TOR BRIDGE HIGH

Key Stage 4 Leader of English

TOR BRIDGE HIGH, Plymouth

Closing Date: 9am on Thursday 2nd May 2024

Ted Wragg TRUST

Tor Bridge High

We are a single Academy Trust with children at the heart of every aspect of our work. This is an extremely exciting time to be joining Tor Bridge High as we are about to join an ambitious and inclusive trust of schools as part of the Ted Wragg Multi Academy Trust. This collaboration aims to strengthen our community through providing the very best education for our young people, no matter what their background. Students will leave us with the skills and support they need to be the best that they can be, becoming ambitious, independent and positive members of our community.

Tor Bridge High is situated on a large site with excellent modern facilities and resources, having been rebuilt in 2012. We are a truly unique community school with close partnerships between our outstanding on-site primary school, Tor Bridge Primary; special school, Cann Bridge; and community assets such as a Estover Library and The Soundhouse Arts provision as part of our shared campus. Our School is a well-established secondary school, with a thriving sixth form. Tor Bridge High caters for up to 1,250 students and is oversubscribed; it has been oversubscribed consistently for many years and this affirmation from our community is something we are immensely proud of.

Close partnerships ensure numerous opportunities for both staff and children to collaborate, and grow great people. The aim is to secure high achievement and to maximise outcomes, aspirations and wellbeing for all children and young people in the learning community. Just as we are committed to ensuring the best for our students, so too is this true of our commitment to our colleagues. We want you to reach your full potential and enjoy the benefits of working as part of a friendly, collaborative and professional team. We actively encourage continuing professional development, and strive for a working environment which innovates and celebrates success.

In our most recent Ofsted inspection (November 2021), in which we were, once again, rated as Good in all aspects; Ofsted noted that “staff and pupils have strong relationships” and that teachers have “high expectations of our students”. What is more, leaders have “a clear vision for the school”.

Our core values of Ready, Kind and Safe set out clear expectations for students:
READY to learn: be punctual, wear correct uniform, bring correct equipment, ensure learning is disruption-free.
KIND: work as one team to support all to be successful.
SAFE: be conscious of those around us, ensuring that everyone feels confident within school and their learning.

As a potential candidate, if you are excited and passionate about being a part of the journey to be unashamedly ambitious for all learners and you share our passion for creating a culture which supports the highest of expectations, then we can offer you the chance to make a difference, and we very much look forward to receiving your application and welcoming you to Tor Bridge High.

Ted Wragg Trust

An **ambitious** and **inclusive** Trust of schools **strengthening** our **communities** through **excellent education.**

Welcome from the Ted Wragg Trust CEO, Moira Marder

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an ambitious and inclusive Trust of schools strengthening our communities through excellent education. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values

How we will succeed

Advertisement

Are you an experienced and passionate English Teacher looking to take the next step in your career? We are seeking an ambitious and aspirant Key Stage 4 Leader of English to join our dynamic English team to make an impact on the performance and outcomes of all students.

This is an exciting opportunity for a passionate, motivated and innovative Key Stage Leader of English to join us at Tor Bridge High. We are looking for a talented teacher with a proven record of success as a classroom leader, who has the desire to make a difference to students' lives by improving English outcomes for students at Tor Bridge High.

You will be fully supported by the Curriculum Leader and Senior Leadership Team. Our outstanding staff and students make us a great place to work. When you join us, you will be supported and developed through our extensive CPD programme and given effective PPA allocation to allow for a better work/life balance. Working in our school and the wider Ted Wragg Trust will provide a wealth of opportunities to include excellent career progression options. Regardless of your experience or level of responsibility you will have a range of exciting opportunities to ensure you are improving your craft, growing as a leader.

Tor Bridge High is a truly inclusive environment where staff believe our students deserve every opportunity to succeed in a warm and compassionate environment, built on foundation of equity, predictability and consistency in our classrooms. We are looking for staff to join our team who are passionate about improving students' life chances, capable of contributing to a highly effective and supportive teaching team, and our extensive enrichment programme.

