**Teacher of English**



**Reporting to:** Director of English

**Suitable for:** ECT’s or Experienced teachers

**Contract:** Full time

**Start date:** October 2024

**Salary:** MPS/UPS (£34,515-£51,177)+ Outer London Pay

**Allowance:** N/A

**Disclosure level:** Enhanced

## The Role

Successful applicants would be joining an outstanding, friendly and well-established department. This would be an exciting opportunity for either a newly qualified or more experienced teacher to work within an ambitious and supportive department in a high achieving school. Teachers in our English department are fully committed to their continued professional development and excellent opportunities exist to develop as a practitioner here. The English Department has a strong academic ethos combined with a vibrant extra-curricular programme that inspires students to achieve outstanding results.

Our students follow the AQA English syllabus at GCSE and at A Level where we offer A Level English Literature and A Level English Language and Literature. This position is full time and we require someone with a strong subject knowledge to work across KS3 and KS4.

* *All classes are taught in mixed ability groups from Year 7 upwards.*
* *The English Department achieves outstanding results at all key stages.*

## About Our School

Trinity Catholic High School is a large Catholic comprehensive school situated in the London Borough of Redbridge and within the Diocese of Brentwood. Highly regarded in the area, we have a reputation for excellence in all aspects of our service to the children in our school and the wider community. Many of our staff are long-serving; 10 years plus, which highlights their happiness and commitment to the school. Many ex-students choose our school to support their own children because of their own positive experiences here. The highest standards relating to Teaching and Learning are a feature of daily life at Trinity and these significantly and positively impact student progress and attainment which are demonstrated by our excellent exam results. Trinity’s most recent Catholic Schools Inspection report (January 2020) states that “Trinity Catholic High School is an outstanding school and a beacon of high-quality Catholic education. It has an excellent reputation in the local community and beyond and it is rightly seen as a flagship school for the Diocese of Brentwood”. The report also emphasises that “Catholic life at Trinity Catholic High School is outstanding and is of the highest quality” and “Every aspect of Collective Worship at the school is outstanding".

## We are seeking a professional who is:

* An enthusiastic English specialist with the ability to teach across all of the Key Stages.
* Passionate about English Education and has excellent subject knowledge.
* Ambitious and committed to the very highest standards of student learning.
* Keen to challenge and enthuse our diverse student population.
* An excellent classroom practitioner with a drive for self-improvement and development.

## We can offer the successful candidate:

* An opportunity to work with an experienced Headteacher and forward-thinking and supportive Senior Leadership Team
* A pleasant environment conducive to high quality teaching and learning with friendly and motivated staff across the school
* A caring and affirming culture and ethos with a staff social committee who regularly organise events to enhance this
* Opportunities for professional development and progression including support for NPQs
* Well-resourced and well-managed departments with a collaborative attitude to classroom management and commitment to raising standards and securing achievement for all students
* Well behaved students that are keen to achieve and are respectful of their teachers.
* Support for staff wellbeing through access to SAS wellbeing services, including
  + 24 hour GP helpline
  + Health screening service
  + Medical support services
  + Physiotherapy
  + Counselling
* Fair allowances for staff requiring leave of absence beyond that relating to illness
* Non-contact time which is above the national minimum requirement of 10% of timetable

**Your Application**

#### We can only accept applications made on our school application form. Download our application form from our website: [www.tchs.org.uk/about-us/employment/](http://www.tchs.org.uk/about-us/employment/)

* Tel: 020 8504 3419
* Email: [recruitment@tchs.org.uk](mailto:recruitment@tchs.org.uk)
* Closing date for applications: 29th September 2024
* Interviews take place: Information will follow shortly

**Early applications are welcome**

Trinity Catholic High School is committed to safeguarding children. Further details of this can be found on our website <https://www.tchs.org.uk/about-us/safeguarding/> Successful candidates must be willing to undergo child protection screening appropriate to the post, including checks with past employers and a satisfactory enhanced check with the Disclosure and Barring service (DBS).

Please note, due to high volumes of applications only shortlisted candidates will be contacted. We reserve the right to call applicants to interview prior to the closing date.

