



**Peacehaven
Community
School**

Aspire • Believe • Contribute • Achieve

KS4 English Coordinator
Peacehaven Community School
Information



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Welcome

Dear Applicant

I am delighted that you are interested in being part of our exceptional team at Peacehaven Community School. I hope you will take a look at our PCS Website and PCS Prospectus as well as taking the time to consider the information enclosed with this letter.

Peacehaven Community School is a proudly comprehensive and fully inclusive school. This means diverse teaching opportunities, providing for students with a very broad spectrum of need. It includes a Special Facility for Speech, Language and Communication Need (SLCN) and Autistic Spectrum Condition (ASC) where students thrive in an integrated and supporting education.

Peacehaven Community School was judged as “Good” in all areas by Ofsted in October 2023. The school has gone from strength to strength in recent years and is proudly oversubscribed. Standards of teaching and learning at Peacehaven Community School are high. There is a consistent and research led approach to lesson planning, teaching and feedback at the school and an explicit focus on adaptive teaching and embedding formative assessment. At the heart of our vision for the school is a relentless drive to ensure that all pupils make good progress in every subject. Our curriculum is broad, balanced and rich which encourages a love of learning. We want all students to have high expectations of themselves and to develop as enthusiastic, creative and positive young people who display good personal, social, emotional and spiritual development.

At Peacehaven Community School, we know all of our pupils and take the time to support and guide them towards targets and goals that are realistic and personalised. Our values are ‘Aspire - Believe - Contribute - Achieve’ where achievement is a focus for all. We encourage students to aspire and be their best. We promote self-confidence and belief, supporting students to face the challenges future life brings, alongside an awareness and understanding of the values of our society and other cultures. We seek to celebrate our pupils’ contributions at every opportunity and are proud of what we achieve together as a school community. To achieve our vision we place the recruitment, retention and professional development of excellent teachers as a top priority.

Peacehaven Community School is located in the town of Peacehaven, seven miles from the vibrant town of Brighton, situated on the south coast above the chalk cliffs of the South Downs. Our modern, well equipped building has exceptional facilities offering an inspiring modern learning environment, with well resourced classroom spaces.

Peacehaven Community School has a traditional family culture combined with an ambitious ethos for excellence. It is part of a very exciting multi-academy trust focused on school improvement, collaboration and continuous learning. Swale Academies Trust is currently made up of nineteen other schools, both primary and secondary, located in East Sussex and Kent. The Trust provides unparalleled opportunities for professional development and will grow further in the future.

Peacehaven Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check. As a school dedicated to the principle of equal opportunities, we aim to ensure that staff recruitment is fair and open to all regardless of age, social class, disability, religion, ethnic origin or sexual orientation within the context of a detailed person specification.

Yours sincerely



Ms Rachel Henocq
Headteacher

Job Description

Job Title:	Teacher of English – KS4 Coordinator at Peacehaven Community School
Grade:	MPS/UPS + TLR 2a
Accountable to:	Head of English
Accountable for:	Student attainment and progress and the quality of teaching and learning in English at KS4

Purpose of the Job:

- To assist in the leadership of the English Faculty in meeting the vision, aims and priorities of the school
- To use data and other information to inform strategic planning, to identify improvement targets, and to identify areas for improvement within the English Department (KS4) and contribute to the School self-evaluation and improvement planning.
- To establish high quality teaching and learning of English at KS4
- To promote high standards of attainment and achievement
- To provide professional leadership and management of own classroom to ensure that all young people at PCS have high quality learning experiences, enabling them to achieve their very best.

Key Accountabilities and tasks Leadership

- To assist the Head of English in providing a clear vision and communicating the vision to all members of the faculty
- To assist the Head of English in securing the commitment of all members of the faculty to achieving the vision and to developing a team ethos within the faculty
- Develop and implement policies and practices for the subject that reflects the School's commitment to high achievement.
- To assist the Head of English in promoting the school focus on learning by ensuring that whole school strategies are implemented and monitored effectively
- To sustain motivation; promote enthusiasm, openness to new ideas, commitment and a happy team.
- To provide and facilitate professional development of colleagues.
- To provide full and regular feedback to team members through Department Meetings.
- To lead all developments within English at KS4
- To lead the transition from KS3 to KS4
- To ensure that Senior Leadership Team, are well informed about Department policies, plans, priorities,
- To establish excellent and effective communication with parents.
- To be a good role model for members of the department

