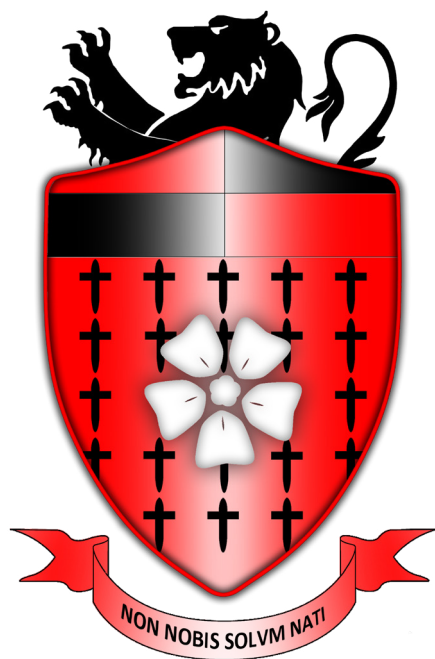


Hornsea School & Language College



Applicant Pack

**Teacher of English
Required from September 2024
MPS or UPS dependent upon experience**

A TLR 2B is also available for candidates wishing to apply for 2nd in Department (maternity cover)

At HSLC, our ethos is very simple: be useful, be kind and insist that the students become the very best that they can be.

If our ethos resonates with your own and you are an enthusiastic and inspirational teacher, you may be the person we are looking for to join our motivated and successful English department. We seek the very best practitioner who can consistently teach excellent, engaging lessons across Key Stages 3 and 4. The ability to teach Key Stage 5 is desirable, but not essential. You will be able to enthuse and inspire our students with your love for the subject and your creative teaching and personality.

HSLC is a supportive and encouraging place to work and has been graded as 'Good' by Ofsted since 2005. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We believe in our mission of actively broadening horizons and promote our core values of being useful and kind.

If our ethos resonates with your own and you are passionate about making a difference to the lives of our young people, then we are keen to hear from you.

If you would like to apply for the 2nd in Department (maternity cover) please specify this on your application form and discuss the skills and qualities you would bring to this role and how you would make a difference to both staff and students.

What we offer:

- Support and line management from an experienced Head of Department;
- A highly effective centralised behaviour system which ensures consistency and rewards good behaviour – there is minimal low-level disruption in classrooms meaning you can make a real difference to our students;
- A strong staff community and positive team culture;
- One additional non-contact period per fortnight for CPD activities - CPD is research led and starts as soon as you are appointed;
- Subject specific policies focused on what is right for you as a department - we do not have bureaucratic and onerous policies;
- Regular feedback from learning walks and work scrutinies helping you to continuously develop - no formal graded lesson observations;

The successful candidate will be:

- An inspirational teacher of English who will enthuse our students;
- A determined and innovative practitioner with a desire to succeed and to help others do so;

- A team player who is keen to work with others and proactively does whatever it takes to achieve the outcomes that enable our students to make ambitious life choices;
- Aligned to our values and mission - if you believe in our core principles you will love being part of HSLC!

Potential applicants are welcome to visit the school for a tour. Please contact Rachel Corkish, HR & Support Services Manager by email corkishr@hslc.co.uk to arrange a mutually convenient time.

Completed application forms should be emailed to corkishr@hslc.co.uk.

Closing Date: Application forms to be received by 9.00am, Monday 19th February 2024

Dear Applicant,

On behalf of the Governing Body, I would like to thank you for the interest you have shown in our vacancy for the post of Teacher of English.

Contained within you will find the Job Description and Person Specification, as well as general information about HSLC. You can access further information about our school and sixth form by visiting our website; www.hslc.co.uk or our social media pages; Facebook – Hornsea School & Language College, Instagram – [hslc_official](https://www.instagram.com/hslc_official) or Twitter - [@hornseaschool](https://twitter.com/hornseaschool).

HSLC is a supportive and vibrant place to work and has been graded as 'Good' by Ofsted since 2005, with our most recent inspection being in November 2021. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs and are committed to providing the highest possible standard of education for all students of all abilities. We believe that everyone who attends our school can, and should, achieve success and that by promoting a culture where all associated with the school can learn and develop as individuals, we will all be proud to be associated with it.

We have a very talented and dedicated team of staff who, at all times, constantly strive to ensure that our students realise their full potential. I ask all students and staff to be useful and kind and engage with our effective centralised behaviour system, which ensures consistency and rewards good behaviour. Our school is a calm and enjoyable place to both study and work within.

