



**St LUKE'S**  
Church Of England School



# Recruitment Pack

## English Teacher

St Luke's Church of England, Exeter

Closing Date: Midday, 6th October 2023

**Ted**  
**Wragg** TRUST

# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

## Our Values



### Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

### Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

### Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

## How will we succeed?





## St Luke's is an ambitious and inclusive Church of England School dedicated to ensuring all students live life to the full.

We are incredibly proud to be part of the values-lead Ted Wragg Trust, which continues to have a transformative impact on the lives of young people and communities. If you join St Luke's you will be surrounded by people who have an unapologetic mission to be better every day. We offer all staff exceptional professional development through weekly coaching which has seen us be named as one of only 13 national coaching hubs. Our staff also benefit from disruption free classrooms created by a centralised behaviour system, wider Trust leadership development programmes as well as access to exceptional leadership coaching and opportunities such as South West 100.

At St Luke's, we are relentless in our mission to support the improvement of educational outcomes in the South West and are proud to be one of the most improved schools in the region following our 2022 outcomes. While we maintain a relentless focus on the highest standards and outcomes, our distinctive ethos means that everyone in our community acts with compassion in all they do.

If you are someone who believes in the power of education to transform the lives of all young people, regardless of background, then St Luke's is the place for you. We will provide you with the very best training, opportunities and environment that ensures you can be brilliant every day.

Harrison Littler  
Headteacher



# Key Details

**Job Title:** English Teacher

**Location:** St Luke's Church of England School, Devon

**Salary:** Fixed Term, Full time (Maternity cover)  
MPS/ UPS

**Closing Date:** Midday, Friday 6th October 2023

**Interviews:** Wednesday, 11th October

**Required From:** October / January

## Our Mission

We are an ambitious and inclusive Church of England School, dedicated to ensuring all students live life to the full



## Our Values

As a community:

We work hard  
to achieve  
our best

We are  
inclusive

We give hope

We take  
responsibility

We show  
respect

# How to apply

If you would like an informal conversation about this role please contact Kerri Moore – [kerri.moore@stlukescofe.school](mailto:kerri.moore@stlukescofe.school)

Please use the application form available on the Trust/School website and email it to:  
[Office@stlukescofe.school](mailto:Office@stlukescofe.school)



# Job Description

## English Teacher

### 1. Key Purpose of Job:

To teach English across the age and ability range in accordance with the requirements of a professionally qualified teacher.

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### 2. Key Duties and Accountabilities

- Teach English across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
  - Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
  - Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
  - Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson.
  - Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
  - Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships.
  - Manage, develop and share resources to enhance teaching of English
  - Promote enrichment and extension of English across the department, participating and developing events, trips and visits as well as producing high quality displays.
  - Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
  - Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.
  - Embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to make impact within the role.
  - Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school and Trust with students, staff, parents and other stakeholders where and when appropriate.
  - Safeguarding Children. The Ted Wragg Multi Academy Trust is wholly committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
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### 3. Supervision/Line Management Responsibilities of the post

None

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### 4. Working Environment & Conditions of the post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post-holder may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.
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## 5 General

- Maintain a presence in national professional networks and through these and other means ensure a current overview of relevant policies and developments.
  - Comply with and uphold all respects of the Trust's Code of Practice on equality and diversity.
  - Contribute to the safeguarding and promotion of the welfare and safety of children and young people with regard to the relevant documents published by the Department of Education, within an academy in the Ted Wragg Multi Academy Trust.
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## 6 Working Environment & Conditions of the post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post-holder may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.
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## 7. Other Information

- 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.
  - The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
  - The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
  - The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at
  - This post is based at St Luke's School but the post holder may be required to move their base to any other location within the Trust upon request
  - The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
  - To undertake additional duties as required, commensurate with the level of the job.
  - To attend Awards Evenings and Celebration Events.
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As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity.





# Person Specification

## Job requirements

Essential/  
Desirable

### Qualifications and Professional Development

Qualified Teacher Status or equivalent

Relevant University Degree (2:2 or higher) or Equivalent

Evidence of Continued Professional Development

Recent and relevant teaching of good to outstanding lessons at Key Stage 3 and 4 in Geography

A track record of excellent student progress demonstrated by examination outcomes

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### Knowledge and Experience

Wide knowledge and understanding of English within the curriculum context and wider world and how this complements other curriculum areas.

Knowledge of current educational issues, an awareness of recent developments in the National Curriculum

Ability to use data effectively to support student progress

Know and use a range of teaching and learning styles

Show an awareness of what constitutes outstanding pedagogy and practice

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### Behaviours and Teaching and Learning

Ability to engage and support students to build an enthusiasm for learning

Excellent communication skills both verbally and written

Ability to work as part of team and independently

A passion for ensuring that all aspects of school life demonstrate integrity and respect

An ability to organise, plan and prioritise time effectively

A willingness to challenge others, promote positive outcomes and role model for both colleagues and students in accordance with the Trust ethos

Flexibility and adaptability

Willingness to contribute and share high quality good practice with colleagues

Ambition and enthusiasm to develop your subject area, your own knowledge and support others to develop within the academy.

