



***'Learning For Life'***

# **APPLICATION PACK**



## **Teacher of English**

**Required for: September 2021**

**Deadline for applications: Monday 1 March 2021**

**Headteacher: David Pover**

**The Burgate School and Sixth Form, Salisbury Road, Fordingbridge, Hampshire, SP6 1EZ**

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**Website: [www.theburgate.com](http://www.theburgate.com)**



Dear Prospective Applicant,

I am delighted that you are interested in applying for this post at The Burgate School and Sixth Form. The Burgate is a school that expects both staff and students to strive to do their very best united by a common belief that everyone's learning journey should be exciting and individual. Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that ambition. I hope this application pack will give you a better understanding of The Burgate School and Sixth Form and the way we work.

## **Teacher of English**

### **The Post**

We are looking for a well-qualified, inspiring and forward-thinking qualified teacher to join a thriving English Department. As a department we are dedicated to the development of inspirational lessons and are always searching for new and innovative ways to motivate students to achieve their full potential. We would welcome a candidate who is keen to share new ideas, approaches and resources and has the drive and determination to further the progress of all students.

This is an excellent opportunity for an enthusiastic teacher of English to join a dedicated and highly successful department in a thriving school which was rated 'good' by Ofsted in May 2019 with the Sixth Form graded as 'outstanding'. As a school we are committed to comprehensive education and 'Learning for Life' is at the heart of all we do.

### **Our Curriculum**

As a core subject, English is delivered to all students with eight teaching hours a fortnight. Over the past few years GCSE results in both Language and Literature have always been above the national average and in 2019 83% of our students achieved a grade 4 or above in English.

There is a high uptake of English in the sixth form and we currently offer two different A-level courses – English Language (AQA) and English Literature (Pearson EdExcel). We constantly achieve a 100% pass rate at A-level with a very high proportion of our students achieving or exceeding their target grades every year. Experience of teaching up to A-level would therefore be an advantage. A2 results in 2019 were good with 64% gaining A\*-C in English Literature (AQA) and 87% A\*-C in English Language.

Some members of the English Department also teach in other subject areas such as Drama, Media and Core Skills therefore the ability to offer a second subject would be desirable, though not essential.

**Our Facilities**

There are currently nine teachers in the English department and lessons are taught in six adjacent specialist rooms, all of which have interactive whiteboards. Additionally, the department has two specialist classrooms in the sixth form. There are several IT equipped rooms in the Main School and in the Sixth Form which can be booked for class teaching. The school's main systems are SIMS, MintClass, Office 365 and Insight, all of which are integrated and, with the exception of SIMS, hosted in the cloud. Remote teaching during the Covid-19 pandemic has been through Microsoft Teams and Loom/Microsoft Stream.

**Further Information**

Applicants are invited to contact our Deputy Headteacher, Ben Clemson, in the first instance.

**Salary**

Main Pay Scale

**Deadline for Applications**

Applications must be submitted by 09:00hrs on Monday 1 March 2021.

**How to Apply**

Please take your time to explore our school's website which will give you a greater understanding of what we believe is a happy, caring and successful school. To apply for the role, please complete a Teaching Staff application form which can be downloaded from the vacancies page on the school's website. Completed forms should be emailed to Miss Sarah Hewett, Headteacher's PA, at: [shewett@burgate.hants.sch.uk](mailto:shewett@burgate.hants.sch.uk) by the deadline, 09:00hrs on Monday 1 March 2021. Only applications submitted on the school's application form will be considered. CVs will not be considered.

**Selection process**

Full details of the selection process will be sent to shortlisted candidates with the invitation to interview.

**Safeguarding and Child Protection Statement**

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school we are committed to safeguarding and promoting the welfare of all of our students.

The actions that we take to prevent harm; to promote wellbeing; to create safe environments; to educate on rights, respect and responsibilities; to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school.

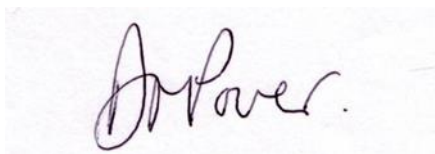
Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. For posts in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list.

**Equal Opportunities Statement**

The Burgate School and Sixth Form values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity or religion.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'D Pover', on a light-colored background.

