

Applicant Information Pack

TEACHER OF ENGLISH



Respect - Resilience - Success



Information about our School

Thank you for the interest you have shown in our school. I am proud to be the Headteacher of The Thomas Adams School, a successful co-educational community school, sixth form and boarding house in the centre of Wem. Established in 1976 and with a strong history dating back to 1650, we provide quality teaching and learning for our 1200 students, aged 11 – 18 years old. Thomas Adams is now a member of the 3-18 Education Trust, a collaboration of successful schools in Shropshire, all with the same goal of excellence in education.

We have two main sites on our 30 acre campus in Wem, a small rural market town. Although many of our students live in Wem, our extensive transport links allow students from across North Shropshire to access our excellent provision. Our Lowe Hill buildings cater for years 7 – 11, providing excellent facilities for all curricular areas. At our Noble Street site, we have our Sixth Form, housed in the attractive grammar school building. We also have our thriving boarding provision, Adams House, which accommodates students from throughout the UK and overseas.

Large enough to offer choice and opportunity, we pride ourselves on seeing all students as individuals, providing a quality pastoral care throughout a student's academic journey with us.


The school is renowned for its Music, Drama and Sport. We have specialist centres for all of these subjects, with full performance facilities. We also have a multi-use sports centre and extensive playing fields, along with additional facilities including; tennis courts, basketball courts, hard surface play areas and many pitches for team games. We encourage all students to engage and get involved in our extra-curricular programme, be that a member of the sports team, working towards their Duke of Edinburgh award or taking part in the many educational or leisure trips on offer.

We are committed to continuous professional development for all our staff and foster open, professional and respectful relationships. Our staff well-being and happiness is paramount as we see them as our greatest asset.

Please visit our website <https://thomasadams.net/> for further information.

You can also find out the latest news via our social media pages

 <https://www.facebook.com/ThomasAdamsWem>

 <https://www.instagram.com/thomasadamswem/>



Mark Cooper, Headteacher

Information about the Trust

Thank you for expressing an interest in working within our Trust. Our Multi-Academy Trust (MAT) was established in 2016 with two schools, The Priory School (which acts as the lead school in our sponsoring MAT) and St Martins, a 3-16 school in North Shropshire. In July 2017, we were joined by Coleham Primary School, a 4-11 school in Shrewsbury. In March 2020, Thomas Adams, an 11-18 co-educational community school, sixth form and boarding house in the centre of Wem joined the Trust. William Brookes School joined on 1 April 2021.

The MAT provides a most interesting and exciting opportunity for schools to share ideas, resources and expertise, for the added benefit of the students in the Trust.

“The value of the individual, the benefit of the team”

This statement heads our Strategy document and establishes the values by which we want our schools to work collaboratively. We are an evolving Trust in terms of our size and operation, in that as new schools seek to join us we look in turn to adapt the way we work together. In short, the leaders within the MAT are keen to receive expertise and share best practice. We want schools to retain their identity, character and ethos, all within the shared values of developing students who are selfless, self-assured and successful. The aspiration of the Trust is that every school gives and receives support and every child is in a great school.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details.

Benefits of working at Thomas Adams School, part of the 3-18 Education Trust

- Attractive, open air site
- Development and career opportunities available across the Trust
- Employee Assistance Programme (access to free financial, legal, health, counselling advice)
- Member of the Valued Worker Scheme (accredited to the Trust by NASUWT, Unison and GMB)
- Disability Confident Employer
- Cycle to Work Scheme
- Canteen with freshly cooked menus each day

Teaching School Hub

The Trust has Teaching School Status, with The Priory School, Shrewsbury being selected to provide high-quality professional development to teachers and leaders and has recently become a Teaching School Hub; this provides development opportunities for any future applicant.

Job Description

Title of Post:	Teacher of English
Post Status:	Permanent, 1.0 FTE Required January 2025
Salary Range:	MPS/UPS
Accountable to:	Head of English



The following subject job description is in addition to any statutory requirements and responsibilities of a Main Scale Teacher:

The post holder is expected to:

- Promote the highest standards of teaching English within the framework of the school and share ideas to promote the best practice within the Department.
- Ensure high standards of discipline and organisation within a school environment.
- Demonstrate high standards of ICT competence in teaching and learning, and develop these as technologies change.
- Ensure the smooth running of internal and external controlled assessments
- Ensure that Departmental records and information are regularly updated, and keep informative records of students' progress.
- In partnership with other members of the Department, assist with information and Consultation Evenings for parents and carers.
- Keep the marking of students' work up to date and maintain a record of students' marks.
- Attend relevant meetings
- Deal effectively with behaviour, attendance and punctuality issues
- To ensure the safeguarding of students, and support their well-being at all times, utilising the pastoral system effectively

The postholder may be asked by the Headteacher or Local Governing Body to undertake other duties reasonably regarded as falling within the responsibilities of the post. This job description will be reviewed annually at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with the postholder.

Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Good honours graduate • Qualified teacher status • Commitment to personal/professional development 		<ul style="list-style-type: none"> • Application Form • Letter of application
Experience	<ul style="list-style-type: none"> • Experience of teaching English at KS3 and KS4 	<ul style="list-style-type: none"> • Experience of teaching or lesson observation in Post 16 lessons • Ability and willingness to teach other related subjects 	<ul style="list-style-type: none"> • Letter of Application • Selection process • References
Learning and Teaching	<ul style="list-style-type: none"> • Ability to challenge, support and motivate students • Ability to monitor and evaluate student performance • Ability to meet challenging targets • Secure knowledge and a good understanding of the key skills, concepts in specialist subject • Clear understanding of the secondary curriculum and its assessments • Committed to the role of form tutor for a group of students and the benefits of pastoral care 	<ul style="list-style-type: none"> • Experience of, and sensitive to, the needs of teaching students with SEN and G&T 	<ul style="list-style-type: none"> • References • Selection process
Skills and Knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others 		<ul style="list-style-type: none"> • References • Selection process

	<ul style="list-style-type: none"> • Ability to build effective working relationships 		
Personal Qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Cheerful, enthusiastic and committed • Dynamic, positive, organised and constructive • Excellent communication skills 	<ul style="list-style-type: none"> • Willingness to take on other roles and responsibilities within the department 	<ul style="list-style-type: none"> • Selection process
Other	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Commitment to equality of opportunity • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check 		<ul style="list-style-type: none"> • References • Selection process

What We Offer

In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)

Collaborative working culture and professional development opportunities across our Trust schools

How to Apply



Application & Appointment Process

An application form is available to download from the school website:

<https://www.thomasadams.net/vacancies/>

Please send completed applications to belinda.howells@tas.318education.co.uk

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

Closing date: **Friday 11th October 2024**
Interview date: **Week Beginning 14th October 2024**

Before or after making your application, you are welcome to contact the school to arrange a visit or for further information. Please telephone Belinda Howells, Headteacher's PA on 01939 237000

Please note:

- It is essential that all elements of the application form are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.
- Online Searches may be done as part of due diligence and safer recruitment.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

In line with Keeping Children Safe in Education (KCSiE), online checks will also be carried out on the successful applicant.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website

<https://www.thomasadams.net/key-information/>