



# Kesgrave High School

More Than Just a School

## Recruitment Pack:

### Teacher of English (MPS/UPS)

Required from September 2024

Employment Status	Full time/ Part-time
Employment Location	Kesgrave High School, Suffolk
Application Closing Date	9am Wednesday 8 <sup>th</sup> May 2024
Interview week commencing	Monday 13 <sup>th</sup> May 2024

Be Positive. Be Respectful. Be Your Best



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# EAST

EAST ANGLIAN SCHOOLS TRUST



# ABOUT KESGRAVE HIGH SCHOOL

Thank you for taking an interest in our school.

We are proud of staff and students at Kesgrave High School and we expect them to take a pride in all that they do. We have a strong pastoral system, high academic standards and clear and fair behaviour expectations. Our experience tells us that children thrive in an environment that sets firm boundaries, is consistent in its expectations and which builds relationships that set the tone for learning.

We provide an environment in which our students feel safe and are encouraged to grow, often challenging their own expectations. Our positive, inclusive approach ensures that students make the most of their talents and potential. We are lucky to have a school environment which befits these expectations, investing in their futures through the latest technology and facilities.

We encourage students to take responsibility, to be curious and to have a thirst for knowledge. Students learn from each other, as well as from their experienced and skilled teachers, in a supportive learning environment, where everyone is valued.



Relationships within and beyond the classroom are positive and help us to secure the best possible outcomes for our young people. Teachers, associate staff, parents and carers all work together to help our young people to progress.

As a high-performing school and a founding partner of EAST SCITT, staff as well as students, continuously reflect on what they do and consider how to improve. Evidence-informed practice is at the heart of our classroom improvement. As part of East Anglian Schools Trust we work with like-minded schools who invest in staff development.

This is an exciting time to join our school, I look forward to welcoming you to our school in person and in sharing our pride in all we do.

Miss Upton Headteacher



# TEACHER OF ENGLISH

Kesgrave High School is looking for a talented English teacher to join the English Department from September 2024.

This is an exciting opportunity to contribute to a highly talented and committed team. The department has a great sense of collaboration and are fully committed to ensuring all students develop a love of English and achieve the highest possible standards. We have a disruption free approach to behaviour, leaders are highly visible and supportive so that teachers can teach highly effective lessons.

Reading and oracy are key ingredients to students' holistic growth and are embedded within our whole school development plan. Accelerated Reader in KS3, Register and Read in KS4 and a reading culture in the Sixth Form are all examples of this ethos in action.

The Media & Film Department sits alongside the English Department and many staff contribute to a range of

subjects, where expertise and interest is shown.

Kesgrave High School is a large 11-19 school which has over 1850 students on roll including over 350 in the Sixth Form. In 2023 the performance of the whole school was strong with 73% of students achieving a Grade 4 or higher in both English and Mathematics and 53% 5+.

Staff benefit from excellent conditions of service and we are committed to personalised CPD and career opportunities both within our school and the Trust.

## Results 2023

### KS4

English Language and Literature combined 4+ 79%, 5+ 66% and 7+20%

### KS5

English Language: A-E 100%, A\*-C 59%

English Literature: A-E 100%, A\*-C 63%

English Lang/Lit: A-E 100%, A\*-B 66%



# JOB INFORMATION

## REPORTS TO:

*Head of English*

## JOB LOCATION:

*Kesgrave High School, Main Road, Kesgrave*



# JOB INFORMATION

## Lessons

English lessons take full advantage of the 90 minute lessons, and we see our students in four sessions over a 2-week timetable for KS3 and five sessions for KS4. At KS5 we have six lessons per fortnight. This arrangement allows for flexibility of grouping, content and design of delivery.

## The Team

The Department consists of twenty staff and is looking to grow even larger over the next year. Lessons are taught in the Communications and Creative Media blocks, with well-resourced teaching rooms and two resource areas. The library is recently renovated and growing. We have fortnightly library lessons where dedicated time is spent guiding pupils on book choice and sharing the enjoyment of wider reading. As a Faculty we also have the benefit of full reprographic and administrative support.

