TOR BRIDGE HIGH

Teacher of English

TOR BRIDGE HIGH, Plymouth

Closing Date: Friday 3rd May at 9am

Ted Wragg TRUST

Tor Bridge High

We are a single Academy Trust with children at the heart of every aspect of our work. This is an extremely exciting time to be joining Tor Bridge High as we are about to join an ambitious and inclusive trust of schools as part of the Ted Wragg Multi Academy Trust. This collaboration aims to strengthen our community through providing the very best education for our young people, no matter what their background. Students will leave us with the skills and support they need to be the best that they can be, becoming ambitious, independent and positive members of our community.

Tor Bridge High is situated on a large site with excellent modern facilities and resources, having been rebuilt in 2012. We are a truly unique community school with close partnerships between our outstanding on-site primary school, Tor Bridge Primary; special school, Cann Bridge; and community assets such as a Estover Library and The Soundhouse Arts provision as part of our shared campus. Our School is a well-established secondary school, with a thriving sixth form. Tor Bridge High caters for up to 1,250 students and is oversubscribed; it has been oversubscribed consistently for many years and this affirmation from our community is something we are immensely proud of.

Close partnerships ensure numerous opportunities for both staff and children to collaborate, and grow great people. The aim is to secure high achievement and to maximise outcomes, aspirations and wellbeing for all children and young people in the learning community. Just as we are committed to ensuring the best for our students, so too is this true of our commitment to our colleagues. We want you to reach your full potential and enjoy the benefits of working as part of a friendly, collaborative and professional team. We actively encourage continuing professional development, and strive for a working environment which innovates and celebrates success.

In our most recent Ofsted inspection (November 2021), in which we were, once again, rated as Good in all aspects; Ofsted noted that “staff and pupils have strong relationships” and that teachers have “high expectations of our students”. What is more, leaders have “a clear vision for the school”.

Our core values of Ready, Kind and Safe set out clear expectations for students:
READY to learn: be punctual, wear correct uniform, bring correct equipment, ensure learning is disruption-free.
KIND: work as one team to support all to be successful.
SAFE: be conscious of those around us, ensuring that everyone feels confident within school and their learning.

As a potential candidate, if you are excited and passionate about being a part of the journey to be unashamedly ambitious for all learners and you share our passion for creating a culture which supports the highest of expectations, then we can offer you the chance to make a difference, and we very much look forward to receiving your application and welcoming you to Tor Bridge High.

Ted Wragg Trust

An **ambitious** and **inclusive** Trust of schools **strengthening** our **communities** through **excellent education.**

Welcome from the Ted Wragg Trust CEO, Moira Marder

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an ambitious and inclusive Trust of schools strengthening our communities through excellent education. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values

How we will succeed

Advertisement

Are you an outstanding, enthusiastic and inspiring English specialist? Can you inspire students with your love of literature? If you feel you share our School's vision of transforming communities, and transforming lives through education, we would love to hear from you.

Job Purpose:

To carry out the professional duties of a teacher and tutor as circumstances may require, and in accordance with the School's policies under the direction of the Curriculum Leader.

To be an effective professional who demonstrates thorough curriculum knowledge, teaches and assesses effectively, takes responsibility for own professional development and supports students to make good progress and achieve.

Are you:

- Ambitious in achieving the very best outcomes for young people;
- Eager to join a school where you will be well developed and supported;
- A motivated specialist that would thrive working in a collaborative and aspirational team;
- Innovative, hardworking and an excellent practitioner;

Then we would be delighted to hear from you.

Tor Bridge High is a truly inclusive environment where staff believe our students deserve every opportunity to succeed in a warm and compassionate environment, built on a foundation of equity, predictability and consistency in our classrooms. We are looking for staff to join our team who are passionate about improving students' life chances and capable of contributing to a highly effective and supportive teaching team and our extensive enrichment programme.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.

Key Details

Job title:	Teacher of English
Location:	Tor Bridge High, Miller Way, Plymouth
Salary:	MPS/UPS
Closing date:	9am on Friday 3rd May 2024
Interviews:	to be confirmed
Required from:	September 2024

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.

