



Weald of Kent
Grammar School



Teacher of English

Job Description



Employment Status: Permanent and Full-Time
Salary: MPS/UPS
Start Date: 1 September 2023
Closing Date: Tuesday 9 May 2023, 9am*
Interview Date: Week commencing 7 May 2023
Location: Weald of Kent Grammar School is located on two campuses; Tonbridge and Sevenoaks. You will be required to work across both campuses.

*Please note, interviews and appointments are likely to be arranged where a suitable candidate is found prior to the closing date. We encourage early applications.

The Team

Reporting to: Head of English

The English Department is comprised of 14 full-time and seven part-time teaching staff members. The Department is led by the Head of English who is supported by a Second in Department at each campus. The English team is very supportive and collaborative and works closely together to deliver an academically challenging and stimulating English curriculum to our students that represents the diverse world we live in. The team also has close links with the libraries and library staff located at each campus. English and Drama are taught throughout Key Stages 3. In Key Stage 4 all students are entered for both the AQA GCSE English and GCSE English Literature qualifications. GCSE Drama (Eduqas) is a thriving GCSE option subject.

English Literature (Edexcel) has always been a highly successful subject at Advanced level. We also offer English Language (AQA). Media Studies (OCR) is taught throughout Key Stage 5 and Theatre Studies A Level (AQA) is also a popular option choice. The Department offers Programmes of Study which continually enable students to exercise their academic and creative flair. A large number of our students choose to develop their interests in our subjects further through studying them at university.

The Department provides a full, varied and exciting programme of extra-curricular activities. These include theatre visits; a Literary Society; poetry workshops; creative writing clubs; a variety of well-supported book groups who shadow the Carnegie and the Booker and we also have regular visits from authors and poets. English, Media and Drama Week is celebrated each year with staff and students participating in highly engaging activities which culminate in the school community dressing up as characters from texts.

About the Post

We are looking to appoint a flexible, highly motivated and organized Teacher of English. Our results over time have been outstanding and we are an outward looking and innovative team. This is an ideal opportunity for an outstanding English specialist who is looking to work in a high achieving and ambitious team.

This post would ideally suit a colleague who is looking for a new challenge and wishes to work with highly motivated, extremely engaged, enthusiastic and able learners at this significant time in our development. If you wish to extend further your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support, including a bespoke package for those interested in working towards their next career step.



Job Description

PRINCIPAL RESPONSIBILITIES:

Teaching and Learning

- To plan and deliver outstanding lessons to students so that they make better than expected progress
- To ensure that your delivery of the curriculum enables all students to know more, do more and remember more
- To adopt evidence-based strategies for learning in the classroom
- To deliver lessons that demonstrate Quality First Teaching meeting the needs of all learners
- To assess students' work in line with the school's policy on assessment and feedback
- To participate actively in the further development of the English Curriculum and related schemes of work
- To be a form tutor and teach the designated PSHCE curriculum for that year group

General Duties:

- To adhere to the school's safeguarding policy and procedures
- To take responsibility for your own continued professional development
- To adhere to the school's Health and Safety policy and procedures
- To fulfil all assigned duties in accordance with the school's duty rota
- To attend and participate in all appropriate designated staff time activities
- To be responsible for setting work for assigned classes when absent from school
- To meet all appropriate deadlines as set out in the whole school's assessment calendar
- To be an active member of both the subject and whole staff teams

Person Specification

	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Degree or equivalent	✓	
Experience		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
Able to teach English at Key Stages 3 and 4	✓	
Able to teach one of English Language and or Media Studies at A Level		✓
Skills & Knowledge		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning for practical lessons to help support the delivery of outstanding lessons	✓	
Able to use data effectively to access prior attainment, track progress and set student targets	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Trustees	✓	
Able to manage behaviour positively and effectively	✓	
Able to support students in maintaining high standards	✓	
Possess an up-to-date awareness of curriculum development	✓	
Possess efficient and effective administrative, organizational and personal management skills	✓	
Personal Attributes		
Able to inspire, challenge and motivate students	✓	
Have a positive approach to education with a desire to succeed	✓	
Demonstrate energy, enthusiasm and perseverance	✓	
Are reliable and demonstrate integrity	✓	
Possess good interpersonal skills	✓	
Have a professional appearance and manner	✓	
Have a clear vision and educational philosophy	✓	
Have a positive commitment to individual personal development	✓	
Have the capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
Are adaptable and amenable with respect to working practices	✓	
Able to work independently and in a team, taking a collaborative approach	✓	
Able to build supportive working relationships with colleagues	✓	
Have a commitment to supporting the full life of the school	✓	
Are suitable to work with children	✓	
Equal Opportunities		
A commitment to inclusive education	✓	

Benefits

- Generous pension scheme (TPS/LGPS)
- Healthcare cash plan
- Occupational health support
- Priority admission for staff children (see admissions policy on school website)
- Employee Discount Scheme (Multiple Retailers – Kent Reward Scheme)
- Cycle to Work scheme
- Free refreshments
- Free onsite parking
- Opportunity to perform paid lunch-time duties (with free lunch)
- Free annual flu vaccination
- Employee Assistance Programme
- Individual performance development plans for career development and lifelong learning



Application Process and Safeguarding

Applications

Application forms can be found on our website or on tes.com and should be sent to Human Resources on HR@wealdgs.org. The communication should set out how your proven relevant experience relates to this role.

For safer recruitment purposes application forms need to be completed in full and CV's will not be accepted.

References

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Safeguarding Duties and Responsibilities

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. The successful applicant will be expected to uphold this duty with regard to all children and young persons for who they are responsible and with whom they come into contact.

This role is a teaching or teaching support role involving extensive contact and responsibility for children.

More Information

For more information on the role, or to come and visit Weald of Kent prior to applying then please contact HR on HR@wealdsgs.org. We look forward to hearing from you.