**Mr David Pover**  
**Headteacher**

## **General Information for Applicants**

The Burgate School and Sixth Form is a school that wants every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2019 were exceptional with 83% of students achieving both English and Mathematics at Grade 4+ and 49% achieving Grade 5+. This gave a Progress 8 value added score of +0.24 which was significantly above the national average and once again places The Burgate as one of the very best performing schools in Hampshire. Our A level results are consistently very good and our results in 2019 were our best ever, ranking us in the top 10% of 16-19 providers nationally. 53% of A level results were at A\*-B grades and over 81% at grades A\*-C, with practically all students gaining a place at their chosen university.

We offer a wide range of subjects at GCSE and A Level delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established performance management scheme. Induction and in-service training are provided for all staff and there is a special internally run programme for NQTs and another for RQTs, as well as access to a wide range of CPD through our Teaching School alliances and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a very committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools alongside an active parent-teacher association, which organises social, educational and fund-raising activities. We benefit from the excellent support of parents whom we encourage to maintain close contact with the school and to get in touch whenever they have queries or concerns regarding their child's education.

The school was inspected by Ofsted in May 2019 in which we were awarded 'Good' overall with three of our inspection judgements being 'Outstanding'. The inspectors praised the high expectations of everyone at the school and remarked how the school's trustees and staff work closely together to create a team spirit that provides a consistent and positive learning environment, where teaching is inspirational and student behaviour is superb.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.

**JOB DESCRIPTION**  
**SUBJECT TEACHER**

**Impact Statement:** to ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves his or her full potential.

**LEVEL OF RESPONSIBILITY:** N/A  
**LINE MANAGER:** Head of Department

**CORE RESPONSIBILITIES:**

- Realise the school's ethos and vision
- Have high expectations of all students
- Attend staff meetings and department meetings

**SPECIFIC RESPONSIBILITIES:**

- Maintain high standards of teaching and learning and ensure that teaching areas offer students the best possible learning environment
- Contribute to and follow the schemes of work developed within the department
- Understand and cater for the individual needs of each student ensuring that stretch & challenge and differentiation are incorporated in to lesson planning
- Use a range of appropriate teaching materials and resources to engage the students and support the effective delivery of lessons
- Keep up to date with educational developments, with particular reference to teaching and learning in the specialist subject area
- Set appropriate homework on Insight to enrich and extend the work done in lessons and to encourage independent learning
- Ensure marking and feedback (SIR) is regular and enables students to make progress
- Monitor and track the progress of all students; identifying underachievers and implementing measures to support them, in particular disadvantaged students
- Inform parents about their child's learning and development through the termly progress reviews and parents' evenings
- Ensure that appropriate work is set in case of absence using the school cover proforma
- Provide work for students who are unable to attend normal lessons for any reason.
- Ensure that internal and external examination requirements are met
- Implement the school's behaviour management policy consistently and fairly
- Promote equal opportunities and deal with any issues that arise in accordance with school policy and procedures
- Take part positively in the Performance Management process and seek CPD to improve performance and broaden experience

This job description is not exhaustive and the post holder will be expected to undertake any other duties as reasonably requested by the Headteacher.

## Teacher of English: Person Specification

Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
A degree or equivalent (ideally in English studies)	X	
A commitment to and evidence of professional development	X	
Experience of improving the outcomes of groups of students		X
Experience of teaching all year groups (Year 7 -11)		X
Experience of teaching A Level English Language and/or English Literature		X
Experience of extra-curricular trips and visits		X

Skills and Competencies	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
A record of being able to work collaboratively as part of an effective team	X	
Ability to plan strategically	X	
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate a high standard of organisational skills	X	
Ability to analyse and present data and information coherently	X	
Ability to track progress to develop student potential	X	

Additional Factors	Essential	Desirable
Personal impact, presence and integrity	X	
Have a good record of punctuality and attendance	X	
Enthusiasm and passion for English	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
Show keen interest and ability to keep abreast of new initiatives	X	
A positive and optimistic outlook	X	
Model and present a positive image of the school	X	
Demonstrate a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school	X	
Show fairness and consistency	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	
Commitment to equal opportunity	X	