, flexible and innovative  
Promote a well reasoned educational philosophy in relation to the school ethos  
Be encouraging and supportive in the development of others  
Be emotionally self-aware  
Have high personal aspirations and inspire the same in all members of the school community  
Demonstrate a high level of integrity, honesty and fairness  
Readiness to reflect on, evaluate and improve practice and to hold self and others to account  
Humour, warmth and energy

All Essential Criteria



## £2500 Onboarding Bonus

### Required to start September 2023 or ASAP

An exciting opportunity has arisen for a candidate of exceptional ability to join our English Team as Second in department in this over-subscribed and successful high school.

The school has an existing reputation for high quality education with a relentless focus upon high expectations and aspirations.

We are a friendly, dynamic and innovative school and pride ourselves on our commitment to ensuring student progress through high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in delivering on this commitment.

We would love to hear from you if you:

- ♥ Want to work in a supportive and caring environment
- ♥ Are committed to enabling every student to achieve the very best they can
- ♥ Are an ambitious professional
- ♥ Are a good/outstanding classroom practitioner



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

**[HR@aletheiatrust.org.uk](mailto:HR@aletheiatrust.org.uk)**  
**01474 533 082**

To apply for this role, please complete our [Online application form](#)



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website:

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>



## Contact Us

### **Saint George's C of E School**

Meadow Road,  
Gravesend, DA11  
7LS

### **Telephone:**

01474 533 082

### **Website:**

[saintgeorgescofe.kent.sch.uk](http://saintgeorgescofe.kent.sch.uk)

**Email:** [HR@aletheiatruster.org.uk](mailto:HR@aletheiatruster.org.uk)