Management

- To assist the Head of English to devise and implement strategies to ensure that subject targets are met at KS4
- To analyse KS4 subject data and identify areas of strength and areas for development
- Monitor the progress being made towards targets established in subject planning.
- To identify students vulnerable to underachievement and implement intervention strategies
- To plan and deliver intervention sessions
- To review students' work and progress in English at KS4
- To promote the professional development of teachers within English through classroom observation, coaching in the classroom and regular professional development discussion
- To assist the Head of English to ensure that the day to day running of the department is effective
- To contribute to the English Development Plan and SEF for KS4 identifying clear targets, time scales, success criteria and evaluation of all aspects of the work of the faculty associated with KS4 development.
- To develop and maintain good professional relationships with colleagues at all times
- To assist the Head of English to monitor the performance of staff within English and share good practice and challenge under performance

Job Description

- To ensure the Faculty is prepared for any form of external/internal scrutiny of KS4 through the collation and analysis of appropriate evidence
- To ensure all reports are completed accurately and on time by all members of the faculty.
- To assist the Head of English in ensuring KS4 cover work has been appropriately set by absent teachers.
- Manage resources efficiently so that teaching and learning is effectively supported

Teaching and Learning

- Actively participate in whole school improvements.
- To promote joint lesson planning and planning of schemes of work
- To promote pedagogical dialogue within the faculty leading to shared lesson planning
- To implement, promote and monitor effective behaviour management strategies within the department
- To promote good relationships with students, parents and other stakeholders
- To teach engaging and challenging lessons that are carefully differentiated to take account of the needs of individual students
- To ensure that the Faculty follows a consistent, appropriate and meaningful approach to homework at KS4
- To initiate, and where appropriate, organise curricular and educational enhancement activities related to KS4 development.
- To implement clear practices for assessing, recording and reporting on student achievement in line with School policy.
- To monitor pupil standards and achievement against annual targets and track progress at KS4
- To develop links with the local community to extend and enhance the work of the Department.

Curriculum

- To ensure the effective implementation of the KS4 PoS through detailed research and meticulous planning.
- To contribute to the Faculty Learning Journey and ensure that KS4 assessments and homework are devised and applied at appropriate times to provide accurate information about students' learning, which informs future planning of the KS4 curriculum.
- To develop strategies to enhance English literacy at KS4.
- To ensure curriculum entitlement, coverage, continuity and progression for all students through clearly written and reviewed schemes of work.

General

- To carry out any other reasonable task at the request of the Head of English or a member of the Leadership Team
- Keep abreast of new curriculum thinking, teaching methods and examination syllabuses.
- Be aware of developments at KS2, 3, 4 and 5.
- Ensure innovation takes place through the curriculum area.

This job description sets out the key outcomes required. It does not specifically detail the activities required to achieve these outcomes. This is a new post within an expanding Trust and the nature of this new role means that there will also be additional tasks and projects identified. In consultation with you, the job description may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

The Working Time Regulations 1998

All teachers are subject to the EU Working Time Regulations which are described in paragraph 114 of DfEE Circular No. 12/99.

The duties / responsibilities of this post may vary from time to time according to the changing needs of the Trust services.

Person Specification

Qualifications	Essential / Desirable
QTS	E
Graduate	E
Further Professional Qualifications	D
Evidence of appropriate Professional Development	E
Knowledge & Skills	
Evidence of having the skills to be an outstanding/good classroom practitioner.	E
Ability to teach across the full age/ ability range	E
Ability to implement strategies to raise achievement within a team	E
Ability to contribute to the positive management of student behaviour within a team and whole school	E
CPD of self and others	E
Coaching within a team	D
Ability to inspire both adults and young people from a wide variety of backgrounds	E
Excellent communicator	E
Confident user of ICT	E
Intervention strategies for those at risk of under achievement	E
Experienced in the production of effective and differentiated lesson planning	E
Sound practitioner of AFL and leading others.	E
Use and impact of data on learning at strategic level	D
Contributing to staff INSET	D
Experience	
Effective teamwork/leadership which includes the empowerment of others	D
Track record of leading the raising of achievement and attainment.	D
Experience of monitoring set targets in a specified action plan to evaluate and ensure progress	D
Experience of effective impact on a range of student behaviours for learning,	E
Effective practitioner at both KS3 and/ or KS4	E

