



Job Description – English teacher with responsibility for Literacy and Oracy

Reports to: Head of English
Start date: September 2021
Location: The Beaulieu Park School
Salary: MPS/UPS + TLR 2A (£2,873)
Closing Date: Monday 1st March 2021, 9am

The role

You will be instrumental in our mission to provide every student with a great education and real choices in life, regardless of their background. The role requires the individual to be an exceptional champion of whole school literacy/oracy development, as well as a model of best practice in this area. You will work with the English department in order to lead the development and improvement of literacy and oracy across the secondary school. You will also work with all staff to provide opportunities to develop their ability to improve students' literacy and oracy across the school.

Leadership and management responsibilities

- Create, share and implement an inspiring and exciting vision and strategy for the development of literacy across the School that removes barriers to achievement for those affected by poor literacy skills and prepares students for the demands of beginning to study GCSEs
- Devise a literacy and oracy development plan and implementing this, ensuring staff are challenged to improve all student outcomes at key stage 3 and close gaps
- Use research-based evidence to contribute to the leadership of ongoing innovative literacy and oracy approaches across the School that improve all student outcomes at key stage 3 and close gaps
- Be up to date with the latest national and local literacy/oracy developments and cascade these effectively to staff
- To be a model of best practice and contribute to whole School literacy and oracy CPD for staff
- To support and challenge Subject Leaders to support their staff to embed literacy and oracy strategies in all key stage 3 lessons
- Develop effective external relationships with community and other stakeholders, including Year 6 primary colleagues, in order to support our students' transition to Beaulieu
- To support the literacy element of Catch Up Funding and Pupil Premium Grant and devise, implement and embed an appropriate strategy, monitoring and evaluating its effectiveness
- Facilitate projects, programmes or systems as directed by the Principal or Head of Secondary School

Other

- To act as a tutor
- To meet the expectations of all BPS staff as laid out in the Staff Expectations Policy
- To uphold all School policies with consistency and diligence
- To undertake any other professional duties as set down in the CLP Schools pay and conditions of service document, and as directed by the Principal.

This job description is not an exhaustive list and you may be expected to carry out any other reasonable tasks as directed by members of the leadership team or Principal.

PERSON SPECIFICATION

SELECTION CRITERIA (no priority order)		
Experience and Qualifications	Essential	Desirable
Qualified Teacher Status	X	
Evidence of recent success as a middle leader in securing improvements in other staff's teaching and learning		X
A commitment to evidence based practice	X	
Experience of leading T&L related CPD to others		X
A commitment to self-improvement	X	
Commitment to Safeguarding	Essential	Desirable
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X	
Commitment to, and belief in, the equal value of all students	X	
Ability to lead effective and systematic behaviour management	X	
Leadership and Management	Essential	Desirable
Ability to accurately analyse the quality of literacy and oracy across the School alongside the skill to implement swift, effective intervention to challenge and support	X	
Positive and supportive presence in the daily operations of the School	X	
Ability to persuade and influence and hold others to account across the School	X	

Ability to implement change that produces clear evidence of positive impact on raising standards	X	
Ability to use evidence-based approach to school improvement	X	
Teaching and Learning	Essential	Desirable
Strong teaching ability backed up by good and outstanding outcomes	X	
Ability to model best practice and champion of literacy/oracy strategies to others	X	
An ability to use data on a whole school level to raise performance	X	
A clear understanding of how effective coaching can drive teaching and learning improvements	X	
Ability to map and develop a literacy and oracy curriculum that ensures a seamless transition from KS2 so that students can build on their prior knowledge and progress in their learning	X	

Knowledge and Understanding	Essential	Desirable
An understanding of high quality teaching and learning and effective strategies that promote literacy and oracy improvements	X	
An understanding of current educational issues, including national policies, priorities and legislation		X
An understanding of the requirements of the current Ofsted framework	X	
An understanding of effective strategies that accelerate and develop high standards of literacy and oracy	X	
Character / Personal Skills	Essential	Desirable
Ability to communicate effectively and relate well to all stakeholders	X	
A team player who has the ability to work in partnership with other members of staff	X	
Seek and act on feedback from others showing humility and openness	X	
Ability to deliver effective feedback, with sensitivity and humility, that holds others to account but also supports improvement	X	
Have resilience and tenacity, combined with a high level of integrity	X	
Have a good sense of perspective, humour and warmth and are willing to adapt to a wide range of demands	X	
Ability to work under pressure and to meet deadlines	X	
Demonstrate good decision-making skills with an ability to identify and implement solutions to problems	X	
Be committed to continuing professional development and be open to constructive criticism	X	
Possess a “can do”, “will do” work ethic	X	
Celebrates the hard work and successes of other colleagues	X	