



**Part-time Teacher of English  
(0.8 FTE) Maternity Cover**

**Required from September / November 2021**

**Alcester Grammar School**

# Welcome from the Principal

I am very proud to be the principal of this wonderful school. We are one of the country's highest performing state schools, and we pride ourselves on being an uplifting place to work and study and a community where everybody is happy and valued.

Teachers who work here have been heard to say it is the best job they have ever had and many choose to remain with us for a long time. If you do join us you will be part of a like minded community who enjoy their teaching, make a huge contribution to extracurricular activities, and obtain a great deal of job satisfaction.



I can safely say that teaching here is a huge amount of fun. There is virtually no poor behaviour or disruption in lessons and the children exhibit a voracious appetite for learning. One of the many joys of working here is that you can focus on your teaching and on bringing your subject to life. You do not need to have had any experience of the selective sector, either as a student yourself or as a teacher. Indeed some of our teachers have joined us having developed their skills in the non-selective sector, and what they find to be different here is simply the overwhelmingly positive attitudes to learning and appetite for hard work amongst the students. This truly is a place where you can do the job you trained to do, with every opportunity to try out new teaching techniques and ideas in lessons.

The senior leadership team are supportive, broad minded and keen to see all staff and students succeed. Our vision is that the school should always be a place for professionals who would like to refine their teaching skills and implement innovative and creative ideas. Central to our philosophy are the key concepts of professionalism, autonomy and consultation, all within a sensible and reasonable framework of accountability. We operate light-touch monitoring, with few graded lesson observations, and you will enjoy the freedom to focus on education rather than jumping through hoops to meet the supposed demands of OFSTED.

We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a beautiful part of the country with superb amenities and eminently affordable housing, including plenty of good quality new build developments nearby. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.

We always want to appoint the best candidates we can, and so we would welcome applications from both newly qualified teachers and more experienced teachers. Prospective candidates are most welcome to visit the school and I am confident that if you do so you will very much want to come and work for us!





## Pay and Conditions

This is a part-time (0.8 FTE), maternity cover position.

Responsible to: The Head of English

Salary: MPS/UPS

## Leadership Structure

The structure of the current Senior Leadership Team is as follows:

Clive Sentence	- Principal
Frances Coyles	- Finance and Operations Director
Jeremy Slater	- Vice Principal (Curriculum)
Ian Young	- Vice Principal (Head of Sixth Form)
Helena Tingle	- Assistant Principal (Teaching and Learning)
Joanna Turner	- Assistant Principal (11-16 school, Safety and Wellbeing)

## The English Department Team

Head of Department:	Steph Atkinson
Teaching staff:	Liz Bremner-Smith
	Kathryn Doudican - 2nd in English (KS3)
	Sue Humphries
	Jennifer McLean - Head of Year 12
	Sharon Taylor - 2nd in English (KS4)
	Sophie Thompson
	Helena Tingle - Assistant Principal



# AGS English Department

Thank you for your interest in this post. We are looking for a part-time (0.8) teacher of English to join us from September or November 2021 to cover maternity leave. Both start dates are possible.

The post from September to October half term will be the conclusion of a general maternity cover, including teaching Geography, Computing and PSHE to the younger year groups, with support from the respective teams.

From November, it will be an English post, teaching both Language and Literature at KS3 and KS4. English, therefore, is the main focus of the maternity cover. Both maternity covers will be 4 days a week.

We welcome innovative thinking and seek somebody to share our vision of English teaching. Our ideal candidate is an energetic, enthusiastic team player who is willing to help drive the department forwards with new ideas, resources and extra-curricular activities.

## **The AGS English Department will:**

- Empower students by developing advanced communication skills
- Foster a lifelong love of words through literature and language study
- Enable enquiring and critical engagement with others' ideas
- Encourage a sense of cultural identity.

The department places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here. This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students.

## **The curriculum**

All members of the department teach across the full age range. As a department we have developed robust and challenging Programmes of Study. There are comprehensive and well-resourced schemes of work in place. Any new member of the team will benefit from a cohesive and supportive network of experienced specialists. Nevertheless, successful applicants will need independence and resilience to manage change.