Person Specification

Subject Specific Areas

To have a thorough and up to date understanding of the requirements of the English curriculum	E
To have a high degree of emotional intelligence and apply this in day to day practice with young people	E
To have a degree in a English subject	E
To be able to teach across the English subjects at KS3	E
To keep up to date with research and developments in pedagogy in English	E
Commitment to extra-curricular activities within the English team	E

Personal Qualities

To have a love of and infectious enthusiasm for teaching	E
Lead by example	E
Meet deadlines and manage a fluctuating workload	E
Honesty and integrity	E
Work actively and productively as part of a team	E
Outstanding interpersonal skills and the ability to relate well to a wide range of people	E
Excellent sense of humour	E
Willingness to innovate	E



Working at Peacehaven Community School

At Peacehaven Community School, we are dedicated to realising our vision of providing outstanding education that supports the cognitive and social-emotional growth of our students. We set high expectations for all students and empower them to strive for their personal best, preparing them to thrive in a dynamic world.

We are proud to cultivate a culture of inclusivity, resilience, and community partnership, ensuring that every student is valued, respected, and embraced. Our focus on mutual respect, good manners, and exemplary behaviour is matched by our commitment to providing a comprehensive and balanced curriculum that prepares students for a fulfilling adult life. Encouraging our students to become active contributors to society and responsible global citizens, we offer a wide array of extracurricular activities, trips, and visits that enrich their lives.

Our dedication to delivering innovative and challenging teaching inspires our students to excel and make exceptional progress. We are committed to nurturing a learning environment that transforms lives and empowers our students to aspire, believe, contribute, and achieve greatness.

Benefits

- Teachers Pension Scheme – with a generous employer contribution
- Employee Referral Recruitment Incentive
- Enhanced Maternity Pay
- Discounts with local and national retailers, cinemas and restaurants
- Access to training and development

Well-Being

- Employee Assistance Programme – Wellbeing and advice
- Cycle to Work scheme

Finding Us

Peacehaven Community School

Greenwich Way, Peacehaven, East Sussex, BN10 8RB

01273 581100

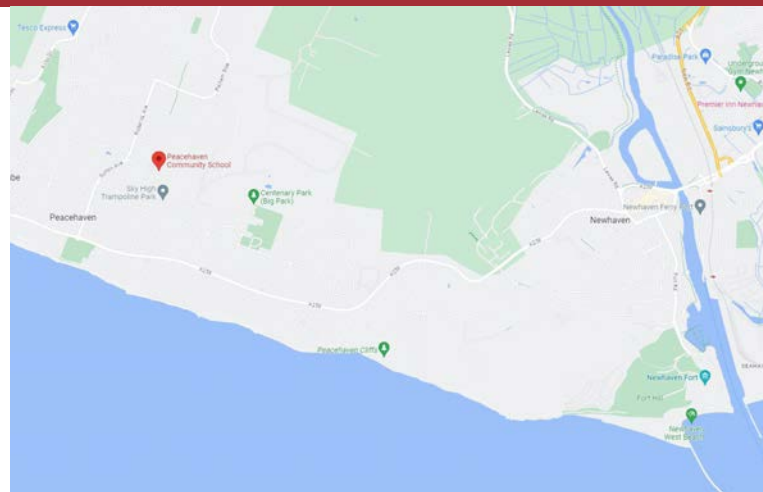
pcs-enquiries@swale.at

Closest Train Station: Newhaven Town

Approx. 71 minute walk

Closest Bus stops:

Roderick Avenue (from Newhaven) - 12 Coaster/12A Coaster
Roderick Avenue (From Brighton) - 12 Coaster/ 12A Coaster
Meridian Centre (From Brighton) 14/14C





Overview of Peacehaven Community School

Joining our team

Peacehaven Community School is a research-engaged, innovative educational institution within the Swale Academies Trust, dedicated to providing an exceptional learning experience for our students. We are delighted that you are considering joining our talented team of teachers, leaders and support staff. At PCS, we are committed to fostering a diverse, inclusive, and supportive working environment, where every staff member can thrive and contribute to our shared mission of nurturing the potential of every student. We are a fully inclusive school with a special facility for students with SCLN and ASC and we believe that all students, irrespective of their starting points, can flourish. Our nurturing and challenging learning environment transforms lives and empowers our students to aspire, believe, contribute, and achieve greatness.

