



DARTFORD GRAMMAR SCHOOL
A LEARNING COMMUNITY DEVELOPING INTERNATIONAL CITIZENS

APPLICATION PACK

Enjoy making a difference at.....

Dartford Grammar School

An IB World School

Post: Full Time Teacher of English

Start Date: January 2023

Package: MPS/UPS + LFA

Teachers' Pension

Free Gym Membership (BSC)

Cycle to Work Scheme

The post is a full-time permanent position.



The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applicants.

ABOUT US

A learning community developing international citizens

Dartford Grammar School is a selective secondary academy for boys, which admits girls to its sixth form. There are six forms of entry to Year 7, and all of the students joining the school are from the top 25% of the ability range. The students come from Dartford, neighbouring towns and villages, and nearby London boroughs. The current roll is 1,515, including 597 in the sixth form.

Curriculum

Dartford Grammar School offers a unique seven year innovative curriculum based on the educational philosophy of the [International Baccalaureate](#) Organisation (IBO). This begins with the [Middle Years Programme](#) (MYP) in the lower school and then concludes with the [Diploma Programme](#) (DP) in the Sixth Form. The International Baccalaureate (IB) is offered around the world in 146 countries and we are proud that we are a leading IB World School, offering a truly international education. The IB courses are crucial to our ethos encouraging students to be independent, creative and highly successful lifelong learners. We are the first British state school authorised to offer the IB Middle Years Programme to pupils in Year 7 to 9. However, no prior experience of the International Baccalaureate is needed, and the successful applicant will have the opportunity to undertake appropriate CPD as required.

In Years 7 – 9, students develop their knowledge and understanding of their subjects through the skills based Middle Years Programme which is underpinned by the philosophy of the [Learner Profile](#). In Years 10 and 11, students follow a broad range of academic GCSE subjects, including English Language, English Literature, Mathematics, either double or triple Science, two Humanities from History, Geography and Religious Studies and a further option from Art, Drama, Music, Design Technology, Computer Science and Physical Education. We are the only school nationally where all students sit GCSE examinations in two Modern Foreign Languages, one from Mandarin Chinese or Japanese then either French, German, Latin or Spanish. Our innovative Creativity Week programme allows all students to enjoy a cross-discipline approach to their learning and develops independence and autonomy.

In the Sixth Form we offer the IB Diploma to approximately 600 students each year. The Diploma offers students a fulltime real education that equips them with the key skills and a broad but deep subject knowledge to succeed in higher education or employment. The IB Diploma is recognised around the world and so allows students to access universities both in the United Kingdom and internationally. Through the IB Diploma, all students study English, Mathematics, a Language, a Science, a Humanity and either an Arts subject or a second choice from Languages, Science or Humanities. Students choose their six subjects from two levels of entry; three at higher level and three at standard level. Additionally students complete a 4000 word [Extended Essay](#), as well as a study of [Theory of Knowledge](#) and an exciting Creativity, Activity and Service project (CAS). It is anticipated that the successful applicant will have a considerable sixth form teaching timetable.

Our entire curriculum, in line with the IB Learner Profile, encourages students to be internationally minded and aware of the importance of cultural diversity while embracing British values. Our curriculum offers academic rigor with the balance of a vibrant co-curriculum where all students actively participate in the wider life of the school. All of this is underpinned by our commitment to pastoral care and student wellbeing.

Students at Dartford Grammar School enjoy very high academic success. In 2019, the introduction of more rigorous GCSE exams saw our students gain 68% L7-9 grades from all entries. In the last year of nationally published results (2019) and for the third consecutive year, the school's P8 score placed the school highly for value added (highest placed boys school in Kent in 2019). Outcomes for students continue to be exceptional, with 76% of all GCSE grade L7-9 in 2020, and 86% of all grade L7-9 in 2021. Our Sixth Formers gained an average UCAS points score of 217 in 2019, and 231 in 2020 and 2021 respectively (new tariff). An average IB point score of 36.9 (out of 45) was achieved in 2019, with 38.7 in 2020, and 38.8 in 2021.