**KS3** In Years 7-9 students study a range of challenging literary texts and language topics, based on both spoken and written English. Lessons are typically interactive with a strong emphasis on shared talk to develop a personal voice within the classroom.

**KS4** All members of the department are expected to teach GCSE and take a full role in planning, teaching and assessment. Students follow the GCSE AQA English Language and AQA English Literature specifications. Our current GCSE course is extremely successful; we are constantly striving to further improve provision.

**KS5** NB This section is for background information: the maternity cover would be teaching English at KS3 and KS4.



A level teaching is also central to the job: we teach AQA English Language and Edexcel English Literature. We have a very strong record of outstanding success. A significant number of our students go on to pursue English courses at University.

Most of us graduated with Literature qualifications and have acquired the skills to teach A level English Language “on the job”. We are therefore experienced in supporting each other through collaborative teaching and planning.

We are particularly proud of our innovative A level teaching methods: we deliver a coursework programme based on Higher Education models of seminars and individual tutorials.

### **Extra-curricular**

Here are some of the extra-curricular opportunities we offer to students at the moment. The list is not exhaustive and we fully welcome new ideas and initiatives.

- Public Speaking
- Writers’ Club
- Warwickshire Book Awards / Carnegie shadowing
- Theatre trips
- A level Lecture Days and masterclasses
- University workshops and tasters
- Poetry Slam (we were the inaugural winners of the Warwickshire competition in 2019)
- @AlcesterEnglish Twitter

We are always seeking new and diverse experiences, so are keen to welcome any fresh skills or specialisms.

*I joined the school as a Teacher of English in 2013 and I can safely say that this is the best place I have ever worked: the English team is outstanding in its positive outlook, wealth of experience, teamwork and mutual support and respect.*

For further information, please contact me at [s.atkinson@alcestergs.com](mailto:s.atkinson@alcestergs.com)

Mrs Steph Atkinson, Head of English





## Person Specification

Criteria	Essential requirements
Qualifications	<ul style="list-style-type: none"><li>• Good honours degree in English or closely related subject</li><li>• Qualified Teacher Status</li></ul>
Experience	<ul style="list-style-type: none"><li>• Be able to teach English across the age range of the school and up to A level</li><li>• A willingness to teach Geography, Computing and PSHE to younger year groups for the maternity cover from September to October half term, with support</li></ul>
Curriculum	<ul style="list-style-type: none"><li>• Be aware of National Curriculum requirements at KS3 and KS4</li><li>• Be familiar with the requirements of, and preferably have experience of, teaching English Language and English Literature at GCSE</li></ul>
Relationship	<ul style="list-style-type: none"><li>• A commitment to students as individuals</li><li>• A sensitive attitude to students of all abilities and ages and the ability to differentiate teaching to meet the needs of the most able and those with Special Educational needs</li><li>• An ability to create a stimulating and challenging learning environment for students</li><li>• A recognition of the importance of partnership with parents</li><li>• A supportive and co-operative approach to colleagues</li></ul>
Personal Characteristics	<ul style="list-style-type: none"><li>• Hard working and adaptable</li><li>• Happy to work independently or in collaboration</li><li>• Able to carry initiatives through to their conclusion</li><li>• Friendly and approachable</li><li>• Well organised and able to meet deadlines</li><li>• A willingness to continue learning and developing as a teacher</li><li>• A reflective approach to their own practice and to the overall performance of the department</li><li>• Demonstrate a passion for English and an ability to enthuse students of all ages</li><li>• A commitment to safeguarding children's well being</li></ul>



## Application Procedure

Please complete the school application form available on the vacancies section of our website and provide a supporting statement (on no more than two sides of A4). The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role.

Applications may be submitted via email to [j.dyos@alcestergs.com](mailto:j.dyos@alcestergs.com)

**Please note that applications will only be accepted on the Alcester Grammar School application form. CVs and online applications will not be accepted or included in the shortlisting process.**

**The closing date is 9am on Wednesday 30th June 2021.  
Interviews are likely to take place the following week.**

Alcester Grammar School is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) check will be carried out prior to the commencement of any offer of employment.







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