

Head of English

**Application pack and
information for candidates**





Thank you for your interest in our vacancy at The Regis School. I feel privileged to be leading this successful school and I am resolute in my determination to deliver a high performing fully inclusive school, that provides a first-class education for the community it serves.

The staff here share that ambition, and you would be joining a highly qualified, motivated, and dedicated team, who are passionate about ensuring they bring out the best in everyone. We have high expectations of the students and a shared purpose; to ensure when they leave us, they will be motivated lifelong learner, kind citizens and productive young adults.

This is achieved through delivering an ambitious curriculum that equips students with powerful knowledge, maximising their cognitive development, and drawing out and building on their talents. Our curriculum is broad and balanced, not just our academic curriculum but also in terms of Character Education, where we are fully committed to our co-curricular provision, and the 'hidden curriculum' of the school - intended to spark curiosity and to nourish the head and the heart.

Our ethos is centred around 'the best in everyone' and therefore we expect the best from everyone, constantly challenging the students and ourselves. As a hardworking and passionate Headteacher I believe in many things including: high professional standards (of ourselves and our work); in personal responsibility and the value of discipline; that all students deserve disruption free learning; in kindness and good manners; in inclusion; in smiling; in being respectful and most importantly in showing limitless ambition, setting goals high.

I am proud of the commitment shown daily from our staff and the students to ensure The Regis School is a centre of educational excellence. This permeates out into the community, where parents' confidence in our ability to do so is shown in The Regis School being the school of choice for the community we serve. We are delighted to have been oversubscribed for the third consecutive year this September and early indications predict this trend will continue with our new Year 6 intake in September 2022.

If the above aligns to your values and educational beliefs and feel excited that The Regis School could be the right school for you, we would welcome your application. There is more information in your pack and on our website about our school, and we hope you enjoy finding out more about us. We recognise that moving to a new school is a significant decision and therefore offer an open invite to prospective candidates to meet with myself (face to face or virtually) and visit the school in person. I very much look forward to meeting you.

Best wishes
Dave Oakes
Principal

Head of English

The Regis School, Bognor Regis

Enhanced Pay Scale plus TLR 1c (£12,088)

We are seeking to appoint an outstanding practitioner with leadership experience to lead our English Department. We would be excited to hear from you if you are a postholder, e.g. leading a Key Stage within English, confident in your ability and ambitious for your future OR, are a current Head of Department seeking the challenge of leading a bigger team, ambitious for whole school leadership opportunities.

Potential candidates will:

- have a demonstrable passion for the subject, with the ability to help children successfully master an ambitious English curriculum
- possess the qualities to grow into a highly effective leader, such as the ability to influence others, be highly reflective, possess an unwavering work ethic, have high levels of emotional intelligence and professional integrity
- be lifelong learner, always striving to be a better teacher, who is personally ambitious and able to pick things up quickly
- want to work in a fully inclusive, diverse and ambitious school, providing a first-class education to our children, where you can really make a difference to young people

This is an exciting time to join us: you will become a part of a close knit and determined team on a journey to become a high performing, fully inclusive, outstanding provider of education

The English team consists of a committed, and enthusiastic group of individuals, with a healthy blend of newly qualified and experienced teachers, who are supportive of each other. They are keen to learn and continuously improve their own practice to bring out the best in themselves, and consequently in the children they teach. They work hard to provide an excellent education for our children that enables them to achieve academic success and go on to realise their dreams and aspirations.

The department serves over 1600 students, across Key Stages 3, 4 and 5, and consists of 16 members of staff. The school overall boasts superb facilities and English is no exception.

As a developing or experienced leader, you would have access to excellent leadership development opportunities and support within the school and beyond as part of United Learning. This would include access to specialist expertise in the United Learning subject advisors; the national leadership development programmes; the sharing of best practice from, and in collaboration with, English departments across the United Learning national network; access to a leadership coach on a regular basis and supportive line management from an experienced senior leader.

We appreciate that moving to a new school is a significant decision, so we wish to extend an open invite for you to meet us. Please contact Vicky Ovens on 01243 871068 or email vicky.ovens@theregisschool.co.uk to arrange a visit to the school or a phone conversation.

Closing date: Monday 27th September 9am

Interviews: Thursday 30th September

What makes The Regis School and our English department a great place to work?