The L3VA will present the school as one of the highest performing sixth forms in the country for value added. Almost all of Year 13 students proceed to university with 100% of students successful at their first or second choice and 77% successful at Russell Group universities. In 2021, our students received outstanding grades that were precisely in line with teacher predictions.

Ofsted Inspections

The school has been identified four times by Her Majesty's Chief Inspector of Schools (most recently in May 2011) as one of England's most successful schools and colleges, showing a sustained period of outstanding achievement.

Early Specialist Status

In September 1995, the school became one of the first two language colleges in the country. The school is committed to internationalism. While maintaining its high levels of strength in all curricular areas, the school is established as a centre of excellence for the learning of languages, offering tuition in ten. Following the 2008 Ofsted inspection the school was awarded Science as this third specialism and most recently achieved an additional Specialism Quality Mark in Sport.

The school is a leading Confucius Classroom, a leading Japan Foundation and Goethe Institute school and has been reaccruited with the International Schools Award at the highest level. Dartford Grammar School was the Sunday Times IB School of the Year 2017 and 2020, when it was also awarded the IB School of the Decade. Furthermore, in September 2018 the school became a Hub of Excellence in MFL Pedagogy, a new government initiative to raise standards and uptake in languages. This will see us work as one of nine lead schools in the country to help and support a number of local schools to develop their language teaching. The school's reputation for collaboration has also been recognised through our new status as a National Hub of Excellence for Computer Science.

The school has been awarded 'Teaching School' status and takes the lead in initial teacher training across a local alliance of primary and secondary schools, providing additional professional development opportunities.

Buildings and Facilities

The school, founded in 1576, has occupied its present site since 1866. Additional buildings have been constructed since then, the major works in last 10 years being listed below:

2008	extension of sixth form centre adding five teaching rooms;
2009	the remodelling of the Mick Jagger Centre, to provide additional teaching rooms and new laboratories and a Food Technology suite;
2011	new sixth form study suite;
2012/13	extended sixth form centre;
2013/14	new science department;
2013/14	new Key Stage 3 transition area;
2014/15	new Performing Arts Centre and rejuvenation of part of the Hardy building;
2015/16	new dining hall and additional laboratories;
2017/18	new sixth form centre;
2017/18	extension and improvements to the Arthur Jones pavilion;
2018/19	new school shop and print room facility.

Pastoral Support

The school has a strong pastoral system operating from Year 7 to Year 13. The school is divided into Key Stage units, and each year group has a Curriculum Manager who oversees all aspects of the students' development. The school provides 3 Higher Education Advisers and a specialist Careers Adviser.

Extra-Curricular Programme

The school is exceptionally rich in extra-curricular activities. It offers 16 sports and competes with others in at least eight of them each year. Teams regularly gain county, regional and national success, and many students gain representative honours at one or more of these levels. The school achieves high standards in music, and has an orchestra, wind band, choir, chamber choir and many other ensembles. Drama productions are frequent.

The Performing Arts Faculty benefits from the facilities of the Mick Jagger Performing Arts Centre. There are many other clubs and societies, with debating always a popular activity. The school's impressive programme of community service is regarded as a particular strength. The school benefits from many close links with Europe, China and Japan. There are regular overseas cultural and sports trips, and other international visits.

The Duke of Edinburgh's Award is a notable strength: nearly all students in Year 10 complete the Bronze Award, with a majority going on to Silver. Gold Award expeditions take place in both the UK and overseas, while the school has also offered international trips via Operation Wallacea.

External Links

The school has a very active Parents' Association, which provides valuable assistance and support. The school has strong links with local industry and with Higher Education. It has extensive links with many other institutions, and is also part of the world-wide International Baccalaureate Organisation network.

What the School Offers Teachers

The school provides its staff with the experience of teaching able and well-motivated students in an environment with high expectations of behaviour and well-developed systems of teacher-support. The school has a national reputation for the quality of its programme of professional development. The programme includes much that falls within specific subject areas. Staff well-being is a priority in the school, and staff social occasions, staff football and staff tai-chi are all popular, as is our weekly staff breakfast on a Friday morning!

