



Crispin School

Aspiration - Compassion - Excellence

TEACHER OF ENGLISH INFORMATION FOR CANDIDATES



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LETTER FROM THE HEADTEACHER

Thank you for your interest in joining us at Crispin. We believe that Crispin is a great school to be a part of whether as a student or colleague. We are a friendly, inclusive, highly successful school of 1030 students who make strong progress academically, but who also receive a great many wider opportunities to learn in the fullest sense of the word.

Crispin is a popular school with a strong reputation. We unashamedly have high expectations of all members of our community and we believe in challenging and supporting students to achieve their very best. Visitors regularly refer to our students and colleagues very positively. Relationships between staff and students are a strength of the school and colleagues are committed to providing every opportunity for students to have a broad experience and to be successful. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. There is a sharp focus on learning and students receive excellent support. At all times we seek to be a compassionate institution.

It is important to state that Crispin has a very strong safeguarding culture which we would expect potential colleagues to wholeheartedly support.

We have a wide-ranging curriculum and have recently expanded the opportunities for students. We offer two Languages, a range of Arts and Technology options and offer examination courses in areas such as Business, Engineering, Health and Social Care and Sport. Students have the opportunity to study Philosophy and our popular course, Curriculum for Life. There are also a wide range of enrichment activities for students ranging from residential visits to school productions; sports to music; an enrichment week to work experience. We have a successful 'Employability' programme which provides important opportunities for students.

We are proud of our House system which is comprised of four Houses (Corvus, Falco, Sturnus and Tyto). This system allows for a wide range of opportunities for students from collaboration to competition, student leadership to support. All colleagues are members of one of the Houses.

We are fortunate to have a well-equipped site which includes extensive grounds, a range of curriculum area blocks and an astroturf pitch. We are also extremely fortunate to have opened a new purpose-built Innovation Hub in November 2020. This has been the most substantial development of the site since the opening of Crispin.

This post is a really exciting one and would be a great opportunity for the right candidate. Other than the basic details in the person specification, we do not have a pre-existing idea of what the successful candidate's career to date will have been. We realise that prospective colleagues will have a range of skills and experience and we will fully support the successful candidate to develop professionally. We have a strong English Faculty with a range of experience and expertise that works in a collaborative and supportive manner. We are passionate about providing a wide range of opportunities for all colleagues and this is often referred to favourably by colleagues. Every year colleagues are seconded as Associate Assistant Headteachers, have the opportunity to join the Extended Leadership Team as well as a wide range of other opportunities to develop their careers.

Crispin joined the Wessex Learning Trust on 1 March 2023. We have been working closely with the Trust since 2022 and our membership offers a range of opportunities for the successful candidate.

The most important thing is that you are passionate about Teaching English. Above all else you should be:

- A reflective and caring colleague.
- Always seeking to maximise the success and happiness of students.
- A colleague with the highest expectations of what all members of the school community are capable of.

Should you require any further information, would like to discuss the post with me or would like to visit Crispin before an application, do not hesitate to contact us by email:

HeadsPA@crispinschool.co.uk

To apply for this role simply click on the quick apply button on TES.com and complete the online application form. Your supporting statement / letter (of no more than two sides) should outline your skills and experience and how you meet the person specification.

After reading through the application information pack I hope you decide to apply for the post and I look forward to reading your application.



Paul Reddick
Headteacher



ADVERT

Teacher of English

MPS/UPS

Full time fixed-term contract (Maternity Leave) from 01 September 2025 until 31 August 2026.

This is a fantastic opportunity to work us as a Teacher of English in a collaborative, supportive and happy school. Are you driven by sharing your passion for English and ensuring students reach their potential? If so then we would love to hear from you.

Please read on to find out more information about Crispin and how to apply for the role. In addition, for a more comprehensive insight into Crispin and the role itself, including Job Description, Personal Specification, Letter from the Headteacher and an overview of English at the school, please download the Applicant Information Pack below.

Crispin is a friendly, inclusive and highly successful school of 1030 students. Students at Crispin achieve excellent examination results and the school has a strong reputation. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. We are looking for a committed and inspirational Teacher of English to join our highly successful team. English is a popular subject at Crispin and there is a history of strong exam performance. We would be delighted for you to visit Crispin or to have the opportunity to discuss the post prior to an application. If you wish to do either, please contact the Headteacher's PA by email at HeadsPA@crispinschool.co.uk.

Closing date for this post: 10:00 Wednesday 05 March 2025.

Supported by the Partnership Board, our staff work hard to deliver a rich and challenging curriculum to prepare young people for the next stages of their education and careers.

It is an exciting time to join the Wessex family as we grow, we can offer:

- Professional induction, training and continued professional development opportunities.
- Extended Leadership and other opportunities to develop your career.
- Excellent collaboration across Trust Schools, extensive learning communities and specialist subject leads, to enhance the learning of our young people and enhance your development.
- Staff benefits including reduced leisure centre membership and cycle to work scheme.
- A staff assistance programme with a specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family.

The Wessex Learning Trust is committed to safeguarding young people and promoting the welfare of children, and all staff appointed will undergo online checks and be required to undertake an enhanced Disclosure and Barring Service Check. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement of the role.

