



The
3-18
Education
Trust

Application Pack English Teacher

As a 3-16 through school at the heart of the community of St Martins, we are able to deliver child centred, individually tailored education because of our small size and unique position in the community.

The family ethos of the school surrounds all who work and study here creating a safe, supportive and nurturing environment. We value academic progress and social development equally.

Our children are individuals, respected for their differences and celebrated for their strengths. Within this caring family environment our children feel confident to push themselves to achieve the best they can, they enjoy an exciting and sometimes daring curriculum which challenges and stretches them. We love our school and we hope when you visit you will too.



St Martins School

3-16 Learning Community

Thank you for the interest you have shown in our school. St Martins School is a very special place to work. We deliver child-centered, individually tailored education because of our small size and unique position in our community. This family ethos surrounds all who work and study here, creating a safe, supportive and nurturing environment. This is an exciting time in the development of our school and I hope you will agree that this role will present you with real challenges and opportunities. I very much hope that after reading the information below you will feel that you want to play your part in our process of rapid improvement and innovation, securing progress and achievement for all our students. This year we commissioned a short film about our school which can be viewed using this link: https://youtu.be/Tn3AXa_BZU

The Context

Despite the fact that North West Shropshire is a rural area, our school has excellent road links and is easily accessible to many towns and cities. Some staff live in the surrounding countryside while others take advantage of the fact that historic urban areas such as Shrewsbury, Wrexham and Chester are in comfortable commuting distance. Oswestry, a thriving market town, is five miles from the school. The area offers a wide variety of attractive housing at prices which compare favourably with other parts of the country.

REPORT CARD

- » Headteacher: Sue Lovecy
- » Age 3-16 through school
- » Location: Rural Shropshire
- » 604 students including nursery
- » 32 teachers and 14 teaching assistants
- » Became an Academy with The 3-18 Education Trust in September 2016
- » Rapidly becoming the school of choice in the local area

The School

St Martins School has undergone a transformation over the past seven years; new leadership, new buildings and facilities, a new 'through school' and now from 2016 our new academy status with the 3-18 Education Trust. We work in collaboration with two of the most successful schools in the country. Firstly, The Priory School, one of our academy partners, and we also continue to work with Moreton Hall School, the leading non-selective school in the country. We are delivering a community curriculum across all our feeder schools, which supports Key Stage 2 teaching with exciting projects taught by secondary subject specialists. This work is in addition to the 'cross phase' teaching that already takes place within our school, which enables:

- sharing examples of good pedagogy between phases
- enhancing continuity between the phases
- developing an all through school ethos



Our mission as part of the 3-18 Education Trust.
We build an education for our students such that they are:

- selfless
- self-assured
- successful

The following ethos is a commitment shared by staff and governors. We will:

- Recognise and foster academic ability so that individual excellence can be achieved
- Deliver the highest quality teaching, enabling children to maximise their potential throughout their learning journey 3-16
- Create a family ethos of safety, support and nurture where respect for each other is a given
- Create an inclusive environment where children of all abilities and backgrounds make a positive contribution to school life and the wider community
- Encourage children to think independently and make informed decisions enabling them to have high aspirations about their future
- Work with children and families in constantly reviewing progress and supporting differing developmental needs

This is an incredibly exciting time as we further develop and maximise the value of being an 'all through' school through the development of the three phases, whilst continuing to be at the centre of our community.

English at St Martins School

English is a popular and successful subject. English lessons are calm, focused and foster a love of reading. This job is an excellent opportunity for an outstanding newly qualified or main scale teacher to join our experienced and innovative team. The successful applicant will teach across Key Stages 3 and 4.

As a school we seek:

- An outstanding teacher, with the ability to teach Key Stages 3 and 4.
- A person with vision, drive and initiative required to achieve further success
- An enthusiastic, committed and passionate individual, able to motivate and inspire young people
- An individual willing to make a significant contribution to the life of the school

St Martins School can offer you:

- » An innovative curriculum
- » A unique opportunity for co teaching and curriculum development across all key stages
- » An environment where students have an excellent attitude to learning where they can grow academically and personally. Students' behaviour and safety was judged by Ofsted as Outstanding
- » Excellent resources and facilities
- » An enthusiastic and supportive team of staff, parents and governors
- » Students that strive to be successful, self-assured and selfless
- » An excellent opportunity to develop your career across a successful MAT

"An excellent school with hard working staff who all have my children's best interest at heart. They develop their emotional and social development as well as their academia"

parent

Person Specification



A detailed person specification is enclosed. It is the criteria set out in this document that will form the basis of our short listing and appointment. It is designed to help you decide whether you could be the person we are looking for. This person will be an inspirational teacher who is fully committed to working with our students and our staff team to help create a genuinely inclusive school in which the focus is on maximising achievement for everyone.

