



Teacher of English with TLR (KS5 Coordinator)

We have an exciting opportunity for a dynamic English teacher here at Backwell School. This is a full time position from 1 September 2022. The current post holder is leaving at Easter so there is the possibility of an earlier start if convenient for the right candidate.

The successful candidate will have strong experience as an English teacher and the desire to undertake a leadership role: this position comes with a TLR as English KS5 Coordinator. The experience of teaching English at all key stages and/or key stage coordinator responsibilities is beneficial but not essential.

They will join a strong and very committed English Department of 12 teachers. The department is good humoured with a robust team ethic working collaboratively to develop the curriculum, ensure that schemes of work and interventions are effective and that students make the best possible progress.

We offer our staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. At Backwell School, we prioritise staff wellbeing; planning time is generous with full time teachers teaching a maximum of 51 lessons out of 60.

Backwell School is a large comprehensive school with over 1700 students of which 350 are in the Sixth Form. Judged by Ofsted as Good in January 2020 the school has an excellent reputation in the local area and is oversubscribed in regards to student applications. Our latest Ofsted report can be read [here](#).

English Language and English Literature are popular at A Level and the successful candidate will have responsibility, alongside the Curriculum Leader for English, to lead and oversee this area of our curriculum along with driving recruitment to these subjects.

The school has thriving extracurricular activities in all areas, and staff are encouraged to play a full part in the life of the school. Teachers are encouraged to run clubs for students around either personal interests or subject areas and the school has a wide range of these taking place.

We also provide a fantastic benefits package to our employees including a contributory pension scheme, a broad employee assistance programme and benefits (offering discounts on shopping), cycle to work scheme and on-site parking.

Backwell School is part of the Lighthouse Schools Partnership. This offers us curriculum collaboration and support opportunities with Chew Valley and Gordano School. We also have a Trust wide Professional Development Team organising a wide range of staff training and development.

All members of teaching staff are expected to act as tutors within the pastoral unit system. We have a 20 minute tutor period at the start of each school day which comprises of student wellbeing checks, administration and teaching of Personal Development (PSHE) materials as well as assemblies from the Heads of House and the School Leadership Team.

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the Backwell School Charter.

To find out a lot more about the role, and before making an application, candidates are asked to read the full job details linked below so you can match qualifications, experience, skills and abilities against the criteria required for this position.

The closing date for applications is **9.00 am on Monday 31 January 2022**. Those who are successful following shortlisting, will be contacted regarding interview arrangements. Interviews will take place before the end of Term 3.



Job Description: Teacher of English

RESPONSIBLE TO: Curriculum Leader of English

JOB PURPOSE:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out the professional duties and responsibilities and in line with the duties outlined in the School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

DUTIES

All teachers are required to carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. Teachers should also meet the Teacher Standards (2012). Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)

- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set home learning and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate

- Participate in and carry out any administrative and organisational tasks within the remit of the School Teachers' Pay and Conditions Document

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with the school's appraisal process

Other

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Job Description: Coordinator of KS5 English (in addition to teacher role)

Teaching & Learning Responsibility: TLR 2a

Responsible To: Curriculum Leader for English

Job purpose:

- To promote and ensure high quality teaching and learning of English at Key Stage 5 (KS5)
- The development of schemes of learning to enable all pupils to make good progress during their Key Stage 5 studies
- To develop and maintain a system of testing and assessment which tracks progress of all pupils to inform teachers and parents and to prompt intervention when necessary

Key responsibilities:

- Leading, developing and managing English within the KS5 curriculum
- Keeping up to date with school and national initiatives affecting English in KS5 and planning accordingly. Have a good understanding of exam board requirements and expectations for the KS5 English curriculums.
- Co-ordinating the development of high quality schemes of learning in English for KS5, with relevant differentiated home learning tasks
- Work with the Curriculum Leader and Head of Sixth Form to ensure all KS5 schemes of learning in English reflect current needs/priorities within the Curriculum Area.
- Maintaining high pupil standards in KS5 English for all pupils, with an overview to support the provision of resources that cater for all abilities and learning needs
- Working with the Curriculum Leader to set realistic but challenging targets for pupil achievement in KS5
- Together with the Curriculum Leader being accountable for pupil performance/outcomes in all KS5 assessments in English
- Undertaking a thorough review of examinations results, exam board feedback and examiner reports etc. following examinations so that key areas for improvement can be identified and developed.
- Working with the Curriculum Leader / Head of Sixth Form to establish and maintain self-evaluation and quality assurance procedures which may include;