Key Responsibilities:

- To plan and implement an outstanding and ambitious KS4 English curriculum which meets the needs of all students.
- Lead and inspire a team of specialist English teachers to deliver consistently outstanding teaching at KS4 and performance at KS4.
- Develop innovative teaching strategies to enhance student engagement and achievement.
- To set, monitor and evaluate student progress in KS4 public examinations to make a measurable contribution to whole school performance.
- Support colleagues in implementing effective assessment and feedback practices.
- Collaborate with departmental leaders to drive continuous improvement in teaching and learning to develop all teachers so that they can deliver consistently excellent outcomes.
- To take ownership and accountability for the raising attainment strategies at KS4.
- To engage all subject staff in the creation, consistent implementation and ongoing improvement of schemes of learning.
- To ensure all students achieve success in English.

Requirements:

- Qualified teacher status (QTS) and a proven track record of excellent classroom practice.
- Strong leadership skills with the ability to motivate and support colleagues.
- A deep understanding of the English curriculum and assessment requirements.
- Commitment to ongoing professional development and sharing best practices with peers.
- Outward looking and collaborative to explore excellence and proven strategies for success in English.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.

Key Details

Job title:	Key Stage 4 Leader for English
Location:	Tor Bridge High, Miller Way, Plymouth
Salary:	MPR / UPR plus TLR 2B
Closing date:	9am on Thursday 2nd May 2024
Interviews:	Thursday 9th May 2024
Required from:	September 2024

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.

How to apply

If you would like an informal conversation about this role please contact Human Resources at TBH-HR@torbridge.net

Please select the application form below and email it to: TBH-HR@torbridge.net

Click here for the Teaching Staff application form

Job Description

Key Purpose of Job:

The post holder is responsible for leading Key Stage 4 within the English department.

- To raise standards of attainment within the curriculum area, and to monitor and support positive progress and attainment in English in relation to school performance measures.
- To deliver a robust curriculum that challenges and supports students' outcomes, for all students.
- To develop all members of the team to ensure consistency.
- To seek excellence in every aspect of the department and act as an outstanding role model for members of the department in all aspects of work in school (teaching, professional conduct, meeting with parents/other agencies).

Anticipated outcomes of post:

- Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning in English.
- To lead a cohesive and forward-thinking team to deliver a learning environment and curriculum that ensures that all students are successful in achieving ambitious outcomes.

Key duties and accountabilities of the post:

- To lead the department, ensuring students make excellent progress and that they have a high quality and consistent experience across the department.
- To be accountable for student progress and development within the subject area, and driving forward aspirational goals and improvement.
- To develop and enhance teaching practice of others so that all department members are continuing to become outstanding classroom practitioners.
- To challenge under-performance supportively and not to accept excuses for poor practice/results.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department.
- To enable all students (especially those from vulnerable groups) to access a broader understanding of the subject through wider cultural experiences, work-related learning and political debate.
- To be accountable for leading, managing and developing the subject/curriculum area.
- To manage and deploy teaching/support staff, financial and physical resources within the department effectively to support the department and school development plan.
- To prepare students for the next step of their education at post-16.

To carry out the professional duties of a teacher and tutor as circumstances may require, and in accordance with the school's policies under the direction of the Headteacher, through the Curriculum Leader.

To be an effective professional who demonstrates thorough curriculum knowledge, teaches and assesses effectively, takes responsibility for own professional development, and supports students to make good progress and achieve.

Person Specification

Qualifications	Essential	Desirable
Good Hons. Degree	●	
Qualified Teacher Status	●	
Willingness to undertake further CPD	●	
Post Graduate Studies related to this role		●
Experience		
Excellent classroom practitioner	●	
Proven ability to teach with a proven record of accomplishment for accelerated progress	●	
Minimum of 5 years experience of teaching in a UK secondary school	●	
Skills and Knowledge		
Ability to demonstrate excellent interpersonal skills, finding new and progressive solutions to existing challenges	●	
Evidence of engaging in active research to identify best practices	●	
Proactive Excellent inter-personal skills	●	
Excellent behaviour management skills	●	
Good ICT skills	●	
Ability to self-evaluate to inform improved outcomes	●	
Ability and desire to make a significant contribution to the School as a whole	●	
An aptitude to embrace good practice in other areas both inside and outside the school.	●	
Understanding and application of performance data and assessment for learning objectives	●	
Awareness of wider educational contemporary issues		●
Personal		
Exude a passion for teaching and learning	●	
Ability to communicate commitment to improve and develop teaching and learning	●	
Possess evidence of engagement in recent CPD activities	●	
Have a willingness to extend skills through appropriate training and leadership development	●	
A passion and desire to drive things forward	●	
The confidence to take risks and do things differently	●	
Commitment to working within the School's Safeguarding Policy and Procedures	●	
Commitment to high standards and expectations	●	
High levels of professional integrity	●	
Flexibility to undertake any role within the department	●	