FACULTY INFORMATION

The English Faculty is a large and thriving one which consists of nine qualified specialist teachers who see the subject as vital in its own right but equally essential in helping students to access the rest of the curriculum. As a team, we strive to nurture a passion for reading widely and critically across time and literary genres in order for our students to better understand the world around them. We believe in the importance of taking pride in the acquisition and application of knowledge and work to foster an appreciation of how writers craft meaning and influence audiences.

Every member of the team is proud to offer positive and dynamic learning opportunities within each of their own well-resourced rooms so all students can develop their creative and critical reading and writing skills. The team enjoys excellent relationships with the students they work tirelessly with to ensure they excel and reach their potential. Intervention is commonplace, with teachers working closely with small groups daily to ensure all students reach their potential. The procurement of high quality oracy skills is also a priority throughout our curriculum so students can learn to express themselves clearly with confidence.

The promotion and appreciation for English beyond the classroom is believed to be essential in addressing the challenges of the curriculum. As such, the Faculty prides itself on the range of enrichment opportunities it provides. In recent years, students have attended Stephen Daldry's 'An Inspector Calls' at the Southampton Mayflower Theatre as well as Tom Morris' theatrical adaptation of Dickens' 'A Christmas Carol' at the Bristol Old Vic. They have also attended conferences and workshops, such as GCSE Poetry Live in Bath. Our students also regularly participate in regional and national competitions such as Youth Speaks and members of the team currently run popular debating clubs during the school day.

Curriculum

The English Faculty runs a dynamic, integrated curriculum. Students in Years 7, 8 and 9 follow a popular knowledge-rich programme recently rewritten to not only prepare them for the robust content of the GCSE specifications but also to promote our vision and values as outlined above. This includes studying an exciting range of contemporary and classic literary prose, poetry and drama texts including Shakespeare. Students are equally taught to analyse and critique writers' agendas in a variety of non-fiction texts. Year groups are usually arranged into four classes on each side of the year. All Lower School years are currently taught in mixed ability groups as part of ensuring effective transition from Key Stage 2.

In the Spring Term of Year 9 students hone their skills in a range of poetry modules; a preparatory unit on the Nineteenth Century and studying modern dramatists. All students study both English Language and Literature GCSEs. The two courses are taught fluidly in sets to ensure a creative, holistic approach to the demands of the GCSE specification. We currently use the AQA specifications. The Faculty is very proud of its high level of success in these examinations. This success is a result of quality first teaching and learning which is at the heart of the team's collaborative, hardworking approach, and, consequently, the potential candidate can expect to share and develop their skills as an outstanding classroom practitioner.

Further Opportunities

Crispin has robust links with the Mid Somerset Consortium for Teacher Training, with our English teachers providing subject training for trainee teachers and there are opportunities to be involved in the training of new teachers. These links have provided the team with opportunities to participate in English specific CPD. Indeed, generally there is a strong culture of professional development across the school. As a Faculty, we aim to share our enthusiasm for English in a number of ways. Transition work with the local primary schools is a strong focus within the Faculty and linked to CPD. The Community Learning Partnership enhances primary and secondary liaison and enables us to bridge the gap between primary and secondary English.

If you are an excellent classroom practitioner, with a desire to help students achieve their very best and have a genuine passion for the teaching of English, then we look forward to hearing from you.

WESSEX LEARNING TRUST

At The Wessex Learning Trust, our family of academies here in the South-West of England strive to offer a world class, Twenty First Century education for all young people between the ages of 2 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning Trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

By working together, we believe we can harness the talents of all our staff, share good practice between all our academies, and share resources that enable us to concentrate on delivering excellence in education.

Our staff are the best around, and give their all to promoting a fulfilling and engaging curriculum. Across the Trust everyone plays to their strengths, and is supported so as they work their best - and thus help our students work their best too.

Our Benefits:

- Professional induction, training and continued professional development opportunities
- Staff benefits including reduced leisure centre membership and cycle to work scheme
- A staff assistance programme with specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family
- Exciting opportunities as part of a growing multi-academy Trust
- Eligible for Local Government Pension Scheme
- Collaborative working across the Trust



WELCOME TO STREET

Crispin is a secondary school on the eastern edge of Street, a large village in Somerset with a population of around 12,000. It is situated on the Somerset Levels close to Glastonbury, Wells and the Mendips. The village has an interesting history with evidence of Roman occupation. Street is home to Clarks, the world famous footwear retailer and its headquarters is still in the village. Much of the Street site now houses the popular and thriving designer outlet shopping complex of 'Clarks Village'.

Somerset generally is a warm and friendly county and Street is no exception. The village itself contains a good range of leisure facilities including a theatre which hosts live performances and a wide range of films, sports facilities and an open air swimming pool. The Glastonbury Festival also takes place very near to the village. There are also a good range of local shops. As one resident of Street said 'if you choose you can walk to pretty much everything you need'. There is easy access to the coast and there are a number of National Trust properties in the area as well as nature reserves and areas of outstanding natural beauty.