## The Curriculum

As a core National Curriculum subject, we believe that as well as the drive to improve standards, English is also a key area for recognising and respecting individual talents.

All pupils are taught in mixed ability groups in Key Stage 3 and 4. The Department believes in the importance of sharing literature with all students and believes students of any ability should be encouraged to have an authentic, creative voice. All Key Stage 4 pupils are prepared for GCSE with AQA in English Language and EDUQAS in English Literature.

The Department reviews, monitors and assesses current practice in regular weekly Department meetings. Both the school and the Department are committed to the development of staff and we have established links with ITT providers which bring new developments and approaches.

The English team have a strong record of achievement within the school and a clear passion for reading, writing, speaking and listening. This can be observed in lessons and in the many extra-curricular opportunities offered. The Department has an outstanding record of success in the Sixth Form and offers three subjects for teaching at Key Stage 5: English Language, English Literature, English Language and Literature. We work collaboratively with the Media and Film team who deliver BTEC Creative Media and Media and Film Studies across KS4 and KS5.



## OUR CULTURE AND ETHOS

**Kesgrave High School is proud to be ‘more than just a school’. Our ethos is at the heart of everything we do: ‘Be Positive, Be Respectful, Be Your Best’.**

- **We have an ethos of purposeful learning** with a sense of adventure and challenge, where students and staff are empowered to experiment and develop exciting learning opportunities.
- **Our practice and development is rooted in evidence-based research.**
- **Class sizes are kept as low as possible.** On average a KS4 class has 22 students and at KS5 12 students.
- Our **three-period day** means that staff and students have a break after every lesson to ensure smooth transitions between lessons and a **calm purposeful learning environment**.
- All departments have access to a **designated curriculum administrator** who help drive improvements and reduce workload for teaching staff enabling them to focus on their core activities.
- **Team Rooms** for all departments help build **supportive collaborative relationships** and facilitate **shared planning time**.
- The majority of **meetings** are dedicated to Teaching & Learning.
- **Departmental development** is focussed on clear and manageable priorities rooting our work in the cornerstones of the best classroom practice.
- Lesson observations are for the purpose of **teacher development** and sharing of best practice. We discuss how to get better.
- There is no prescribed template for lesson planning. Our **Teaching and Learning Principles** focus on Subject Knowledge, Challenge, Modelling, Review & Retrieval, Questioning, Feedback and Oracy.

# OUR CULTURE AND ETHOS



- A commitment to provide a truly exceptional extra-curricular programme, which includes over 50 clubs per week and a dedicated Activities Week in the summer term for all KS3 students.

- The majority of clubs and activities take place after school, benefiting from the staggered end of our school day, finishing at 3.30pm.

- We work closely with other schools in EAST. There are a number of collaborative teams across the four schools and a growing number of professional development opportunities. Whilst all distinct, we benefit from our connectivity to each other.

- We have ensured, despite financial pressures, that teaching staff will have a maximum of 83% contact ratio.

- Our behaviour policy is based on our three core values of 'Be Positive, Be Respectful, Be Your Best'. We invest heavily to ensure disruption-free learning in all classrooms, this includes centralised, same day detentions which are run and managed by senior staff.





## DEVELOPING PROFESSIONALS WITH INTEGRITY AND AUTONOMY

- Each department has their own administrative support.
- A commitment to keep administration and meeting time to a minimum. Non-TLR holders will not be required to attend more than one after school meeting per week. All meetings have a published finish time and will end promptly.
- We have a rational approach to data. Teachers are not expected to produce centralised data on individual students more than three times per year.
- No formal time-consuming report comments are needed within the normal report cycle.
- A evidenced-informed approach to marking ensures staff are not expected to mark every piece of work. Feedback can include verbal and whole class feedback when relevant. Key assessed pieces of work are marked in more depth reflecting the varying demands and contexts within the subject.