Tor Bridge High & The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Why work at Tor Bridge High?

Relationships & Culture

Building a positive culture underpins any successful school and we, therefore, work hard as a team to create a culture rooted in mutual respect, in which teachers can teach and students can learn. We believe that students should be Ready, Kind and Safe for learning and our Ten Habits of Excellence are explicitly taught through our pastoral curriculum.

At Tor Bridge High, we pride ourselves on setting the highest of standards for our students and we uphold these through positive relationships that are built on trust, kindness and safety. Staff are supported through a consistent and centralised behaviour system underpinned by a dedicated pastoral team.

Continuing Professional Development

At both Tor Bridge High and the Ted Wragg Trust, we invest in our staff as part of our Trust 'Grow Great People' strategy. We are committed to growing you into the best leader possible and believe that staff development is fundamental to building a highly ambitious and aspirational school. Moreover, we are proud to have a staff body who have high expectations for themselves and who model these to our students in order to create the same culture at all levels.

Staff are the most valuable asset within a school, thus, our second-to-none commitment to coaching encompasses both 'instructional coaching' for teaching and 'leadership coaching' to foster the development of our teams and the continuous improvement of our staff. At Tor Bridge High, there is a culture of feedback with an emphasis on self-reflection and impact. All staff receive personalised instructional coaching every two weeks.

We want to create dynamic and innovative teams where staff are learning collaboratively from one another; we encourage staff to seek these opportunities both internally and externally and to deliberately incorporate evidence-informed practice into their teaching to improve our School performance.

Curriculum & worklife balance

We believe passionately that every student will succeed through an ambitious, broad and balanced curriculum that meets the needs of all students and through highly skilled adaptive teaching. Our curriculum is driven by academic rigour and powerful knowledge that prepares students for the rigours of future study and work. What is more, we are committed to celebrating diversity and inclusivity through our curriculum.

We have a centralised curriculum, collaborating across departments and other schools to both share resources and to avoid duplication and unnecessary work at all levels. We provide our curriculum teams with the autonomy to decide the very best curriculum to enable our learners to thrive and flourish. The centralised curriculum ensures that all students have an equity of experience and ensures that teachers are not burdened by daily planning; instead they can focus on adaptive teaching and meeting the needs of all learners.

Community, Personal Development & Enrichment

Tor Bridge High is the heart of the community and therefore we take pride in our responsibility to serving our local families through strengthening family and community engagement, and helping the community to access services and additional resources. We understand the social and economic challenges faced by the community and the impact these can have on our students and their families, and we believe that we have an important role to play in tackling inequality by working in close partnership with families and the wider community.

Education is not simply a collection of grades obtained at the end of examinations; education is about holistic growth and cultural development. We aim to accelerate the personal growth of all students by providing them access to a range of experiences that may not otherwise be available to them. This includes trips to theatres, galleries and concerts; residential trips that develop character; sporting opportunities; charity expeditions abroad and so much more. Further growing the breadth of extra-curricular activities is important to fulfilling our vision to ensure that every single child has access to culturally rich experiences.

Growing Great People

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford - Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.

Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.

DIXONS ACADEMIES TRUST

Cabot Learning Federation

Colyton Grammar

Star

CORNWALL EDUCATION LEARNING TRUST
LEARNING TOGETHER

Reach Academy Feltham

Recruitment Pack

Thank you for your interest!

Ted Wragg TRUST