



Kennet  
School

Excellence through Endeavour



Application Pack

English Teacher - with wider responsibility for Year 7

# WHAT WE BELIEVE

At Kennet School we employ forward-thinking, creative teachers who are unapologetically passionate about their subject. Our motto, 'Excellence through Endeavour', does not apply to our pupils alone.

We place learning at the heart of everything we do. Through our learning blog and innovative professional development programmes, we seek to drive education reform through the heart of our school, making decisions that are right for our pupils whilst being an exciting place to work.

We do not believe in restrictive marking policies, for example those that demand a consistent marking technique. Rather, we value the full range of assessment methods and equip staff with the ability to plan the appropriate strategies alongside learning.

Our curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. Department and training opportunities create space for the ongoing development of the curriculum as we understand the value that specialist teachers bring to this process.

We value the time of our staff and all teachers start with a 15% PPA allocation. Additional admin support is provided to ensure all teachers are able to focus on their first priority: pupils' learning.

A rigid behaviour procedure enables departments to manage low level disruption internally. Our procedures reduce the demands on staff whilst ensuring that poor behaviour is dealt with swiftly and positive behaviours don't go unnoticed.

If you are passionate about seeing young people achieve more than they thought was possible and recruiting the next generation to your field of expertise, then we welcome your application to join our team.



Mrs G Piper  
Headteacher

# LETTER FOR APPLICANT

Dear Applicant

Thank you for your interest in the post of English Teacher – with wider responsibility for Year 7 at Kennet School. We are a forward-looking and aspirational department, who are looking for an inspirational and dynamic practitioner to support us in our drive for further excellence. The post will involve working closely with the Head of English to coach individuals within the team and to deliver training to the whole department in both pedagogical practice and subject knowledge development.

The successful applicant will specialise, or have a special interest, in supporting pupils with low reading ages and weak literacy skills. The ability to teach phonics would be advantageous. At GCSE, we deliver the AQA specification and all pupils study both Language and Literature, taught over two years. We also deliver the AQA specification at A-Level for both Literature and Language. We have several Examiners in the team and utilise this knowledge within the department.

Kennet School has an excellent CPD programme and the Head of Department will work closely with you to support your own professional development and career progression.

The English Department has long been a model of good practice in the school and results are consistently above the national average and we strive to make improvements to these figures year-on-year. We have excellent uptake at A-Level with similar successful results and lots of our students choose to continue their study of our subject at university.

If you're undecided about applying, we would be delighted to speak with you. If you would like to discuss this or any possible job opportunities at Kennet School, please contact Mrs Mathews (Deputy Headteacher) on [lmathews@kennetschool.co.uk](mailto:lmathews@kennetschool.co.uk).

If you've already decided to apply, the easiest way to do so is by clicking the 'Quick Apply' button on the TES website. Alternatively, application forms can be downloaded from our vacancies page on our website and submitted by email to [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk).

Applications must be received by Monday, 18 October (9am).

Yours sincerely



Ms N Nightingale  
Head of English



Job Title: English Teacher - with wider responsibility for Year 7

Salary: MPS/UPS (£25,714 - £41,604) + TLR (to be discussed at interview)

Contract: Full Time (Permanent)

Required for: January 2022

# WHY WORK FOR US?

...because we support and value our teachers!

Professional development at Kennet School is centred on investing in individuals. We spend well above the national averages on professional development and have teachers on NPOs, Leadership apprenticeship and MA programmes. Our aim is to help every member of staff be the best they can be.

Evidence-based inset programme has a real impact on teaching and learning across the school. Teachers work collaboratively across departments to focus on a question of their choice whilst engaging with current research in education. This programme is about trusting teachers to shape their own learning and giving them the time to explore issues relevant to their expertise and subject.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, to keep learning at the top of everybody's agenda.

Lesson observation and feedback designed to be helpful and supportive, but also encourage development and improvement, at least twice a year. We also run a coaching programme which supports teachers as well as contributing to wider conversations about what excellent teaching and learning means to us.

Career Opportunities arise frequently in large schools and we actively seek to help our teachers develop their careers and move into positions of responsibility.

Our new staff and NQT+ programmes are bespoke for all new staff and particularly for NQTs, which includes supportive observations, training and other opportunities across the school. We have recently introduced a programme to support staff throughout the first three years of their career: from NQT to preparing for a post of responsibility.

Staff Perks include a cycle to work scheme with a tax free allowance, 15% PPA time, learning visits to other schools, a sophisticated leisure centre on site (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs, free porridge daily, Office 365 and various free product offers through gemsatwork. We also run free yoga and fitness classes on site. In addition to this, we offer staff membership of the **Teachers' Pension scheme and the Local Government pension scheme**. Childcare vouchers, through the Government scheme, can also be offered.