How to apply

If you would like an informal conversation about this role please contact Human Resources at TBH-HR@torbridge.net

Please select the application form below and email it to: TBH-HR@torbridge.net

Click here for the Teaching Staff application form

Job Description

Planning, Teaching and Class Management:

Teach allocated students by planning their teaching to achieve progression of learning through:

- Identifying clear learning and lesson outcomes, and specifying how they will be taught and assessed.
- Setting tasks which challenge students and ensure high levels of interest and engagement.
- Setting appropriate and demanding expectations.
- Setting clear targets, building on prior attainment.
- Being aware of and make provision for students who are SEND, more able, PPI or who have other particular individual needs.
- Providing clear structures that are in line with TBH Teaching Principles for lessons and maintain pace, motivation, and challenge for learners.
- The effective use of assessment to ensure coverage of the programme of study.
- Effective teaching and best use of available time and resources.
- Maintaining behaviour for learning policies and procedures, and encouraging good practice regarding punctuality, behaviour, standards of work, rewards and home learning.
- Using a variety of teaching methods to:
  - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.
  - Use effective questioning, listen carefully to students, give attention to errors and misconceptions.
  - Select appropriate learning resources and develop study skills through library, ICT, and other sources.
- Ensuring students acquire and consolidate knowledge, skills, vocabulary and understanding appropriate to the subject taught.
- Evaluating own teaching critically, fully engaging with the DDI process to improve effectiveness.
- Ensuring the effective and efficient deployment of classroom support.
- Liaising with the Curriculum Leader/Head of School to ensure the implementation of department policy and practice.

Monitoring, Assessment, Recording, Reporting:

- To assess how well learning outcomes have been achieved and use them to improve specific aspects of teaching.
- To assess and monitor students' work and set targets for progress.
- To assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and areas for development, inform planning and recognise the level at which the student is achieving.
- To undertake assessments of students as requested by examination bodies, departmental and school procedures.
- To contribute to the preparation and presentation of informative reports to parents/carers.
- To undertake assessment of students and participate in the school's system reporting to parents/carers.

School Tutor Duties:

- To be a Tutor to an assigned group of students, to undertake daily learning checks and daily Guided Reading.
- To promote the general progress and wellbeing of individual students and of the Tutor Group as a whole.
- To liaise with the Heads of Year to ensure the implementation of the school's system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
- To communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff.

Other Professional Requirements:

- To promote inclusion and equality of opportunity for all students.
- To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of wellbeing and discipline of all students.
- To have a working knowledge of teachers' professional duties and legal liabilities.
- To operate at all times within the stated policies and practices of the school.
- To engage with the Tor Bridge High DDI and incremental coaching programme for teachers.
- To take account of wider curriculum developments, in school and nationally.
- To establish effective working relationships and set a good example through their presentation, and personal and professional conduct.
- To endeavour to give every child the opportunity to reach their potential and meet high expectations.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the students, school and department.
- To contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Academic Mentoring days and events with partner schools.
- To take responsibility for own professional development and duties in relation to school policies and practices.
- To liaise effectively with parents/carers, multi agencies if appropriate and governors.
- To participate in the schools professional learning programme.

Other job requirements:

- The teacher will be part of the school's performance management system and will have a team leader who will set agreed objectives for the year. The team leader will monitor and review performance including classroom teaching.
- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date and that they are professionally fulfilled in their roles.
- Liaise with the Curriculum Leader and Senior Leaders to ensure the implementation of department policy and practice.
- Support other teachers with the delivery of an appropriate, challenging curriculum that fulfils the National Curriculum providing opportunities for student progression.