We actively encourage and value parental involvement. HSLC has transformed over the last decade and I strongly believe that parental involvement, and appointing the very best staff, has been key to this. As a result, we benefit from an excellent reputation both within the local community and the wider East Riding. Our school is much more than just what goes on in the classroom and this goes some way to explaining why we are a "School of Choice" and why both our school and sixth form is continuing to grow.

We believe we are at the start of a very exciting journey for both our students and staff and, therefore, this is an excellent time and opportunity to be joining HSLC. If you are determined about making a difference to the lives of young people; are keen to develop effective ideas for continuous improvement and are ambitious in developing your career, then we would love you to join us and look forward to receiving your application for the post of Teacher of English.

The closing date for application forms is 9.00am on Monday 19th February 2024. Please submit your completed application form to corkishr@hslc.co.uk.

Once again, thank you for your interest in this post.

Yours sincerely



Steve Ostler
Headteacher



Job Description – Teacher of English

Job Title: Teacher of English

Accountable to: Strategic School Improvement Leader: English

Overall Purpose of the Job:

- Under the reasonable direction of the Headteacher, fulfil the professional duties and responsibilities of a school teacher as outlined in the current School Teachers' Pay and Conditions Document (STPCD) and the Teachers' Standards in England.

Main Scale Teacher duties and responsibilities:

- To be responsible for the learning and achievement of all students in allocated classes, ensuring equality of opportunity for all, by implementing and delivering an appropriately broad, balance and differentiated curriculum which facilitates and motivates students so that they are able to realise and achieve their maximum potential.
- To provide regular and effective feedback to students whilst maintaining appropriate and up-to-date data and adhering to the department's Marking Policy.
- To be responsible and accountable for achieving the highest possible standards in students' work and outcomes.
- To maintain control of all students in your care at all times, insisting on courtesy and respect, and consistently applying the school's behaviour and Positive Discipline policies.
- To contribute towards the achievement of the school's Development Plan.
- To treat students with dignity and encouragement, building relationships rooted in mutual respect, and at all times observing boundaries appropriate to a teacher's professional position.
- To communicate and work proactively and effectively in collaboration and partnership with students, staff, parents/carers, governors and external agencies in the best interests of students.
- To effectively deploy Teaching Assistants assigned to allocated classes.
- To take responsibility for a Tutor Group, contributing effectively to Positive Discipline and Life Studies.
- To be willing to contribute to extra-curricular activities.

In addition to the above duties a UPS teacher must be highly competent and make a substantial and sustained contribution to the wider life of the school, as shown below (please refer to the Teachers Pay Policy for definitions):

- To make a distinctive contribution to the raising of pupils standards.
- To take a leading role in the preparation and development of teaching materials, teaching programmes and pastoral arrangements, as appropriate.
- To contribute towards the writing of the curriculum area's Development Plan.
- To act as a role model for teaching and learning.

- To provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice.
- To proactively participate in any relevant meetings or professional development opportunities which relate to the learners, curriculum or organisation of the school.
- To develop and deliver high quality CPD sessions/training to other staff.
- To regularly participate and demonstrate a commitment to cross-curricular or extra-curricular activities.

Generic staff requirements:

- To uphold the professional standards expected of every member of staff in all dealings with colleagues, students, parents/carers and the wider community.
- To play a full part in the life of the school community; supporting and promoting its mission, ethos and values and complying with policies and procedures.
- To actively contribute to the continued development of the School by attending training, participating in relevant meetings and putting forward ideas for improvement.
- To be jointly responsible for promoting and safeguarding the welfare of students.
- To promote equality, diversity and inclusion and demonstrate this within your role.
- To be responsible for your own Health & safety, as well as that of others.
- To ensure the confidentiality and security of all the School's data, documentation and information.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