Why choose Peacehaven Community School?

1. **Excellent Working Conditions:** At Peacehaven Community School, we use quantitative measurements of working conditions and research on teacher motivation to optimise our teachers' working environment and identify areas that have the greatest impact on teacher wellbeing. By focusing on data-driven insights, we maximise teacher efficiency and foster a positive workplace.
2. **Career Opportunities:** We understand the correlation between job satisfaction and career progression (Sims, 2018). As such, we provide every staff member, regardless of role, with bespoke career development opportunities. Being part of the Swale Academies Trust enables us to offer an even greater range of opportunities, as we regularly offer promotions across schools for the benefit of our teachers and students.
3. **Supportive Leadership:** Our warm, welcoming, and evidence-informed leadership team recognises the crucial role leadership quality plays in teacher job satisfaction. By living our values every day, we provide unwavering support to our teachers.
4. **Collaborative Staff Community:** Our systems and structures ensure staff members have regular opportunities to engage with their department and colleagues from other departments, fostering a strong sense of community and collaboration.
5. **Professional Learning and Development:** Our evidence-based CPD programme, recognised as a best practice example at national conferences, is integrated with flexible working arrangements to give staff autonomy over their time and support their professional growth.
6. **Research-Engaged School:** We pride ourselves on our evidence-based approach to education, where we are publishing research to support others to better understand research engagement in schools. By joining our team, you will be part of a school that values objectivity and actively engages in educational research.
7. **Ideal Location:** Peacehaven Community School is situated just a 10-minute walk from the seafront, a 15-minute drive from Brighton and is surrounded by the South Downs, offering an excellent local environment for our staff.
8. **Outstanding Facilities:** Built in 2001, our school boasts state-of-the-art facilities and resources for staff and students. With an on-site leisure centre, our teachers enjoy access to excellent amenities for their well-being and work-life balance.

This school is also committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to complete a DBS check and the post may be offered only on receipt of two good references.



The Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible. The SAT Application Form can be found [here](#).

Please note CVs will not be accepted in place of a completed application form.

Application forms can be found on swale.at website. Completed forms can be sent to pcs-recruitment@swale.at or by post to the following address:

PCS Recruitment,
Peacehaven Community School,
Greenwich Way,
Peacehaven
East Sussex
BN10 8RB

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form. Peacehaven Community School may complete online checks of any candidates as part of the Shortlisting Process.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Conditional Offer

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.



Safeguarding

Our Trust has robust safer recruitment procedures to help prevent unsuitable people from working with children.

All individuals working in any capacity at our Trust will be subjected to safeguarding checks in line with the statutory guidance Keeping Children Safe in Education.

Swale Academies Trust schools will conduct an online check of shortlisted candidates in line with the Keeping Children Safe In Education guidelines.

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice

Please refer to the Trust's [Privacy Notice](#) for job applicants for information about how we use any personal data about them we hold.

Swale Academies Trust is committed to fostering a diverse and inclusive workplace where everyone feels valued and respected. We actively seek applications from individuals from all backgrounds and experiences.

Overview of Swale Academies Trust

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

Swale Academies Trust - Schools

Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne

Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Peacehaven
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne

Central Support Services

- Human Resource Team
- Finance Team
- ICT Team
- Estate Management
- Governance and Communications

Swale

ACADEMIES TRUST



OUR MISSION

A family of schools that **supports, inspires and empowers** everyone to be their best.

OUR VISION

A sustainable future where **every individual thrives** through personalised learning and opportunities that instil a sense of belonging and purpose.



Excellence

We pursue the highest standards, with the focus on continuous improvement and excellent pupil outcomes.

Integrity

We are honest and treat individuals fairly, acting in the best interests of our pupils.

OUR VALUES

Collaboration

We work together to achieve more than we could individually, sharing good practice and learning.

Agility

We are curious and innovative, embracing both challenge and change.

Empathy

We actively listen to understand another person's experience, nurturing an inclusive environment.