You will:

- Be working for the biggest Multi Academy Trust in the UK, benefitting from professional support and constructive challenge to drive your department to excel. Your curriculum intent will be supported by access to the ambitious UL curriculum. Furthermore, you will have access to first class professional developmental opportunities, and a collaborative and supportive national network of highly effective practitioners with a common purpose to bring out the best in everyone and continuous drive for improvement.
- Work in a disruption free learning environment, enabling teachers to teach and student to learn.
- Lead an English team who are supportive, vibrant and ambitious, who all share passion and love of teaching English.
- Join a team fully committed to becoming a leading department within the school and across the trust.
- Work in a school culture where feedback is central to improving the quality of teaching, supported by instructional coaching and deliberate practice.
- Working in a state-of-the-art school environment. You will have access to a large English teaching space in one zone of the school. This consists of a suite of well-equipped spacious classrooms and a dedicated team room, creating the perfect setting for teachers to work collaboratively sharing ideas and teaching practices.
- Have protected subject time on a weekly basis, as well as an additional eight INSET days per year where the whole team can come together, to work on continued professional development, subject specific pedagogical ideas, and individual professional development.
- Be able to access excellent professional learning and career opportunities each year both within the school and the wider trust.
- Access enhanced pay scales.
- Receive the resources you need to teach well, including a laptop for use at home and a fully equipped classroom with interactive whiteboard.
- Be able to access numerous employment schemes such as: a car leasing scheme, access to 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays.
- Have access to reduced Gym Membership (50% off standard anytime membership) in a state of the art gym facility on campus.
- Be entitlement to use United Learning's Staff Benefits package.
- Have access to 10% discount on nursery place at Stepping Stones on-site nursery.

Job Description

Head of English

Salary: Enhanced Salary plus TLR 1c (£12,088.00)

Reporting to: Senior Leadership Team

Job Purpose:

To provide strategic leadership and management of the English Department, to secure appropriate curriculum provision, high quality teaching and improved standards of learning across the department. To inspire a lifelong love of English in students, as well as inspire a love of reading for all.

Strategic Focus:

In addition to the professional attributes of The Teachers Standards, the post holder will be expected to:

- Inspire respect from staff and students.
- Initiate and manage innovative change effectively.
- Demonstrate effective decision making, forward planning, excellent communication, and acceptance of responsibility.
- Create a clear vision for the continued development of the department.
- Support the creation and implementation of the school operational plan and to take responsibility for appropriately delegated aspects of it.
- Devise and manage strategies to promote the inclusion and welfare of students within the Department and fully support our ethos as a Rights Respecting School.
- Work in partnership with other middle managers and members of the SLT to raise standards and improve outcomes for students.
- Report to the Principal and Governors as requested, specifically through the Department Reviews, and to ensure that all OfSTED requirements are addressed.
- Work effectively with United Learning advisors to ensure the highest possible standards of teaching and assessment for pupils.

Curriculum:

- Establish a learning environment that helps students to develop a lifelong love of English.
- Lead the delivery of English across KS3, KS4 and KS5.
- Work with the Vice Principal responsible for Curriculum and Teaching and Learning in determining, organising, implementing, and monitoring the curriculum and its assessment.
- Monitor assessment data and utilise this to ensure students are effectively supported through a variety of appropriate interventions and or adaptations to the curriculum where appropriate.

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- Work with the whole school literacy leader to ensure accelerated progress in literacy and reading for all students so pupils are able to access the full richness of the curriculum.
- Monitor the quality of teaching and achievement within the Department and signpost or facilitate appropriate support to ensure continuous improvement.
- Liaise appropriately with Heads of Year, Directors of Year, SENCO, and other support staff to bring out the best in all our students.
- To ensure the curriculum is continually reviewed to ensure maximum impact, including ensure that resources which support the delivery of the curriculum are high effective e.g. that schemes of work regularly reviewed and where necessary updated to ensure they are appropriately challenging, support curriculum intent and implementation.

Notes:

The above responsibilities are subject to the general duties contained in the statement of Conditions of Employment

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.

This job description is not necessarily a comprehensive definition of the post. It may be amended at any time, following consultation between the Principal /Deputy Principal, and will be reviewed annually

This is not a narrow definition of specific responsibilities but to provide a guideline and should be seen as enabling rather than restrictive.

Every member of staff has a responsibility to safeguard and promote the welfare of students

The Regis School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. All positions are subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

Person Specification

Persons applying for this role should be emerging leaders with a passion for driving continuous improvement in the school. Our aim is to inspire, motivate and challenge students to be the best they can possibly be. We are looking for an individual who has the power to influence and drive a department forward with a clear vision and passion for their subject.