Person Specification – Teacher of English

Qualifications and Training	Essential	Desirable
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree in a relevant discipline • Evidence of appropriate and continuous professional development 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	
Experience	Essential	Desirable
<ul style="list-style-type: none"> • Evidence of good and outstanding teaching and student progress • Experience and successful proven record with the GCSE framework with the ability to share resources with colleagues • The ability to enthuse, engage and motivate through a passion for your subject specialism, presence and professional skills • Evidence of commitment to ensuring the highest levels of achievement for all students regardless of background and/or ability • Some experience of contributing to whole school improvement initiatives • Experience of working with the wider community, including outside agencies and other schools • Demonstrate commitment to a school through involvement with extra-curricular activities 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓
Skills, knowledge and aptitudes	Essential	Desirable
<ul style="list-style-type: none"> • Excellent subject knowledge • Ability to clearly understand and implement the characteristics of high quality teaching • Ability to analyse student progress data and its application, with appropriate strategies, in raising student achievement and attainment • Ability to contribute to collaborative planning and schemes of learning • Good understanding of differentiation • An awareness of SEN teaching and learning strategies • An awareness of assessment for learning and its contribution in raising standards of achievement • Good ICT skills with an awareness of how these skills contribute to enhancing teaching and learning and progress in the classroom • Excellent interpersonal communication skills and the ability to form strong relationships with students, staff, parents and the wider community • Ability to think creatively and imaginatively in order to anticipate and solve problems as well as identify opportunities • High levels of literacy and numeracy 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	
Personal Attributes	Essential	Desirable
<ul style="list-style-type: none"> • Enthusiastic and determined • High standards of professionalism in all areas • Ability to build and maintain positive relationships through effective interpersonal skills • Team player • A positive role model for young people and colleagues with a commitment to promoting and safeguarding the welfare of students • Commitment to actively promoting the policies and procedures of the school • Ability to self-organise, multi task and prioritise to consistently meet deadlines 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	

The above requirements will be measured through a range of methods including application form, interview process, references and criminal record checks.



Job Description – Second in Department: English

Job Title: Second in Department: English

Accountable to: Strategic School Improvement Leader: English

TLR: 2B (£4,708)

Overall Purpose of the Job:

- As Second in Department you will assist the Strategic School Improvement Leader: English with the leading, managing and development of the English faculty and curriculum provision.
- Whilst carrying out the professional duties of a teacher, you will provide highly engaging, relevant and innovative learning opportunities at all key stages to ensure students make exceptional progress in your subject and are provided with the skills they need to be successful in their future lives. You will demonstrate outstanding teaching and learning in these areas, both in your own practice and leadership of others.

Main duties and responsibilities:

- To support the school's objectives and development plan through assisting the Strategic School Improvement Leader with the development of a department Strategy Plan with coherence and reference to the needs of students as well as the strategic direction of the school.
- To ensure that all members of staff within the department understand and are working towards the aims of the department and the school Development Plan.
- To support the Strategic School Improvement Leader in developing a curriculum provision that fully meets the needs of all students; developing and implementing policies and practices as appropriate and assisting with the development of schemes of work to support the team in delivering high-quality lessons
- To demonstrate and articulate consistently high expectations of classroom practice to provide challenge and improvement and to lead by example.
- To assist with ensuring assessment and feedback is carried out effectively within the department.
- To support department staff in identifying and addressing barriers to learning – including SEN, behavioural and social difficulties
- To develop waves of intervention strategies to support and enhance student learning, both within lessons and extra-curricular, to ensure all pupils make good progress.
- To ensure appropriate action is taken on issues arising from the data, setting deadlines when necessary and reviewing progress on action taken.
- To support the Strategic School Improvement Leader with leading and managing a team of motivated staff within the department, acting as a positive role model, promoting

teamwork to ensure effective working relations and undertaking Appraisal reviews as required.

- To assist with the organisation of subject twilight session.
- To promote the study of English across all key stages and develop extra-curricular and enrichment provision within the department.
- To take an active part in liaison activities such as parents' evenings, review days and celebration evenings.
- To assist the Strategic School Improvement Leader with Quality Assurance across the department.
- To assist with making appropriate arrangements for classes when staff are absent.
- To keep up to date with developments in your subject area and in teaching practice

Generic staff requirements:

- To uphold the professional standards expected of every member of staff in all dealings with colleagues, students, parents/carers and the wider community.
- To play a full part in the life of the school community; supporting and promoting its mission, ethos and values and complying with policies and procedures.
- To actively contribute to the continued development of the School by attending training, participating in relevant meetings and putting forward ideas for improvement.
- To be jointly responsible for promoting and safeguarding the welfare of students.
- To promote equality, diversity and inclusion and demonstrate this within your role.
- To be responsible for your own Health & safety, as well as that of others.
- To ensure the confidentiality and security of all the School's data, documentation and information.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