Person Specification

Qualifications	Essential	Desirable
Good Hons. Degree	●	
Qualified Teacher Status	●	
Willingness to undertake further CPD	●	
Relevant Post Graduate Studies (unless 1st degree is B Ed)	●	
Experience		
Proven ability to teach GCSE English Literature & Language	●	
Understanding of Exam Board specifications	●	
Excellent classroom practitioner	●	
Proven ability to teach with a proven record of accomplishment for accelerated progress		●
Skills and Knowledge		
Good discipline/classroom management	●	
Good ICT skills	●	
Ability to self-evaluate to inform improved outcomes	●	
Ability and desire to make a significant contribution to the School as a whole	●	
Aptitude to embrace good practice in other areas	●	
Excellent subject knowledge	●	
Understanding and application of performance data and assessment for learning objectives	●	
Awareness of wider educational contemporary issues		●
Personal		
Have a willingness to extend skills through appropriate training	●	
A passion and desire to drive things forward	●	
The confidence to take risks and do things differently	●	
Commitment to working within the School's Safeguarding Policy and Procedures	●	
Commitment to high standards and expectations	●	
High levels of professional integrity	●	
Flexibility to undertake any role within the department	●	

Tor Bridge High & The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Why work at Tor Bridge High?

Relationships & Culture

Building a positive culture underpins any successful school and we, therefore, work hard as a team to create a culture rooted in mutual respect, in which teachers can teach and students can learn. We believe that students should be Ready, Kind and Safe for learning and our Ten Habits of Excellence are explicitly taught through our pastoral curriculum.

At Tor Bridge High, we pride ourselves on setting the highest of standards for our students and we uphold these through positive relationships that are built on trust, kindness and safety. Staff are supported through a consistent and centralised behaviour system underpinned by a dedicated pastoral team.

Continuing Professional Development

At both Tor Bridge High and the Ted Wragg Trust, we invest in our staff as part of our Trust 'Grow Great People' strategy. We are committed to growing you into the best leader possible and believe that staff development is fundamental to building a highly ambitious and aspirational school. Moreover, we are proud to have a staff body who have high expectations for themselves and who model these to our students in order to create the same culture at all levels.

Staff are the most valuable asset within a school, thus, our second-to-none commitment to coaching encompasses both 'instructional coaching' for teaching and 'leadership coaching' to foster the development of our teams and the continuous improvement of our staff. At Tor Bridge High, there is a culture of feedback with an emphasis on self-reflection and impact. All staff receive personalised instructional coaching every two weeks.

We want to create dynamic and innovative teams where staff are learning collaboratively from one another; we encourage staff to seek these opportunities both internally and externally and to deliberately incorporate evidence-informed practice into their teaching to improve our School performance.

Curriculum & worklife balance

We believe passionately that every student will succeed through an ambitious, broad and balanced curriculum that meets the needs of all students and through highly skilled adaptive teaching. Our curriculum is driven by academic rigour and powerful knowledge that prepares students for the rigours of future study and work. We are committed to celebrating diversity and inclusivity through our curriculum.

We have a centralised curriculum, collaborating across departments and other schools to both share resources and to avoid duplication and unnecessary work at all levels. We provide our curriculum teams with the autonomy to decide the very best curriculum to enable our learners to thrive and flourish. The centralised curriculum ensures that all students have an equity of experience and ensures that teachers are not burdened by daily planning; instead they can focus on adaptive teaching and meeting the needs of all learners, alongside reducing workload.

Community, Personal Development & Enrichment

Tor Bridge High is the heart of the community and therefore, we take pride in our responsibility to serving our local families through strengthening family and community engagement, and helping the community to access services and additional resources. We understand the social and economic challenges faced by the community and the impact these can have on our students and their families, and we believe that we have an important role to play in tackling inequality by working in close partnership with families and the wider community.

Education is not simply a collection of grades obtained at the end of examinations; education is about holistic growth and cultural development. We aim to accelerate the personal growth of all students by providing them access to a range of experiences that may not otherwise be available to them. This includes trips to theatres, galleries and concerts; residential trips that develop character; sporting opportunities; charity expeditions abroad and so much more. Further growing the breadth of extra-curricular activities is important to fulfilling our vision to ensure that every single child has access to culturally rich experiences.

Growing Great People

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford - Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.

Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.

DIXONS ACADEMIES TRUST

Cabot Learning Federation

Colyton Grammar

Star

CORNWALL EDUCATION LEARNING TRUST
LEARNING TOGETHER

Reach Academy Feltham

Recruitment Pack

Thank you for your interest!

Ted Wragg TRUST