**Job Description**



To

1. To consistently plan and deliver outstanding lessons that will allow stimulating and enjoyable learning to take place.
2. To provide clear structures for lessons which maintain pace, inspiration, motivation, differentiation and challenge for all students and their individual abilities meeting the needs of all learners.
3. Set high expectations for students’ work and behaviour. Use teaching methods which sustain the momentum of students’ work and keep all students engaged in purposeful learning drawing on current pedagogical developments and research.
4. To teach across the age and ability range as necessary and as requested and contribute to students’ opportunities and enrichment within the department and across the school. To ensure that all classes are taught according to school policy and that National Curriculum and examination syllabus regulations are carefully followed at all times.
5. To participate fully in curriculum development and curriculum review, updating and adapting existing units of work or developing new ones as requested.
6. Ensure that students acquire and consolidate knowledge, skills and understanding in English both in lessons and in their academic reading. To participate in the programme of after school revision classes according to department requirements.
7. Set, mark and monitor students’ classwork and homework in line with school policy and practice, providing constructive oral and written feedback and set targets for students’ progress, according to the school’s assessment policy and practice.
8. Ensure effective and timely verbal and written feedback to students to assist their progress and ensure that school and departmental marking and assessment policies and practices are followed.
9. Monitor and track individual students’ progress and employ strategies for intervention at class or department level in liaison with the Subject Leader, where they are underachieving and not reaching their target levels/grades.
10. Participate in the evaluation of teaching at departmental and individual level in order to improve effectiveness.
11. To support the Director of English in all matters of quality assurance.
12. To keep a detailed and accurate Teacher Planner in accordance with school policy and ensure that assessment records both written and on central registers are maintained up to date.
13. Take responsibility for personal professional learning and development and keep up to date with research and developments in relevant subjects. To engage actively in the Performance Management Review process. To keep up to date with national developments related to the subject area.
14. Under the reasonable direction of the Headteacher carry out the professional duties of a school teacher as set out in the School Teachers Pay and Conditions Document.
15. To ensure that all policies and procedures as outlined in the school and departmental handbooks are adhered to and actively promoted.
16. To attend regular department meetings and to liaise with the relevant staff to ensure that they are kept up to date with key issues.
17. To ensure the effective, efficient deployment of classroom support.



1. To be responsible for the maintenance of subject displays in a designated classroom or area.
2. To liaise fully with staff and parents as necessary with respect to all aspects of their students’ progress
3. To play a full part in the life of the school community to support its distinctive Catholic mission and ethos and to encourage staff and students to follow this example.
4. To act as a form tutor and carry out the duties associated with the role as outlined in the generic job description.
5. To assist in the implementation of the behaviour management system in the school so that effective learning takes place.
6. To be responsible for the safeguarding and promoting the welfare of children/young adults.
7. To undertake any reasonable task as directed by the Headmaster or Line Manager.

# Person Specification – Teacher of English



All areas will be assessed by application and at interview.

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| **Qualifications** | **Essential** | **Desirable** |
| Educated to degree level in the identified subject |  |  |
| Qualified Teacher Status |  |  |
| **Background and Experience** | **Essential** | **Desirable** |
| Experience of assessment, recording and reporting processes |  |  |
| Substantial recent and successful teaching experience in secondary schools |  |  |
| Ability to teach Key Stage 3 and Key Stage 4 |  |  |
| Ability to teach A level English |  |  |
| Excellent classroom management skills with the ability to ensure that positive behaviour is a constant feature of the classroom environment |  |  |
| Ability to demonstrate outstanding teaching practice that is inclusive of all student groups |  |  |
| Excellent communication skills (oral and written) with children, parents and other members of our school community. |  |  |
| Excellent ICT skills and able to make appropriate use of ICT for learning |  |  |
| Experience using SIMS (or similar) software |  |    |
| Evidence of effectively using assessment data to inform teaching/learning in the classroom |  |  |
| Able to work on one’s own, using one’s own initiative |  |  |

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| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| Understands the characteristics of high-quality teaching, learning and  achievement for all students |  |  |
| Actively promote the Catholic Ethos of the School |  |  |

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| **Skills** | **Essential** | **Desirable** |
| Able to manage challenging behaviour of students and support colleagues to manage behaviour |  |  |
| Able to anticipate problems and find solutions |  |  |
| Able to develop positive and meaningful relationships with students |  |  |
| Excellent organisational skills to meet deadlines and manage work load of self  and others |  |  |
| Able to give good quality feedback to students |  |  |
| **Personal Qualities and Attributes** | **Essential** | **Desirable** |
| A commitment to equal opportunities and to valuing the achievements of all |  |  |
| The ability to reflect on own teaching practice, adapting teaching strategies and techniques based on departmental/senior leadership team feedback |  |  |
| To have self-confidence, energy, reliability and commitment. |  |  |
| Commitment to participation in the extra-curricular program of the school |  |  |





# Why work at Trinity Catholic High School

* All staff receive non-contact time which is above the national average
* All staff are provided with a laptop
* All staff have access to Schools Advisory Service wellbeing services, including physiotherapy and yearly health screening
* Supportive SLT
* Comprehensive CPD Programme including access to national professional qualifications
* Outstanding student behaviour
* Supportive to staff wellbeing and managing workload
* Caring and affirming culture and ethos
* Opportunities for career development and progression