



**Position:** English Teacher (KS4 Leader)  
**Salary:** £30,000 - £46,525 per year (MPS /UPS) + TLR  
**Start:** September 2024

We are delighted to be recruiting for an English teacher to join our high-performing, forward thinking and cohesive school. **The successful applicant will be responsible for leading Key Stage 4 study in the subject area.**

We teach a rigorous academic curriculum with a clear focus on supporting all students achieve positive outcomes. You will work with the departmental and the wider school team to continually drive attainment and standards across the English department.

**We seek a teacher who has the following qualities:**

- An excellent classroom practitioner
- A supportive member of the team
- Excellent subject knowledge
- The drive and passion to grow as a leader within the department

Our English department is a thriving and successful subject area, and a popular option choice at A-Level, where we offer courses in A-Level English Language, A-Level English Literature, and A-Level Media Studies.

At Poole High School, over three quarters (77%) of students achieved at least a grade four in both English and maths, with 51% achieving grade 5 or above in the two core subjects. Progress 8 in summer 2023 was 0.72 which places the school in the **top 8% for progress nationally**. In English specifically, 70% of our students achieved a grade 5 in English, whilst 85% achieved a grade 4.

Poole High School, as the largest school in our selective catchment, prides itself on the fact that all students thrive in a caring and collaborative environment. Our students are well motivated and co-operative, and the team spirit in this large school is second to none. As a values-driven school, our most important purpose is to teach our students things which they would not learn outside of school. We want our students to look back on their time at Poole High School as a place which gave them opportunities for the future and prepared them for the ups and downs of life – a school which valued, inspired, and empowered them.

We have high expectations of our staff, and in return we value them highly. Our systems ensure you can focus on teaching high quality lessons in a sustainable way – unhindered by bureaucracy or poor behaviour. We are proud of our strong learning culture and that learning is sacrosanct in every classroom.

The school has delightful landscaped grounds and is very well resourced, being located at the heart of the town with excellent access by road and public transport. The quality of life in Poole is good and there is easy access to diverse range of cultural and scenic attractions.

**What we offer:**

- Disruption-free learning and a 'warm-strict' behaviour system
- Collaborative planning with centralised, shared units of work and resources
- Opportunity to teach up to A Level
- A feedback policy focused on whole class feedback – no onerous marking policies
- A centralised homework system at KS3 – you do not need to mark KS3 homework
- Centralised detentions, including homework detentions (you do not need to organise/chase at all)
- No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop
- Professional development that is continuous and based upon national research schools
- A culture of engaged learners – leaving you free to teach high quality lessons
- Comprehensive induction process with ongoing support from a dedicated induction co-ordinator
- A school with the scale and structure to maximise opportunities and career progression

We actively welcome visits and would be delighted to show you around the school to enable you to appreciate our excellent learning environment.

Poole High School is an equal opportunities employer and welcomes applications from all suitably qualified candidates.

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

Unfortunately, we are unable to sponsor a VISA application for this particular role as it is not one of the shortage occupations listed on the UK Governments website at this current time.

**Note** – We reserve the right to interview and offer to a strong candidate prior to the closing date. It is strongly recommended that candidates submit their application as soon as possible.

For more information about this role or to arrange a visit please contact: [n.steele@poolehigh.poole.sch.uk](mailto:n.steele@poolehigh.poole.sch.uk)

**Website Address:** <https://poolehigh.co.uk/work-with-us/>

**Closing date:** Monday 19 February 2024, 12:00

**Contact Information:**

Please submit your application to:

Mrs N Steele, Address: Wimborne Road, Poole, Dorset, BH15 2BW, Telephone: 01202 662015

Email: [n.steele@poolehigh.poole.sch.uk](mailto:n.steele@poolehigh.poole.sch.uk)

CV's will not be accepted for this position. An application form must be submitted.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment through their behaviour and practice.

Rigorous checks will be undertaken of the successful applicant's background credentials including an enhanced DBS, disqualification and prohibition check.