# PERSON SPECIFICATION

| Criteria  | Essential | Desirable | How identified                         |
|---|-----------|-----------|--|
| Qualifications and Training   |           |           |  |
| Qualified Teacher Status (QTS)  | ✓         |           | Application Form                       |
| Degree level qualification  | ✓         |           |  |
| Evidence of ongoing professional development  | ✓         |           |  |
| Additional academic or professional qualifications  |           | ✓         |  |
| Experience  |           |           |  |
| Experience of planning and delivering schemes of learning                                 | ✓         |           | Application Form and Selection Process |
| Experience of using strategies to raise pupil attainment                                  | ✓         |           |  |
| Experience of making accurate assessments   | ✓         |           |  |
| Experience of curriculum planning   | ✓         |           |  |
| Experience of leading professional development or training                                |           | ✓         |  |
| Experience of helping others to improve their practice                                    |           | ✓         |  |
| Knowledge and Abilities   |           |           |  |
| Expert subject knowledge for teaching   | ✓         |           | Interview and Lesson Observation       |
| Able to use data to make strategic decisions  | ✓         |           |  |
| Knowledge of how to differentiate within the planning of a curriculum                     | ✓         |           |  |
| Able to support others in developing clear routines and expectations                      | ✓         |           |  |
| Solid IT skills including Microsoft Word and Excel  | ✓         |           |  |
| Ability to use technology to enhance learning   | ✓         |           |  |
| Knowledge of evidence-based teaching strategies   | ✓         |           |  |
| Values  |           |           |  |
| Commitment to achieving excellence across a team  | ✓         |           | Application Form and Interview         |
| Appreciation of the importance of strong and strategic leadership                         | ✓         |           |  |
| Commitment to making learning challenging and engaging for all pupils                     | ✓         |           |  |
| Commitment to close working relationships with parents, governors and the wider community | ✓         |           |  |
| Commitment to supporting the wellbeing and work-life balance of their team                | ✓         |           |  |

| Criteria  | Essential | Desirable | How identified                        |
|---|-----------|-----------|---------------------------------------|
| Values ( <i>continued</i> )   |           |           |                                       |
| Enthusiasm to contribute to the wider life of the school, including extracurricular activities  | ✓         |           | Application Form and Interview        |
| Holds high expectations of pupil behaviour and achievement  | ✓         |           | Interview and Lesson Observation      |
| Personal Qualities  |           |           |                                       |
| Professional and well-presented   | ✓         |           | Interview and Selection Process       |
| Thinks strategically with a relentless focus on improvement   | ✓         |           |                                       |
| Compelling communicator   | ✓         |           |                                       |
| Willing to have candid conversations about performance and standards  | ✓         |           |                                       |
| Unapologetically passionate about subject   | ✓         |           |                                       |
| Seeks to listen and understand  | ✓         |           |                                       |
| Reflective and self-aware   | ✓         |           |                                       |
| Ambitious and motivated   | ✓         |           |                                       |
| Personal Circumstances  |           |           |                                       |
| Must legally be entitled to work in the UK  | ✓         |           | Application Form and Document Check   |
| Nothing in personal background or criminal record indicates unsuitability to work with children / young people / vulnerable / finance | ✓         |           |                                       |
| Safeguarding  |           |           |                                       |
| Has appropriate motivation to work with children and young people, and can relate to them   | ✓         |           | All stages of the Recruitment Process |

# APPLICATION PROCESS

## Completing your application

Our preferred method of application is via the 'Quick Apply' function in TES.

Alternatively, you can download an application form from our website, complete it, and send to [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk). We will not accept applications that are not submitted through either of these methods, this includes CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

## Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place as quickly as possible after the application deadline. Applications will be ranked by members of the recruitment panel. Following this, successful applicants will be notified and asked to confirm their attendance at interview. Schedules will be sent out once we have confirmed the field for interview.

In exceptional cases we may choose to shortlist before the application deadline, so early applications are encouraged.

## Interviews

The components of interviews will vary by job role, but the schedule will be designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us. The final stage of the selection process is a formal panel interview.

## Documentation

If selected for interview, please bring the following:

- Photo Identification (driving license or passport)
- Proof of address
- Certificate from highest level of qualification (e.g. degree certificate)

## Appointments

Following interviews, the panel will decide whether to make an offer of employment. Wherever possible, this will be done on the same day and a contract will be prepared. We ask that candidates attending interview are in a position to make a decision about whether to accept the role.

Kennet School is committed to safeguarding children and expects all staff to share in that commitment; successful candidates will be subject to an enhanced Disclosure and Barring Service check.



## Don't just take our word for it...



"The pupils and parents have a real passion and enthusiasm for learning, enabling a positive environment."

Mr C Adams  
Assistant Head & PE Teacher



"I love the sense of community at Kennet. The joyful devotion of the staff is matched by the infectious zest of the pupils."

Mr A Killeen  
Newly Qualified English Teacher



"What I love about working at Kennet is the culture of collaborative working. This has allowed me to develop both as a teacher but also as a person."

Mr D Domm  
Head of Business Studies & Economics



"Kennet is a happy and vibrant place to work. A great group of pupils and staff, excellent facilities and opportunity to get involved."

Dr N Sapkota  
Science Teacher

Kennet School  
Stoney Lane, Thatcham, Berkshire RG19 4LL

☎ 01635 862121   ✉ [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk)   🌐 [www.kennetschool.co.uk](http://www.kennetschool.co.uk)   🐦 KennetSchool