D.B.S. – Disclosure Process

This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are 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(s) may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post. *This 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 subject to an enhanced DBS check.*

The Application

In your application you should:

- complete the enclosed application form
- write a letter of application of no more than two sides of A4, explaining how you would contribute to our English department becoming outstanding
- return to Clare Ellis at reception@stmartins3-16.org

Before or after making your application, you are welcome to contact the school for further information or to arrange a visit. Please telephone PA to Head of School, Clare Ellis on 01691 776500 or email clare.ellis@stmartins3-16.org

- **Applications should be returned by 9:00am on 30th April 2021**

Shortlisted applicants will be contacted via email. The interview day will take place on Wednesday 5th May 2021.

Thank you for your interest in this post. I look forward to hearing from you.

Sue Lovecy
Head of School



English Teacher

Job Description



Post:	English Teacher
Post Status:	Full-Time
Accountable to:	Head of Department

ROLE:

The post-holder will work within the terms of the nationally determined teachers' standards and the policies of the school.

The post-holder will play a full part in the work of his or her department and of the school.

Key tasks will be to:

- teach English across a range of ages and abilities
- contribute to the development of schemes of work, curriculum development and innovation
- operate marking, assessment, recording and reporting procedures in line with those in existence within the department and the school
- participate in continuing professional development, including Performance Management
- use and develop ICT as an integral part of the teaching and learning process
- plan and develop resources and display, ensuring there is a high standard of display work in the classroom, which is changed frequently
- share responsibility for the pastoral care of students, colleagues and the school community
- work co-operatively with teaching and support staff
- reinforce equal opportunities in the department and the school
- contribute to maintaining and enhancing the high reputation of the school and demonstrate consistent high standards of personal and professional conduct
- to be responsible for promoting and safeguarding the welfare of children in accordance with the school's Child Protection Policies & Keeping Children Safe in Education policy
- maintain a high level of personal knowledge and understanding of English including standards, expectations, current developments and initiatives
- undertake by agreement with the Head of Department specific responsibilities within the department
- attend scheduled meetings in the English department and school
- carry out other duties which may occasionally and reasonably be required by the Head of Department or the Head Teacher

In addition, all colleagues are encouraged to make a personal contribution to the extra-curricular life of the department and the school.

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. In addition, it may be amended at any time after consultation with the postholder.



English Teacher

Person Specification



Personal Qualities	Status	Source of Evidence
The passionate belief and determination that all students are capable of success	Essential	R, I
Be a reflective practitioner that is able to adapt to new educational challenges and play an active part in the educational journey of St Martins School	Essential	R, I
Flexibility, empathy and a sense of humour	Essential	R, I
The ability to build positive relationships with students and the wider community, from all backgrounds	Essential	R, I
Indefatigable energy and resilience	Essential	R, I

Qualifications and Experience	Status	Source of Evidence
Degree (or equivalent) in a relevant subject	Essential	A, C
Qualified Teacher Status	Essential	A, C
Successful experience of teaching English at Key Stage 3 and Key Stage 4	Essential	A, C, R

Knowledge and Understanding	Status	Source of Evidence
Good subject knowledge of English to GCSE standard	Essential	A, R, T, I
Good understanding of teaching and assessment methodology	Essential	A, R, T, I
Good knowledge and understanding of recent curriculum developments in English	Desirable	A, R, T, I
Experience of tracking , mentoring and intervention strategies that impact on achievement	Essential	A, R, T, I

Skills	Status	Source of Evidence
The ability to motivate and inspire students of all abilities to achieve the very best of which they are capable	Essential	A, R, L, I
The ability to use data to identify trends/target students and take appropriate action	Essential	A, R, L, I
The ability to plan and deliver exciting lessons at each school phase	Essential	A, R, T, I
The ability to work successfully with colleagues from other English disciplines and the wider 'through school' team	Essential	A, R, I
The insight and understanding to be an effective tutor	Essential	A, R, T, I
Excellent ICT skills and administrative skills	Essential	A, R

A	Application	R	Reference	T	Tasks
C	Document Check	L	Observed Lesson	I	Interview

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 School, a 4-11 school in Shrewsbury and in March 2020 we were joined by Thomas Adams School, a 11-19 school in Wem. 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, in turn, look 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.



Sue Lovecy, Head of School



Michael Barratt, Chief Executive Officer