As well as being located in a beautiful part of Somerset, Street is well connected by road being close to the M5, A303 and on a number of bus routes. There are also nearby rail links to London, Bath, Bristol, Devon and Cornwall. Bristol Airport is also close with a wide range of destinations from Iceland to Egypt. There are a number of interesting towns and cities nearby including Glastonbury, Wells and Frome. A little further afield, one can easily reach the likes of Bath and Bristol which are both major European cities and home to a very wide cultural and sporting life including excellent music venues, theatres, cinemas, restaurants and professional sports clubs including football and rugby.

Housing is still relatively affordable in Street and many of the surrounding towns and villages. Many colleagues talk of how the area is a safe, yet vibrant area to bring up families with a range of good schools and a college which shares its site with Crispin. Yet at the same time there are a myriad of excellent leisure opportunities and major cities within an hour's travel.



JOB DESCRIPTION

Post Title:	Teacher of English
Purpose:	To provide specialist English teaching from Years 7 to 11
Reporting to:	Head of English Faculty
Liaising with:	Headteacher, Deputy Headteacher, Assistant Headteachers, Head of Faculty, Heads of Year, other members of the English Faculty, Teaching Assistants, relevant non-teaching support staff, parents
Working Time:	Full time
Salary/Grade:	MPS / UPS
Disclosure level:	Enhanced
Main (Core) Duties:	

Teaching:

- To meet the required and appropriate level of performance as detailed in the 'Professional Standards for Teachers'.
- Provide stimulating teaching and learning opportunities both in the classroom and in terms of eLearning.
- Provide a strong environment and culture for learning.
- Ensure own practice is of a high standard and continue to develop your professional skills and knowledge.
- Develop and deliver innovative schemes of learning and assessment in line with new specifications, curriculum requirements and related pedagogy.
- Promote and inspire learning through planning which takes into account the needs and progress of all students.
- Facilitate peer observation and professional dialogue.
- Actively seek student voice / feedback to raise standards.
- Involve Teaching Assistants (TAs) in planning to provide high quality individual support with targeted intervention.

Achievement and Standards:

- Continually assess student progress.
- Provide students with high quality feedback in order to drive attainment.
- Provide parents with high quality feedback about their child's progress.
- Use available data to plan, review and monitor progress of all students in order to promote rigorous improvement of attainment.
- Promote equality of performance and achievement of all students and student groups.
- Maintain an understanding of developments within teaching practice and methodology and initiatives at a local, national and global level.
- To be aware of general developments in English and to maintain a detailed knowledge of the English curriculum.

Personal Development and Wellbeing:

- Inspire and support students to develop leadership skills and qualities.
- Establish a positive ethos in the school by promoting and demonstrating high standards.
- Actively encourage and develop the well-being and success of students through

JOB DESCRIPTION CONTINUED

tutoring. Act as the 'first port of call' for tutees and their parents.

- Take responsibility for own Professional Development.
- Promote, reinforce and model the school's commitment to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.
- Adopt coaching and restorative approaches where relevant.

Other specific duties:

- To play a full part in the life of the school community in implementing its vision, mission and ethos and support staff and students to do likewise.
- To carry out other responsibilities as determined by the Headteacher, following consultation.

A review of the post and its responsibilities will be undertaken periodically and may result in modification to the tasks of the post-holder.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are required to be courteous to colleagues and students and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with the postholder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



PERSON SPECIFICATION

Qualifications

Essential

- Qualified Teacher Status
- Good first Degree in English or a closely related subject or a conversion course

Experience

Essential

- Successful teaching of the full ability range
- Evidence of appropriate, up-to-date CPD
- High level of progress and attainment from students taught

Knowledge and Skills

Essential

- Excellent subject knowledge
- Ability to teach English across the school
- Up to date knowledge of current best practice and curriculum developments
- Able to contribute to, and collaborate with, a forward-thinking team
- Excellent classroom management
- Clear commitment to excellent assessment and feedback
- Ability to work under pressure and meet deadlines
- Ability to relate extremely well to students, colleagues and parents / carers and demonstrate excellent oral and written communication skills
- Ability to use ICT to support learning
- Ability to engage, inspire and foster a love of English

Desirable

- Successful involvement in enrichment activities in English

Crispin's Values and Ethos

Essential

- Value the contribution that each individual brings to the school community
- Respect and value diversity and promote equality
- Promote and model mutual respect
- Commitment to the importance of coaching and restorative justice
- Commitment to inclusive education
- Committed to safeguarding and promoting the welfare of children and young people
- Resilience

Personal Qualities

Essential

- A passion for teaching English
- An ability and desire to contribute to the full life of the English Faculty
- Willingness to constructively challenge the work of self and others to continually improve own and team performance
- Seek to work collaboratively to resolve conflict
- Enthusiasm to support young people to develop intellectually and personally

PERSON SPECIFICATION CONTINUED

- A strong commitment to ongoing professional development
- High degree of emotional intelligence
- Calm under pressure
- Highly organised
- The ability to speak fluent English

Desirable

- Possess an excellent sense of humour
- Potential for future promotion