Demonstrate knowledge of Child Protection and Safeguarding requirements within an education setting and in accordance with the DfE expectations

Fitness to undertake the role following a pre-employment medical check

Enhanced DBS clearance, other relevant overseas checks if applicable, satisfactory references covering a minimum of 5 years and certification demonstrating right to work in the UK

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The Ted Wragg 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.



# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.



# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



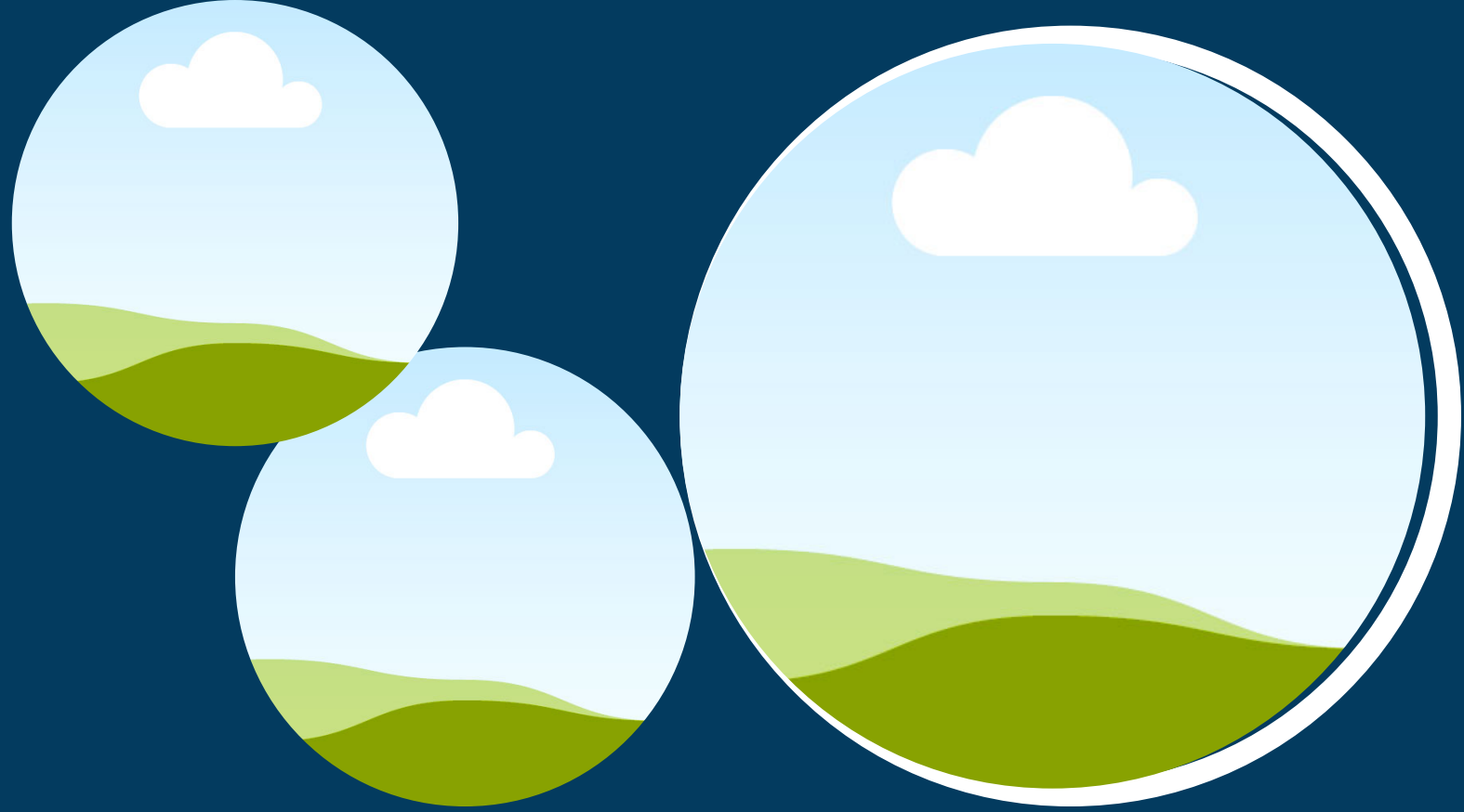
**Dixons Academies Trust** – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



**Cabot Learning Federation** – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



**Reach Academy Feltham** – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.



# Recruitment Pack

Thank you for your interest!

**Ted**  
**Wragg**  
**TRUST**