The school is committed to participation in initial teacher training. Other aspects include a course for newly-qualified teachers, preparation for middle management, development of existing middle managers and preparation for senior management. While the school's extensive programme of overseas visits give many staff international experience, the school ensures that its staff development has a further international dimension, for example in IB courses. Staff members have access to the school's excellent facilities for sport and the performing arts.

Becket Sports Centre and The Mick Jagger Centre for the Performing Arts

Out of school hours the facilities of both centres are shared with the local community. They are managed by school staff, reporting through independent management structures.

The Becket Sports Centre has been extended and improved and comprises a sports hall and fully equipped fitness studio, with a separate aerobics/training room, which has a sprung floor, allowing dance sessions to be held. The Mick Jagger Centre includes two auditoria (seating 200 and 350 respectively, both with retractable seating), 8 music practice rooms, dance studio, exhibition space, two music rooms and a Drama Studio. It is a base for 20 community organisations, and runs a small commercial programme attracting a range of talents and performers.

Website

Further details of the school, including breakdown of performance figures, can be accessed through:
www.dartfordgrammarschool.org.uk

Applicants are warmly invited to visit the school before applying.

ENGLISH DEPARTMENT

The English Department consists of 13 full-time and 1 part-time specialist teachers. It is a hard-working, committed team of professionals who work together effectively and enthusiastically. Each member of the department is encouraged to take an active part in decision and policy making, and small teams within the department meet to discuss initiatives, strategies, enrichment and resources at each key stage.

All students aged 11 – 16 follow the IB Middle Years Programme with its emphasis on the IB Learner Profile. In Years 7 and 9, each student studies English for four periods from the thirty available. In Year 8 students have three periods of English. Assessment for Learning is in place at Key Stage 3, following the MYP assessment model. At Key Stage 4, four periods are allocated to the GCSE courses in English Language and English Literature (Edexcel). At Key Stage 5, Language A: Literature is taught at Higher and Standard levels on the International Baccalaureate course. English Literature and Performance is also a Standard Level option on the Diploma course. Results in public examinations are outstandingly good.

There are detailed schemes of work for all year groups, and the department has a wide range of specialist teaching resources on the diverse range of texts taught at all levels. Study guides have been written for all GCSE and IB Language A: Literature books.

Alongside the well-developed induction course provided by the school for newly qualified teachers, the department has its own programme for new colleagues, offering support in lesson planning, assessment and management skills. Resources are shared within an ethos of mutual assistance.

The department has a high profile within the school and organises a wide range of extra-curricular activities: Year 7 Carnegie Shadowing, Scribblers' Ink, Shakespeare in Schools Drama, Journalism Society, Debating club for each key stage, Film Club for each key stage, regular theatre trips, poetry competitions and workshops run by visiting poets.

We are seeking to appoint an enthusiastic and well-qualified teacher to join the department and to contribute to its work. A flexible, innovative and imaginative approach to teaching is encouraged with particular emphasis upon an open, but disciplined, approach to the teaching of literature. A readiness to assist with extra-curricular activities in the school is essential.

The post is an exciting and challenging one, offering exceptional opportunity in an outstanding school where students are able, well-motivated and capable of excellence.

ROLE PROFILE

Teacher of English	
Outline of Role:	<ul style="list-style-type: none">To carry out the role of a teacher as defined in the School Teachers' Pay and Conditions document.
Responsibilities as a Teacher:	<ul style="list-style-type: none">To teach assigned students.To participate in the development of appropriate syllabuses, materials and schemes of work.To assess, record and report on the development, progress and attainment of students.If required, under the direction of the Curriculum Manager, to act as Form Teacher of an assigned group of students, and to carry out related duties.To carry out a share of supervisory duties in accordance with published lists.To participate in appropriate meetings with colleagues and parents relative to the above duties.Commitment to the extra-curricular sporting provision in the school

THE APPLICATION PROCESS

Completed application forms should be sent, by post, to the Headmaster, Mr J C Metcalf, Dartford Grammar School, West Hill, Dartford, Kent DA1 2HW or by email, to Mrs M Bexley (HR Manager) mbexley@dartfordgrammarschool.org.uk

Closing date for applications: 30 September 2022

Interview date: To be confirmed

The school may interview early in the case of an exceptional candidate.