



Higham Lane School
Helping Learners Succeed

Job Specification

Permanent Teacher of English

Full-time or Part-time

MPR/UPR

September 2024

(with the possibility of an additional recruitment allowance for an exceptional candidate).



Dear Applicant,

Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane is a large, 11-18 comprehensive academy, set on an attractive site on the Warwickshire-Leicestershire border, easily accessible due to excellent road, train and bus connections.

Achievement in all its forms: artistic, academic, social, cultural, sporting and intellectual is equally valued in our diverse five year, knowledge-rich curriculum. We were extremely pleased to have been rated as Outstanding by Ofsted in May 2019, one of only a small number of schools in England to have achieved the highest rating that year. We are strongly committed to ensuring that all of the young people in our care make excellent academic progress and we take great pride in securing both impressive progress and high attainment for our students, whatever their starting points. Higham Lane is one of the highest-achieving non-selective comprehensive schools in Warwickshire. We are also delighted to have achieved impressive A level results in our high-performing Sixth Form. Our progress figures indicate that our teaching and learning and student behaviour and engagement are excellent! We are excited by the opportunities which our recent merger with the Central England Academy Trust will bring us and are also delighted that the Department for Education has given us permission to open a new secondary Free School, Higham Lane North Academy, within the next few years. In July 2021, we were granted World Class Schools status, one of a very small number of schools to achieve this.

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always oversubscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be!"

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing.

If you are interested in applying for this post, please complete the application form that you will find on the School's website (www.highamlaneschool.co.uk) and email it to jobs@highamlaneschool.co.uk, indicating in the message title the post you are applying for. The closing date for applications is **Monday 29th April.**

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Kally Somel, Subject Leader for English, on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

We really look forward to reading your application!

Yours sincerely,



Michael Gannon
Headteacher





WHY WORK FOR HIGHAM LANE SCHOOL?

EXCELLENT CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other!
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQSL, NPQML and the new, reformed NPQ programmes as well as Olevi programmes for improving and outstanding teachers as well as outstanding leaders.
- we have expertise in teacher training and formed the Higham Lane School Partnership comprising 13 partner schools across both primary and secondary phases in collaboration with the University of Warwick, Birmingham City University and the University of Leicester.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.
- we are local delivery partners for the Early Career Teacher and Mentor Induction programmes.

REDUCING WORKLOAD

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use Knowledge Organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.
- All our policies are benchmarked against the Department of Education's 'Teacher Workload and Wellbeing toolkit.

BEHAVIOUR FOR LEARNING THAT EMPOWERS TEACHERS

- we empower teachers to teach and students to learn!
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour for Learning Policy.

SAFEGUARDING

- all the staff whom we employ are expected to demonstrate a responsibility for and a commitment to the safeguarding of students. We will offer you regular, high-quality training to enable you to do this effectively.

STAFF WELLBEING

- staff wellbeing is very important to us. We care about each other.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times.
- we support staff to look after themselves, for example through our health awareness events.
- we get on well together and celebrate our many achievements in a range of social events.

SERVING OUR COMMUNITY

- students play an active part in the running of our school and student voice is important to us.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.



STAFFING AND ACCOMMODATION

- The English Department has 7 full-time and 8 part-time members of staff. Four teachers act as Assistant Subject Leaders
- We teach in ten classrooms in the main school and two classrooms in our recently-built Sixth Form Centre.
- Each member of the Department is provided with a laptop and visualiser.

KEY STAGE 3

- All students in Year 7 and 8 study English for seven hours per fortnight including a specific reading lesson using Accelerated Reader.
- Most classes in Years 7 and 8 are taught by 2 members of staff for all the English schemes of learning.
- The Year 7 Programme of Study revolves around exploring characterisation through plays, poems and novels. Writing skills are taught alongside each unit.
- The Year 8 Programme of Study focuses on exploring rhetoric through plays, poems and novels. Writing skills are taught alongside each unit.
- In Year 9, students explore a variety of genres to understand and apply the key concepts and contexts in English. Reading for Pleasure continues to be valued with regular library visits and book presentations.
- Students are supported with comprehensive teaching and revision booklets to accompany each unit.
- Students are loosely grouped by ability and the average group size is 27 with a smaller support set.

KEY STAGE 4

- Students in Years 10-11 follow the Eduqas GCSE specifications for English Language and English Literature.
- Students receive nine hours of English teaching per fortnight.
- Students are supported with comprehensive teaching and revision booklets to accompany each unit.
- Students are grouped by ability and the average group size is 27.
- Additional Intervention and revision lessons are well-established in the school to help students achieve their full potential.

KEY STAGE 5

- A-level English Language and A-level English Literature are popular subjects in our Sixth Form.
- We follow the OCR specification for English Language and the AQA A-Level specification for English Literature.

EXTRA-CURRICULAR

The Department prides itself on its excellent range of extra-curricular provision for students. This includes trips to the theatre, Universities, and book-related events. We also offer a creative writing club and Shakespeare film club.. During our enrichment week this year we are hosting a chilling Gothic-themed programme!

2023 EXAMINATION RESULTS

GCSE English Language

86% of students achieved grades 9 - 4

23% of students achieved grades 9 -7

GCSE English Literature

86% of students achieved grades 9 - 4

33% of students achieved grades 9 -7

A-level English Language

20% of students achieved grades A*/A

100% of students achieved grades A*-C

A-level English Literature

17% of students achieved grades A*/A

83% of students achieved grades A*-C

Job description

Job Title:

Permanent Teacher of English
(Full-time or Part-time)

Date of Commencement: September 2024

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach English at Key Stage 3 and Key Stage 4. Experience of teaching A-level English Language and/or English Literature would also be desirable, but this is not essential and would not prevent suitable candidates from being shortlisted, if they meet the person specification.

General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at: <https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reports and liaison with other staff as necessary.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification for Permanent Teacher of English (full-time or part-time)

1= application form; 2= selection day activities; 3=documentary evidence.

Category	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E	Degree level qualification. Qualified Teacher Status.	1,3
Experience	E	Experience of teaching Key Stage 3 Science and Key Stage 4 English Language and Literature.	1
	D	Experience of teaching A-level English Language and/or English Literature.	1
	E		
Knowledge and understanding	D	Of exam board specifications for GCSE English Language and Literature	1,2
	E	Of exam board specifications for A-level English Language and Literature	
	E	Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques.	
	E	Of how to make secure judgements relating to student progress and performance.	
	E	Of how to use ICT to enhance teaching and learning and raise standards.	
Professional Skills and Attributes	E	The ability to motivate, influence and challenge all students to achieve their best performance. The ability to consistently deliver 'good' or 'outstanding' lessons. The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy. The ability to ensure excellent Behaviour for Learning of students. The ability to be well-organised, keep efficient records and meet deadlines. The ability to communicate effectively. The ability to work effectively as a member of a team. The ability to take responsibility for your own professional learning. Energy, enthusiasm, commitment and perseverance.	1,2
Health and Attendance	E	A good health and attendance record.	3



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