- interpreting and acting upon pupil performance/prior attainment data
- work scrutiny
- lesson observations and learning walks
- moderating pupil standards of achievement and behaviour
- checking that all teachers of English in KS5 are planning lessons, assessing pupil work and setting home learning/self-study in line with expectations

Personal Growth and Development:

- Leading, developing and enhancing the teaching practice of other staff in delivering KS5 English, which may include coaching, mentoring or providing relevant CPD.
- Disseminating key information on the KS5 curriculum and assessment for English from the exam board.
- To work with the Curriculum Leader and the other Key Stage coordinators as part of the Curriculum Leadership Team.
- Where appropriate working with the Curriculum Leader to ensure good practice is shared within the MAT.

Community:

- Liaising with appropriate external agencies
- Encouraging participation in and organising enrichment, cross and extra-curricular activities appropriate to extending learning in English
- Ensuring English is represented at relevant information evening(s) e.g Sixth Form Open Evening
- Contributing to whole school development and cross curricular themes through relevant time limited/working groups
- Creating an environment where our pupils are inspired by English and have a 'love of learning' within and beyond their lessons

Environment:

- Working with the Curriculum Leader to ensure the English curriculum in KS5 is well resourced and meets school and policy expectations including responsibilities for health and safety in the working environment.

Person Specification: Teacher of English

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed below.

Attributes	Essential	Desirable
Qualifications	Qualified teacher status. Honours degree or equivalent.	
Experience	Record of very good classroom practice as an English Teacher.	Experience of teaching English to KS5. Previous coordinator/TLR experience.
Training and Professional Development	Good knowledge of current educational thinking and developments. A balanced programme of relevant INSET Experience/knowledge of Ofsted Teaching Standards. Willingness to undertake CPD/training if do not have previous experience as a leader/coordinator.	Experience of leading successful professional development activity.

Attributes	Essential	Desirable
Personal Qualities	<p>Enthusiastic, perceptive and fair.</p> <p>Knowledge and expertise in how people learn.</p> <p>Ability to both support and challenge students.</p> <p>A personal commitment to high quality and excellence that will match and extend the school's proven record.</p> <p>Punctual with the ability to meet deadlines</p> <p>Smart appearance at all times.</p>	
Other Skills	<p>Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.</p> <p>Evidence of involvement in/commitment to extra-curricular activities.</p> <p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the school stakeholders and community.</p> <p>Ability to work independently and as a team member.</p> <p>Respect for the professional expertise of others.</p> <p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p>	
Communication Skills	<p>Good communicator to a range of audiences</p> <p>The ability to contribute to the success of meetings.</p>	

REASONS TO WORK FOR

BACKWELL SCHOOL

We respect your professionalism

Subject areas are encouraged to develop and design a knowledge rich curriculum suitable for all pupils. Teachers teach in their specialist areas and are not required to submit lesson plans. Lesson observations do not carry a formal judgement. Departments are encouraged to share and centrally store resources. We encourage an evidenced pedagogical approach rather than following educational fads.

High expectations for behaviour

We have a behaviour system that enforces high expectations for classroom behaviour. High profile SLT and our Behaviour Manager take the lead in following up any instances of poor behaviour and in running daily same-day detentions leaving teachers free to focus on their teaching in a positive learning environment.

Fantastic development opportunities

As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools as well as access to Trustwide CPD training. We are also a member of the 5 Counties Teaching Hub offering teacher training and development. As a large school and sixth form there are many opportunities to develop your experience and for internal promotion.

Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We no longer have detailed written reports. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including extra-curricular activities.

Staff say that they have strong and supportive working relationships with their colleagues. We have a dedicated staff room, affordable catering, a staff wellbeing group and CPD bookshelf in our library.

Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in our examination results.