- Staff only complete one 20 minute duty per week.
- Cover is minimal. If staff have to cover a lesson this is never more than half a lesson. It is very rare for staff to have more than four half lessons of cover per year.

# YOUR WELL-BEING

- Kesgrave is a very over-subscribed school. [Staff children are prioritised](#) for school places at Kesgrave even if you do not live within catchment.
- Staff have [24 hour access to our Employee Assistance Programme](#) including free counselling, financial and pensions advice, legal advice, home and well-being support.
- All staff have [complementary access to excellent gym facilities](#) and there is a programme of after-school recreational activities. Staff discounts are available with many local businesses.
- Complimentary access to flu vaccinations every year.
- Access to salary sacrifice scheme (for existing members) for additional support in childcare costs.

**There are tremendous opportunities for career development at Kesgrave High School. We work closely with other schools locally and nationally.**

[Professional development and bespoke CPD package](#) for every member of staff including external and internal courses.

[Training is scheduled](#) across the whole year, so staff know what is happening and can select opportunities that are [most relevant](#) to them.

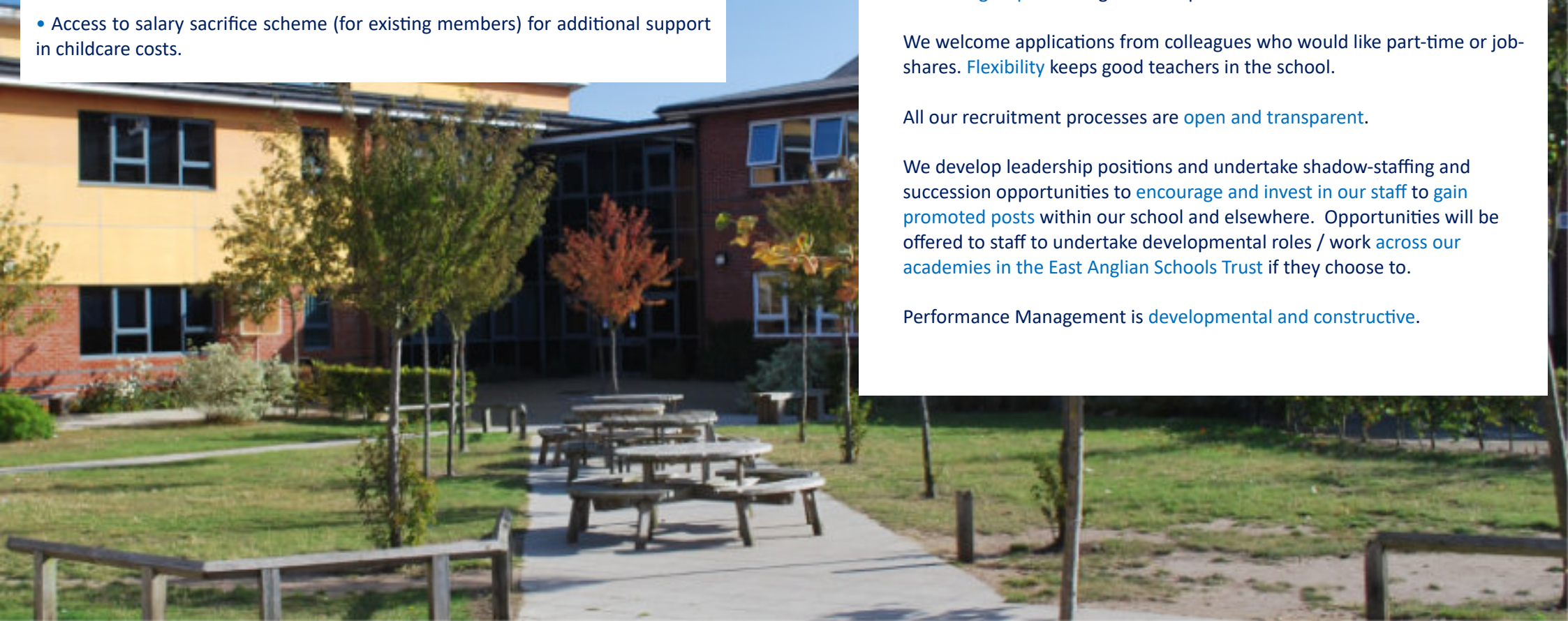
Every member of staff has the opportunity to be involved in an [action research group](#) – sharing effective practice across the school.

