



Dream Reach Achieve

Whittington Green School

Teacher of English

Responsible to: Director of English

Disclosure Level: Enhanced – Whittington Green School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Job summary:

- To facilitate and encourage learning in the English department which enables students to achieve high standards.
- To share and support the school responsibility for the well-being, education and discipline of all students.
- To assist the Curriculum Leader in all matters relating to the area including:
 - the delivery of high quality GCSE English teaching up to grade 9
 - curriculum planning, evaluation, including forward planning
 - development of programmes of study, teaching materials and strategies
 - monitoring, assessment and reporting of pupil progress
 - implementation of school, local and national initiatives
 - delivery of intervention programmes to identified students
 - ensuring students make progress in line with their abilities

Key tasks and responsibilities:

Set high expectations which inspire, motivate and challenge pupils:

- Establish a safe and stimulating environment for pupils, rooted in mutual respect;
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions;
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils:

- Be accountable for pupils' attainment, progress and outcomes;
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these;
- Guide pupils to reflect on the progress they have made and their emerging needs;
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching;
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge:

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings;
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship;
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.

Plan and teach well-structured lessons:

- Impart knowledge and develop understanding through effective use of lesson time;
- Promote a love of learning and intellectual curiosity;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;
- Contribute to the design and provision of an engaging curriculum within English.

Adapt teaching to respond to the strengths and needs of all pupils:

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively;
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these;
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development;
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment:

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- Make use of formative and summative assessment to secure pupils' progress;
- Use relevant data to monitor progress, set targets, and plan subsequent lessons;
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment:

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy;
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them;
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities:

- Make a positive contribution to the wider life and ethos of the school;
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- Deploy support staff effectively;
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- Communicate effectively with parents with regard to pupils' achievements and well-being.
- Demonstrate commitment to the Equal Opportunities Policy, to work positively and inclusively with colleagues so that the school provides a workplace and delivers services that do not discriminate against people on the grounds of their age, gender, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.
- Work flexibly in the interests of the service (this may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities).
- Actively participate in performance reviews at regular intervals in accordance with school procedures.
- Undertake training courses organised by the school where these will assist in the carrying out of the above duties, develop skills which may be required to fulfil those duties in the future or are required to fulfil legal requirements.
- Refrain from smoking/vaping in any areas of the school premises.
- Behave in a manner that ensures the security of property and resources.
- Demonstrate consistently high standards of personal and professional conduct as defined in the schools Code of Conduct Policy.

All staff have a statutory responsibility for the safeguarding of children and the promotion of their welfare. This means that at all times, staff must consider what is in the best interests of our children and young people. In order to fulfil this responsibility effectively, all staff are required to:

- Ensure that they are aware of the school policy and procedures for child protection and safeguarding.
- To become aware, by attendance at relevant training, of the signs and symptoms of abuse.
- To attend annual refresher training as required and to have completed the online Level 2 Safeguarding and Prevent training.
- To report all causes for concern to the Designated Safeguarding Lead
- To ensure the safety of all students in the school learning environment both indoor and outdoor.
- To carry out or contribute to risk assessments as required.

All staff are required to adhere to the spirit and letter of the School's Equality Policy, to respect all aspects of diversity, to ensure no conscious discrimination and to challenge potential unconscious discrimination on the grounds of any protected characteristics.

All staff are required to maintain an up-to-date knowledge and understanding of all Health and Safety policies and/or legislation relevant to their role, and to notify their line manager in writing if they require additional training or support.

All staff are expected to:

- Work in accordance with the school's aims and policies.
- Work towards creating a pleasant and welcoming environment throughout the school.
- Contribute to the school's guidance and support programme.
- Demonstrate a commitment to the use of ICT to enhance teaching and school systems.
- Undertake a teaching responsibility.

All staff are required to undertake any reasonable duties or roles at the request of the Headteacher.



Dream Reach Achieve

Person Specification - Teacher of English

	Essential	Desirable
Education and qualifications		
Degree or other recognised teaching qualification in English.	✓	
Teaching experience in English in Key Stage 3 and in Key Stage 4 to GCSE level.		✓
Evidence of additional CPD or study in English.		✓
Knowledge and Experience		
Knowledge and understanding of National Curriculum KS3 and KS4 English.	✓	
Schemes of work in KS3 and GCSE English to grade 9	✓	
Strategies for supporting students to achieve in line with expectations	✓	
Principles and practices of monitoring/assessments/evaluations	✓	
The application of technology to learning and teaching in English	✓	
Ability to demonstrate high expectations of pupil behaviour and establishment of a clear framework to promote self control and independent learning	✓	
Principles and practices of effective teaching and learning	✓	
Evidence of setting and assessing clear objectives	✓	
Preparation of schemes of work and lessons	✓	
Strong IT Skills including Microsoft Teams, PowerPoint, Excel, Word and Outlook	✓	
Skills		
Confident and innovative teaching	✓	
Enthusiastic and able to engender enthusiasm in others	✓	
Excellent planning and organisational skills	✓	
Ability to work as a member of a team	✓	
Effective communication skills	✓	
Other Qualities		
Professional approach	✓	
Commitment to an inclusive ethos with the view that "Every Child Can Achieve"	✓	
Flexible	✓	
Approachable	✓	
Initiative	✓	
Energy, optimism and enthusiasm	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Driving Licence		✓