Successful candidates will possess the following attributes:

- An individual with vision and the ability to offer clarity to a team on how to make their vision a reality.
- Have qualified teacher status or be working towards QTS.
- Have excellent subject knowledge (across key stage 3, 4 and 5) and be able to demonstrate passion and enthusiasm in communicating this to others.
- Demonstrate ability to be an outstanding teacher and classroom practitioner.
- A professional with the highest standards of integrity and a desire to improve the educational chances of all students.
- Possession of a wide range of skills to support staff, students, parents and community towards absolute excellence.
- An ability to master and adapt leadership styles to a variety of situations.
- The skills, experience and ability to gain the confidence of students and staff.
- Professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower.
- The ability to understand and use data to promote effective teaching and learning and maintain high standards of student achievement.
- The ability to demonstrate engagement of children, manage their behaviour, attitudes, and aspirations, whilst maintaining an un-erring high expectation and focus upon mutually respectful positive relationships.
- Excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning.
- Clear potential to progress in their career and a commitment to pursue appropriate professional training and development including working with examination boards and United Learning Subject Advisors.
- A passion for education and a commitment to school life and the improvement of life chances for all.

United Learning Child Protection Statement

United Learning is fully committed to the safeguarding of children – ensuring the well being of the child is paramount. For students to feel that they are able to do their best and achieve their true potential, it is important that they feel safe and supported in the school environment.

Everyone working within our schools and academies, whatever their role, is acutely aware that issues to do with the protection of children are of the highest possible importance. Trust underpins everything that we do in schools. The parents of our students entrust the care of their children to us and together we are all responsible for their well-being.

In relation to safeguarding, United Learning aims to 'prevent', 'protect' and 'support' all its students by addressing child protection in the curriculum, pastoral activities and in the management of the school, and by empowering and enabling staff to be vigilant for vulnerable students through training and information dissemination.

All United Learning schools have policies which deal with safeguarding, child protection and safer recruitment, which are in accordance with the relevant local authority procedures and which comply with the DFE's safeguarding children and safer recruitment statutory guidance. The individual school policies are available via each school's website or by contacting your school directly.

How to Apply

To apply and see more details please visit our website: www.theregisschool.co.uk/working-for-us/vacancies.

If you have any questions, please email vicky.ovens@theregisschool.co.uk



The Regis School

The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide an excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient, our high quality, hardworking staff.

The Regis is a school that we all feel proud of and our teachers are passionate about their work. We know that teaching can be a challenging profession, but with the support we offer and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. We have access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship.

The Regis School is a secondary 11-18 school with over 1600 students on roll. We are an inclusive comprehensive school that aims to achieve the best for every student. This philosophy is reflected in the successful Sixth Form of 160+ students who are offered a broad range of academic and vocational programmes. Over 70% of our students progress to Higher Education each year.

The Regis School has a well-qualified, dedicated supportive and enthusiastic staff team. We have approximately 200 staff, all of whom are committed to providing the best possible education for our students. As one of the biggest employers in Bognor Regis, we emphasise the learning of adults and young people. Staff are involved in further study, research projects and in the training of teachers in partnership with local universities.

The school boasts superb facilities in all subject areas. Each teaching area has audio-video facilities and a range of ICT suites throughout the school provides access to specialist equipment. All teachers have a laptop provided, to support teaching and administration.

The Regis School aspires to be an outstanding centre of learning, serving its community and transforming lives. We seek to equip our students for a changing world through building confidence, encouraging creativity and fostering enquiry to achieve excellence. These qualities will allow our students to flourish as leaders of the future and to take their place as caring, ambitious and responsible citizens in their communities.

Academic achievement is at the heart of what we do, ensuring students leave with the highest qualifications that enable them to be competitive in the global economy. We have a strict behaviour policy that enables teachers to teach in classrooms that are mainly free from disruption. Students who prevent others from learning are given a single warning, then learn elsewhere in the school under the supervision of senior staff.

The Regis School is part of the United Learning group. United Learning is a large, and growing, group of schools aiming to offer a life-changing education to children and young people across England.

United Learning schools work as a team and achieve more by sharing than any single school could. On our intranet site United Hub, for example, we share lesson plans and many other resources, helping to simplify work processes and manage workloads for an improved work-life balance.

THE REGIS SCHOOL – LIMITLESS AMBITION

As a group, we reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed.

We greatly value our staff and want them to know it. Starting with financial rewards and solid career progression, we believe in leading the industry with better remuneration packages. As such, you can expect to earn more at United Learning than if you took a role in the maintained sector, with up to 5% better pay for new teachers. In addition, our benefits options are undoubtedly competitive, with every member of staff being entitled to a core benefits and lifestyle package.

Your wellbeing is a priority. It is vital for us to have healthy and happy members of staff, which in turn ensures you are providing the best education for our children. We offer great benefits to support the health and wellbeing of colleagues, such as discounted gym memberships, Cycle2Work schemes and free counselling. We also provide you with more time to think and prepare for the term ahead, with a minimum of eight INSET days a year – with at least three dedicated to planning. Further information about United Learning is available at www.unitedlearning.org.uk

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS