



Exmouth
Community
College
Academy Trust

Job Pack

Teacher of English

Fixed Term

MPS/UPS

Closing Date: 6th December 2024 at 10.00am

Interview Date: Week commencing 16th December 2024

Introduction to the English Department

Staffing

Welcome to the English Department, a large and supportive department comprising eighteen members of staff. The majority of our staff are full-time, with one member of staff leading on whole school PSHE.

Accommodation and Resources

Although Exmouth Community College is a large school, English are based predominantly on the Green Close site so you feel part of a much smaller community. Facilities are good, with each English room being equipped with computer, DVD drive and projector. There are two computer rooms in the English block and access to additional computer facilities can be arranged through the College booking system. Most full-time members of staff have a consistent teaching room.

As a department we work collaboratively to share planning and the creation of resources. The resources are ever-evolving and staff are welcome to add and update documents to unit folders on an ongoing basis.

Curriculum

It is an exciting time in terms of the college's curriculum development; the team have collaborated to re-structure our curriculum with a focus on imparting the key knowledge our students need to progress, as well as embedding recall activities and vocabulary-focused lessons. This knowledge, in our Key Stage 3 curriculum, is mostly taught through texts, of which there is a large and varied selection. We believe that promoting reading for pleasure is key and, as such, subscribe to Accelerated Reader; students are expected to read for 20 minutes a day and we monitor this closely, rewarding great engagement and intervening as needed.

At GCSE, we follow AQA Language and Literature. At A Level we also run A-Level Literature and an A-Level Language course using the Eduqas specification.

Our intent for our curriculum crosses all three key stages:

- To ensure students are equipped with the knowledge they need to achieve their potential
- To encourage independent critical and creative thought
- To instil a love of reading for life.

Results

At Post 16 attainment is consistently above national average and Value Added has traditionally one of the highest in the college. In terms of the GCSE, whilst attainment is sound, we are committed to improving our rates of **progress** between KS2 and 4, especially for disadvantaged and SEND students. We are therefore looking for someone who can engage and inspire all pupils to help us achieve this vision in 2024 and beyond.

Extra Curricular

We have a creative and enthusiastic department and this can be seen in the teachers' commitment to providing enrichment opportunities for students outside of the classroom. We have published students' creative writing by facilitating their entry into competitions. We work closely with the library to host visits from authors such as Malorie Blackman and Carol Ann Duffy. We also take part in national initiatives such as the Carnegie Medal process and have worked closely with the Budleigh Writers' group. We would be interested in a candidate who feels they could contribute to resuming and expanding these opportunities, as we have some many talented writers on the student body.

We welcome applications from vibrant and forward-thinking teachers, who actively seek new ways to inspire their learners. If you feel that you have the subject knowledge, energy and professionalism to work within the department, please do get in touch.

Job Description

Title:	Teacher of English
Contract Type:	Fixed-Term
Start Date:	January 2025 or ASAP
Expected End Date:	31 st August 2025
Salary:	MPS/UPS
FTE:	0.8 - 1.0 FTE
Reporting to:	Director of English
Responsibility for:	No line management responsibilities

Purpose of the Job

The College is currently seeking a qualified teacher to take on a role teaching English. The successful applicant will be expected to provide outstanding teaching and learning of English to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

We have flexibility to offer between 0.8 – 1.0 FTE. Please state your preferred FTE range within the Supporting Statement section of your application.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the English Department.
- Contribute to the effective working of the English Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of English.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.

- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes will be assessed via the application, certificate, interview, assessment, observation and references

Attributes	Essential	Desirable
Classroom Teacher:		
Qualifications		
Qualified to degree level in English or related subject specialism	✓	
Qualified teacher status	✓	
Ability to teach GCSE and A Level	✓	
Teaching Experience		
Successful experience of teaching English in a placement or a previous school	✓	
Proven track record of raising attainment in a positive classroom environment	✓	
Teaching Standards		
Set high expectations which inspire, motivate and challenge students	✓	
Promote good progress and outcomes by students	✓	
Demonstrate good subject and curriculum knowledge	✓	
Plan and teach well structured lessons	✓	
Adapt teaching to respond to the strengths and needs of all students	✓	
Make accurate and productive use of assessment	✓	
Manage behaviour effectively to ensure a good and safe environment	✓	
Fulfil wider professional responsibilities	✓	
Personal Qualities		
Adaptable, flexible and creative	✓	
Excellent written and oral communication skills	✓	
Confident user of ICT	✓	
Awareness and understanding of data protection and confidentiality	✓	
Able to take responsibility and show initiative	✓	
Enthusiastic and inspiring	✓	
Ability to command respect	✓	
Ability to work actively, productively and flexibly as part of a team	✓	

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

We are currently going through an exciting period of change as we are currently in consultation to join the Ted Wragg Trust. Joining the Trust will allow us to share best practice with other Trust schools, improve staff development opportunities and most importantly, improve the outcomes for our children. If you are successful in this post, you should be aware that your employment will automatically transfer to the Ted Wragg Trust via a TUPE process and further details on this will be shared throughout the recruitment process or as requested.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: DBS filtering guide - GOV.UK (www.gov.uk)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Applicant Sensitive Information form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.