



Mangotsfield  
School

# HEAD OF ENGLISH

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



Mangotsfield  
School

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# Letter from our Headteacher

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Thank you for your interest in being joint Head of English at Mangotsfield School. This is an exciting opportunity for you to join the English team and to be part of the dynamic and vibrant wider Mangotsfield community, where every member of the teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Mangotsfield School is a mixed comprehensive school, located opposite Rodway Common in South Gloucestershire, which serves years 7 to 11. The school is oversubscribed in most year groups. It is a diverse and inclusive secondary school, multi-cultural and progressive with over 25 languages spoken and celebrated.

By all the official ways we measure school success Mangotsfield School is a successful and stable school. We secured Ofsted 'Good' in every category in March 2022 and this reflects the dedication and commitment of our incredible staff body to giving our students their "best chances and best choices." We are very proud of the journey the school has been on and the ambitious path it continues to follow.

Our shared vision is to inspire all students to love learning, to embrace challenges, to understand how to show and earn respect and how to contribute towards our community. Our values are central to the student experience everyday and both curricular and extra-curricular programmes are based around these. For example our Challenge Day events promote a love of learning beyond the classroom and encourage students to develop resilience and engagement with the world around them. We take 240 Year 7 students to central Bristol each year for a historical walking tour - and they love it!

Our school population currently totals around 1200 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups. This school has been serving this community for seventy years, it is rooted and belongs to this community. We have several teachers who live locally, we have lots of staff who have sent their children here and we continue to have frequent visits or calls from former students keen to rekindle memories.

This school is a community school with its core purpose being to serve that community and we look forward to welcoming you to be a part of this community.

With best wishes

*Hatty Blackmore*



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# About CSET

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Mangotsfield school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Mangotsfield retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



CASTLE SCHOOL EDUCATION TRUST

# Role information

**Job Title:** 0.5 Head of English & Teacher of English

**FTE:** Full time and part time applicants considered

**Contract type:** Permanent

**Year Groups:** Year 7 - Year 11

## About the role

You will be joining an experienced and successful English department that aims to provide students with a **varied and stimulating curriculum**. We prioritise **balancing key thematic knowledge with essential analytical and creative skills** with the aim of encouraging our students to be successful, **inquisitive and independent thinkers**. Our aim is not only to **help students achieve great outcomes** but to **spark their interest and engagement** so that they have the qualifications and desire to pursue further study in English. As one of our Heads of English, you will be leading a fantastic team of English teachers with varying degrees of experience, all of whom demonstrate incredible passion and commitment to the subject and to the school's pupils. You will lead and develop all aspects of the English department, including the quality of curriculum, teaching and learning and assessment. You will share line management responsibilities of all members of the English department and ensure the team are empowered to improve and develop their own practice. You will have an up-to-date knowledge of **best practice** and **support** others in applying this in their classrooms. You will be responsible for the **monitoring** and **evaluation** of student **progress** and will also contribute to the wider school **values** and school improvement priorities. We are a department who has a rich history of strong exam results within the school and we are seeking to continue to build upon these and in particular, to elevate the performance of our most able students.

## **About you**

You will uphold our Mangotsfield School values and ensure you are a role model for staff and students. You will be a strategic thinker and a dynamic and innovative leader, who can plan and implement change effectively. You will be personable, supportive and see the value in working collaboratively. You will be able to build effective relationships with peers so that your team can look to you for support and guidance. You will embrace diversity, value intellectual curiosity and understand the importance of evidence-based teaching.

## **About Us**

Mangotsfield School has been recognised by Ofsted as a “rapidly improving, community focused, ambitious school.” In March 2022 we were awarded Good in all categories, a testament to the vision and dedication of the leadership and teaching body.

Mangotsfield School has a strong ethos built on our four values. In all aspects of school life we encourage students to love learning, embrace challenge, give and earn respect and grow our community. Our classrooms, our corridors, our systems are built on these values and this supports our culture where we can meet individual needs and close the gaps for our students.

Mangotsfield School is a local secondary school firmly rooted in, and proudly working within the community which it serves. The school is situated in pleasant semi-rural surroundings on the north-eastern outskirts of Bristol. Mangotsfield School became an academy as part of the Castle School Education Trust in September 2015 and works in partnership with Downend School to deliver 16-19 opportunities for all students. We are committed to the professional development of all staff.

## **Safeguarding Statement**

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children’s workforce and a Children’s Barred List check.

**We can offer you:**

- Commitment to CPD and development of all staff
- Commitment to inclusivity and fostering of diversity
- Values and vision that are lived not laminated
- Open and honest culture
- Local Government pension with up to 19% Employer contributions
- Up to 30% discount with Microsoft & Dell
- Discounted gym membership
- Life Assurance - 3 x Death in Service
- Cycle to work scheme
- Dedicated counselling service

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**Job title:** Head of English & Teacher of English

**FTE:** 0.5 Head of

**Reports to:** Deputy Headteacher

## Role profile

You will lead the development of all aspects of the English Department, including the quality of curriculum, teaching and learning and assessment. You will line manage members of the English Department and ensure the whole team is empowered to improve and develop their own practice. You will have an up-to-date knowledge of best practice and support others in applying this in their classrooms. You will be responsible for the monitoring and evaluation of student progress and will also contribute to the wider school values and school improvement priorities.

## Role Responsibilities

- Teaching English across KS3 and 4
- Line management responsibility for departmental staff to enable their own personal development as well as department and school priorities
- Line management responsibility for departmental staff linked to health, wellbeing and absence.
- To be responsible for the quality of curriculum, teaching and learning, and assessment across the subject.
- To be accountable for the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum and extra curriculum programme, which complements the School's Improvement Priorities and aligns with the school curriculum vision.
- To stay relevant and knowledgeable about the latest evidence and national changes.
- To ensure the provision of high quality subject-specific CPD within your subject area.
- To plan and implement changes in line with national developments and school improvement priorities.
- To build and maintain effective partnerships with parents, Examination Boards, colleagues across Mangotsfield School and CSET and broader networks.
- Enable self and team with understanding of any relevant national changes to ways of working, including curriculum and implement any necessary changes.
- To maintain accreditation with the relevant examination and validating bodies as necessary.
- Build and maintain an effective Parental Partnership and partner schools, Higher Education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies



# Person Specification

- You will be a strategic thinker and a dynamic, innovative leader who can plan and implement change effectively.
- You will have detailed working knowledge of the requirements of the English National Curriculum, and the skills to translate this into engaging and impactful pedagogy, ensuring deep learning resulting in positive outcomes for all.
- You will be personable and approachable and be able to quickly build effective relationships with students, and colleagues in school and across the Trust.
- You will execute your duties in a professional manner, modelling and setting high standards in all areas of school life, and implementing school and Trust policies with consistency.
- You will embrace diversity, value intellectual curiosity and understand the importance of evidence-based teaching.
- You will have an up to date knowledge of safeguarding and child protection legislation and implement this in accordance with CSET wide and school policies.
- You will uphold our Mangotsfield School values and ensure you are a role model for both staff and students.





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# How to apply

**COMPLETE**

An application form via Eteach, ensuring to complete your full employment history

**VISIT**

[mangotsfieldschool.org.uk](http://mangotsfieldschool.org.uk) for more information about our School, our values, results and much more. To arrange a school visit please email [cset-recruitment@cset.co.uk](mailto:cset-recruitment@cset.co.uk)

**CONTACT**

[cset-recruitment@cset.co.uk](mailto:cset-recruitment@cset.co.uk) if you have any additional questions