

SECOND IN ENGLISH FACULTY

Required September 2025

We are seeking to appoint a dynamic, creative and well-qualified colleague who will be committed to ensuring the highest levels of achievement for our students. This role is on a full-time, permanent basis with effect from September 2025.

The Second in English will support the Faculty Leader to carry out their role. The emphasis will be on promoting excellent teaching and learning, helping to lead, manage and develop a specific area of the curriculum and working to enhance the teaching practice of other staff within the Faculty.

The successful candidate will be expected to teach across the whole 11 - 18 age and ability range including A Level. The successful candidate should be:

- A dynamic and innovative English teacher with excellent communication skills
- Able to demonstrate a strong commitment to learning and raising standards
- Experienced in teaching across the ability range.

We can offer you:

- A highly supportive and friendly working environment
- Opportunities to teach across KS3, 4 and 5
- Cycle-to-work Scheme
- Electric Vehicle Scheme
- 24/7 Free Employee Assistance Programme (offering individual support, information and advice including financial, legal and home-life and work-related issues)
- CPD opportunities and Internal Promotion
- Up to 25% Gym Membership
- Free staff car park
- Essex Working Well Wellbeing Service (health and wellbeing support and guidance)
- Access to Workplace Health Champions
- Access to Mental Health First Aiders

Plume Academy is a friendly and supportive academy where the professional development of all our staff is given a very high priority. Plume's very positive Ofsted inspection in November 2023 judged the academy as 'good' in all areas, including the Sixth Form.

Personal Qualities

The successful applicant should have a degree in a relevant subject and will have achieved Qualified Teacher Status (QTS) prior to the commencement of their role.

Applicants should be hardworking, enthusiastic and have high levels of commitment. They should be able to plan, deliver and assess high-quality learning experiences for all learners in their care and deploy a range of strategies to support their personal development.

They should have an interest in new teaching and learning developments and possess high degree of integrity. Experienced candidates should be able to demonstrate a highly successful track-record of teaching the subject with strong examination outcomes, particularly at key stage four.

Responsibilities of the Post-Holder

The emphasis will be on promoting effective teaching and learning, securing good or better outcomes for learners of all ages and backgrounds, helping to lead, manage and develop the English curriculum and working to enhance the teaching practice of other teachers within the faculty.

In accordance with the job description for Second in English, the key responsibilities will be as follows:

- Work collaboratively within the faculty to establish consistent high-quality teaching and learning in line with curriculum provision and faculty core principles.
- Monitor and evaluate the quality of teaching and learning and provide effective feedback and support, to further improve outcomes for students.
- Support the Faculty Leader in establishing targets and monitoring student achievement, with a particular focus on ensuring that students in vulnerable groups, such as SEND, High Prior Attaining and Disadvantaged learners, make good progress.
- Support the Faculty Leader in monitoring, managing and supporting Key Stage Co-ordinators to ensure curriculum planning is effective, coherent and meets the needs of our students.
- Where necessary, construct and oversee the implementation of action plans to bring about rapid and sustained progress in an area of the faculty that is underperforming.
- Develop the use of new technologies to support effective learning.
- Ensure that school curriculum policies are enacted within the faculty.

Pastoral

At Plume Academy all teaching staff are expected to fulfil both an academic teaching role and a pastoral role by acting as a Tutor to a group of assigned students. This involves staff in all aspects of pastoral work including guidance, safeguarding, monitoring, and encouraging progress, contact with parents, writing reports and compiling student references. Tutors also deliver part of Plume Academy's Personal Development Programme.

Wider Contribution

Teaching staff are encouraged to contribute to the academy's rich extra-curricular programme, and all candidates will be provided with the opportunity to discuss their personal interests at interview.

As one of the largest educational establishments in Essex, there are many opportunities for career progression. Via an academy-wide coaching programme, staff are encouraged to take responsibility for their own career development, with full support and encouragement from their line managers and other relevant staff, including those responsible for staff training.

Remuneration

Annual salary for a qualified teacher will be in accordance with the Plume Academy Teacher Pay Scale, which from appointment for a full-time post currently involves a salary of up to £49,084 plus TLR 2C (£8,279), however, the current salary of the applicant will be taken into consideration in respect of the salary offered. Salaries are reviewed by national negotiation with effect from 1st September each year. Progression through the Teachers' Pay Scale is subject to an annual performance review process.

Application Process

If you are interested in the position and wish to discuss the post prior to application, please email Mrs Dorcas Ologunde, Director of HR (d.ologunde@plume.essex.sch.uk) to arrange a telephone conversation. We are very proud of our academy and what we can offer new members of our collaborative team. We will be pleased to discuss the post and provide more information about the post and the academy in general.

To apply please complete the Online Plume Academy application form (<https://plumetrust.face-ed.co.uk/Vacancies/Detail?campaignRef=SCH-PT-0028>). This must be completed and submitted by the closing date and time stated (unaccompanied CVs or third-party application forms will not be accepted).

Closing Date: **noon Monday 13 January 2025**

Interviews are likely to take place the same week, however, early applicants may be taken through to interview sooner.

The Plume Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Appointment is subject to satisfactory references, medical clearance and an enhanced DBS check. The Plume Academy welcomes applications from those of all backgrounds, faiths and ethnic groups.