

Post	Teacher of English
Grade	MPS or Upper Pay scale
Responsible to	Curriculum Leader
Responsible for	As indicated by STPCD
Working hours	As indicated by STPCD

Everyone at Plumstead Manor works to fulfil our **School Plan**. All teachers must fulfil the **DfE Teacher Standards** at all times and, where appropriate, the **UPR standards**. All contracts are subject to the terms and conditions as set out in the latest **School Teachers' Pay and Conditions Document**.

We expect teachers to

1. Make sure young people of all abilities, ages and backgrounds fulfil their potential.
2. Engage all young people in participation in interesting learning
3. Develop into exceptional teachers
4. Through teachers' own scholarship stimulate a love of knowledge in our young people
5. Unlock and develop their creativity and independence
6. Demonstrate that learning continues well beyond lessons.
7. Develop the qualities that are central to cultivating success and high achievement at Plumstead Manor: creativity, collaboration, resilience, discipline, imagination, curiosity, and tolerance.
8. Be committed to promoting a successful and harmonious community, built on the foundations of equality and excellence.

Raising Aspirations, Securing Success

1. Contribute to the implementation and realisation of the School Plan setting the highest possible expectations in all aspects of school life.
2. Maintain good discipline and standards of behaviour in your lessons, and around the school environment, arranging sanctions in line with the school behaviour policy and code.
3. Promote a culture of high expectations, including the active participation of students in challenging learning.
4. Maximise student progress and achievement, and support all students in your classes to progress successfully onto the next phase of their education, training and employment.
5. Contribute to the development and delivery of a broad and balanced curriculum that promotes the development of powerful knowledge, complemented by a rich offer of wider learning opportunities.
6. Track, monitor and analyse assessment data and contribute to the Raising Attainment Process in the curriculum area.
7. Monitor the achievement of students in your care and support the provision of interventions to boost and accelerate student progress.

Challenge and Creativity

8. To consistently be a good or outstanding teacher.
9. Know best practice in teaching a specific subject in the curriculum area, and disseminate that to colleagues.
10. Actively contribute to the delivery of a curriculum within the department which provides memorable experiences and opportunities for high-quality learning and wider personal development, so that levels of uptake and retention are strong in key stage 5.
11. Adapt and differentiate teaching to ensure students of all abilities learn and progress.
12. Contribute to the development of the curriculum in your subject area, developing and sharing resources.
13. Promote a tidy and stimulating learning environment.
14. Develop and embed the qualities that are central to cultivating success and high achievement at Plumstead Manor: creativity, collaboration, resilience, discipline, imagination, curiosity, and tolerance.
15. Keep fully informed about syllabus and other exam board requirements such as changes to mark schemes and examiners' reports.
16. Ensure the accuracy and rigour of assessment data you generate.
17. Make creative use of a range of new technologies to support and develop the quality of learning.

Cultivating Harmony and Respect

18. Contribute to the evaluation of the views of students, parents and stakeholders and act on recommendations where appropriate.
19. Actively participate in curriculum area meetings.
20. Ensure that school policies and practices are implemented consistently and maximise expectations and aspirations for all.
21. Contribute to the development of departmental policy and procedure consistent with school approaches and operating procedures.
22. Contribute to the professional development of other colleagues.
23. Carry out the vital pastoral role of form tutor to a group of students in your care.
24. Ensure the guidance of Children Act are fulfilled including any supplementary Safeguarding and Child Protection guidance in line with school policies and procedures, including the PREVENT duty.
25. Complete any additional responsibilities commensurate with the level of this job description, as required by the Head Teacher.

Specific to the role of a Teacher in the English Department:

1. To facilitate and encourage inspirational learning experiences in English Language and Literature which provide students with the opportunity to achieve their individual potential and maximise their attainment.
2. To teach English across all key stages, and where appropriate to KS5.
3. An ability to teach English Language and/or Media Studies to KS5 would be an advantage.
4. To contribute to the development of a 'reading culture' across the school.
5. To make effective and creative use of ICT as a teaching tool and a learning medium.
6. To highlight the contribution English makes to the provision of SMSC and the development of British Values across the school.
7. To contribute to the organization of school journeys and trips to broaden understanding of different cultures, places and contexts.

Teacher of English Person Specification

Post	Teacher of English
Grade	MPS or UPS
Responsible to	Curriculum Leader
Responsible for	As indicated by STPCD
Working hours	As indicated by STPCD

All teachers at Plumstead Manor are bound by the School Vision and Plan, and the shared expectations in the job description. This person specification shows what we require in order to be shortlisted for a post here. It shows the qualifications, experience, knowledge, understanding, qualities and attributes needed in order to carry out the duties in the job description. Candidates must provide evidence in the application form and supporting statement and at interview that they meet these requirements.

Selection Criteria

Training Qualifications and Experience	<p>Candidates must demonstrate that they have:</p> <ul style="list-style-type: none"> • a good degree in English Literature, English Language, Philosophy or related area of study. • evidence of further study • specific expertise and skills in teaching English to at least KS4, with the ability or experience to teach to KS5. • QTS • Evidence of teaching in more than one Key Stage. • evidence of sustained professional development;
Personal, Professional Qualities and Attributes	<p>Candidates should demonstrate that they</p> <ul style="list-style-type: none"> • have a love of teaching and a commitment to excellence for all students. • a commitment to inclusion. • can support the Head Teacher in fulfilling the School Vision and Plan. • have the ability to work in partnership with other members of a team. • through personal commitment, contribute to maintaining and developing our ethos based around excellence, justice, success and harmony. • can communicate clearly and precisely. • have the critical intelligence to assess and judge the value of educational fashion. • inspire, motivate and empower staff and students. • can work collaboratively with others, delegating appropriately; • seek and act on feedback from others. • communicate effectively with, and command the confidence and respect of students, parents, colleagues and governors; • have a track record of excellence as a teacher. • have resilience and tenacity, combined with a high level of integrity.
Professional Knowledge	Candidates should demonstrate that they know

and Understanding	<ul style="list-style-type: none"> • current curriculum orders and requirements, concluding the current National Curriculum. • effective strategies for maintaining and developing high standards of attainment, behaviour and attendance; • effective pedagogical practice in subjects in the curriculum area. • current trends in curriculum change and development in subjects in the curriculum area. • principles and practice of educational inclusion, diversity and access. • Understand the context of change in the current educational landscape.
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