Second in Department - English

Qualifications and Training	Essential	Desirable
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree in a relevant discipline • Evidence of appropriate and continuous professional development 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	
Experience	Essential	Desirable
<ul style="list-style-type: none"> • Evidence of good and outstanding teaching and student progress across all key stages • Experience and successful proven record with the new GCSE framework with the ability to share resources with colleagues • The ability to enthuse, engage and motivate through a passion for your subject specialism, presence and professional skills • Evidence of commitment to ensuring the highest levels of achievement for all students regardless of background and/or ability • Some experience of contributing to department or whole school improvement initiatives • Experience of holding a position of responsibility • Experience of working with the wider community, including outside agencies and other schools • Demonstrate commitment to a school through involvement with extra-curricular activities 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓
Skills, knowledge and aptitudes	Essential	Desirable
<ul style="list-style-type: none"> • Excellent subject knowledge • Ability to clearly understand and implement the characteristics of high quality teaching • In depth knowledge of the National Curriculum at all key stages • Ability to analyse student progress data and its application, with appropriate strategies, in raising student achievement and attainment • Ability to contribute to collaborative planning and schemes of learning • Good understanding of differentiation • An awareness of SEN teaching and learning strategies • An awareness of assessment for learning and its contribution in raising standards of achievement • Good ICT skills with an awareness of how these skills contribute to enhancing teaching and learning and progress in the classroom • Excellent interpersonal communication skills and the ability to form strong relationships with students, staff, parents and the wider community • Ability to think creatively and imaginatively in order to anticipate and solve problems as well as identify opportunities • High levels of literacy and numeracy 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	
Personal Attributes	Essential	Desirable
<ul style="list-style-type: none"> • Enthusiastic and determined • High standards of professionalism in all areas • Ability to build and maintain positive relationships through effective interpersonal skills • Team player that demonstrates effective leadership and delegation skills • A positive role model for young people and colleagues with a commitment to promoting and safeguarding the welfare of students • Commitment to actively promoting the policies and procedures of the school • Ability to self-organise, multi task and prioritise to consistently meet deadlines 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	

HSLC the facts and figures

We have approximately 1200 students on roll, of which around 150 are in our Sixth Form. The geographical area served by the school is large and continually expanding, and a number of our students arrive by bus. The majority of our students come from our associated feeder schools which are Beeford, Brandesburton, Leven, Long Riston, Hornsea Burton, Hornsea Community, Sigglethorpe and Skipsea. In addition, the level of interest we are receiving from the wider area is rapidly increasing, resulting in us having our highest ever number of out of catchment students and this looks set to increase further from September 2022.

- Rated Ofsted “Good” since 2005
- Our most recent Progress 8 metric (2019) saw us classified as “Average” (within the top 37% of all schools nationally).
- Our 3-year T-Score for post-16 education is a 3, which consistently places in the top 25% of all colleges and Sixth Forms nationally
- Almost 40% of our Year 11 cohort are entered for the Ebacc. – a figure we expect will continue to increase
- In normal times, we run in excess of 190 sporting fixtures each year and cover around 20,000 miles worth of educational trips and visits

MISSION:

- Actively Working to Broaden Horizons

VALUES OF THE SCHOOL:

- We recognise the vital importance of positive relationships that are founded on fairness, tolerance, mutual respect and trust;
- We believe in being open and honest with each other, and supporting each other;
- We want everyone to be able to contribute, and everyone to have the opportunity to fulfil their potential.

AIMS OF THE SCHOOL:

- To provide a safe, supportive and positive environment which underpins strong attitudes to learning where students can thrive.
- To ensure a culture and ethos that supports our students wanting to come to school to learn, not only for purpose (which includes examination outcomes) but also to promote a genuine love for learning, enquiry and discovery;
- To prepare our students so that they will become positive contributors to society with the skills and knowledge to make informed choices.



10 reasons to join team HSLC

1. 100% of staff said they were proud to be a staff member of HSLC (Autumn 2020);
2. You will receive support and line management from an experienced leadership team, with 100% of staff saying that the Senior Leadership Team are visible and approachable (Autumn 2020);
3. We have a highly effective centralised behaviour system (Positive Discipline) which ensures consistency and rewards good behaviour – there is minimal low level disruption in classrooms meaning you can make a real difference to our students in your job role;
4. There is a strong staff community and positive team culture which includes regular social events;
5. 100% of staff said that they understand the ethos of the school and that we are all working towards a shared vision and standards (Autumn 2020);
6. We realise that our staff are our biggest asset and we are committed and dedicated to their continuing professional development;
7. 100% of staff said that communication across the school is clear and effective (Autumn 2020);
8. We adopt subject specific policies that are focused on what is right for you as a department - we do not have bureaucratic and onerous policies;
9. 100% of staff that trained with us in 2019 said they were likely to apply to work at HSLC.
10. Access to an attractive benefits package including corporate discount at East Riding Leisure, discount card which can be used at a number of local and national businesses and access to either the Teacher Pension Scheme or Local Government Pension Scheme.



“ I really enjoy working here, everybody is so friendly. I couldn't wish for a better workplace ”

Miss Sanders, Teaching Assistant,
started September 2020

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