We welcome applications from colleagues who would like part-time or job-shares. [Flexibility](#) keeps good teachers in the school.

All our recruitment processes are [open and transparent](#).

We develop leadership positions and undertake shadow-staffing and succession opportunities to [encourage and invest in our staff to gain promoted posts](#) within our school and elsewhere. Opportunities will be offered to staff to undertake developmental roles / [work across our academies in the East Anglian Schools Trust](#) if they choose to.

Performance Management is [developmental and constructive](#).







# EAST Vision

## Who are EAST?

EAST was established on 1 September 2019. At its inception, three secondary academies were formally partnered together: Bungay, Farlingaye and Kesgrave High Schools. In 2020, we applied to establish a Free Special School in Bungay, for children with interaction and communication needs. Demonstrating our commitment to local, inclusive education, we are proud to announce that Castle EAST School is open. EAST SCITT, our 'School Centred Initial Teacher Training' is an accredited Provider offering secondary (11-16) and primary (5-11) school-based initial teacher training awarding Qualified Teacher Status (QTS). We see this as the most effective way to find and develop future teachers to work in this vibrant county. We are delighted with the popularity and quality of EAST SCITT!

We are very confident that EAST will create a stronger future for our schools and continue to improve outcomes for our students. It is through a commitment to working together that we will continue to collectively and individually achieve great things, providing a first-class educational experience for our students and an excellent working environment for staff.

## Our Vision: Where everyone can achieve

We measure our **success** through a combination of **performance, growth** and **happiness**, as individuals and collectively.

Our **cornerstones** are the foundations of our vision; they underpin all that we do and shape the way we work with everyone in our trust and our extended educational community, from parents & carers to partners, suppliers and local government.



### #1 Learning

We will continually strive to deliver the best possible experience for quality learning and personal development for everyone at EAST through our curriculum, engaging teaching, the resources & support we have available and the quality of the physical environment in which we work.

### #3 Opportunity

We exist to enable everyone in our schools to realise their true potential through an academic or professional experience within our schools that achieves the outcomes they seek. We do not believe there is a one-size-fits-all for success and achievement and will always do our best to support the aims and ambition of the individual.

### #2 Inclusivity

We believe a great quality education, opportunities for personal development and participation should be available to everyone regardless of their personal circumstances. That's why our schools today already cater for many specialist needs and our trust is committed to developing the teachers of the future.

### #4 Community

We are a significant contributor to our local communities, we understand the role we play and will always seek to enable everyone at EAST to be considered, active, positive citizens of the world around them. Our sense of community begins in our schools and we nurture a respectful, supportive culture.

# ABOUT KESGRAVE HIGH SCHOOL IN KESGRAVE, SUFFOLK



Kesgrave High School is proud to be more than just a school. From the schools inception in 1931 with 180 students under the Headmaster Captain Harrison, the school has always tried to ensure the whole child is educated, not to be merely an exam factory. Now in 2022 we have over 1850 students on roll and it could not be a more exciting time to be a student here. We are proud to serve the local community, are regularly oversubscribed (we normally have over 600 applications for 308 places) and we have over 900 students and staff cycle to school each day!

At Kesgrave we trust our pupils. As a result the responsibility and behaviour of students is excellent. 'Leaders advocate a culture of high expectations which pupils strive to meet. There is a culture of high aspirations for all'. (OFSTED 2023)

## Sixth Form

We have a large and thriving 6<sup>th</sup> Form of over 320 students, offering a wide variety of A Level and vocational subjects. Students achieve outstanding A Level and BTEC results and around 70% go on to pursue university courses each year.

## Our Location

We are based on the Eastern side of Ipswich in Suffolk, with excellent road connections with London only being one hour away by train.