



Teacher of English September 2022

Thank you for your interest in this post and we look forward to receiving your application.

This is an exciting opportunity for someone to join our school. We are looking for someone who is:

- Passionate about high quality teaching and learning
- Offers inspirational and caring guidance for young people
- Works collaboratively, asks questions and is keen to learn
- An advocate of reading widely

We are seeking someone with the commitment and enthusiasm to be part of a lively, well-managed and successful team. The staff in the English department enjoy their work and strive to deliver interesting and stimulating lessons. There is a supportive climate in which there is much cooperation, resulting in detailed schemes of work and excellent resources.

The successful candidate will be given full support and will be encouraged to engage in further professional development, which we believe will benefit both the individual and the school. We have a strong induction programme, particularly for ECTs who will be part of the SFET ECT Induction Programme, and whose salaries will be backdated to 1st August. The successful applicant is likely to be a form tutor. As the school transitioned from being a Local Authority Community School to forming a MAT, a key element was maintaining the full benefit and protection of the National Pay & Conditions. Similarly, staff appointed from other academies are not disadvantaged, e.g. by counting service towards sick pay and maternity leave. The school takes a constructive approach towards Performance Management & Appraisal and Pay Progression and offers many opportunities for career development through paid responsibilities.

Please note that ECT salary is backdated to 1st August

This document contains information about the department and the person specification. Separately, there are the following documents:

- overview information about the school, including extracts from the January 2019 Ofsted report
- a selection of staff stories highlighting the career opportunities available in the school
- the main school and 6th form prospectus

Visit our website www.ashcombe.surrey.sch.uk for information about the school

Applicants should submit the Application Form and a letter of application which should not normally exceed two sides. A curriculum vitae is not necessary as all relevant information should be included on the application form or in the letter.

The closing date for applications is 8am on Friday 21st January 2022, however, early applications are recommended as we reserve the right to interview before the closing date.

Chris Panting (Head Teacher) will be giving a talk via Zoom to give further information about the school and position. This will take place on Tuesday 11th January 2022 at 6pm. If you would like to attend this talk, please email hr@ashcombe.surrey.sch.uk for an invite.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service (DBS).

Candidates selected for interview will be informed by telephone. We do not generally contact candidates who are not shortlisted.

Thank you for taking the time to complete your application.

Information on the English Department

The department was praised in the last OFSTED inspection (“Teaching is consistently good in English”. “In one lesson students were observed reciting sections from Macbeth and clearly enjoyed doing so”) and is keen to develop still further the academic successes which have been gained by the pupils right across the ability range including several students going on to study at degree level at Oxbridge and other universities. At GCSE, there is high attainment (typically 80% A*-C) and very positive value-added e.g. EBacc English value-added was “significantly above” national.

Courses and grouping arrangements

Year	Course & materials	Lesson allocation*	Grouping
7	KS3 course following schemes of work devised within the department	3	Mixed – tutor groups
8		2	Mixed – tutor groups
9		2	Setted – two set levels meaning there is still a range of abilities in each
10 & 11	KS4 AQA GCSE courses in English and English Literature	3	Setted – Year group split into two bands, with five classes in each band. There are two set levels and so the classes have a range of ability levels
6 th Form	English A Level: OCR	L6: 4	All classes are mixed ability
	Classics A Level: OCR	U6: 3 ½	
	Media Studies A Level: AQA		
	English one year/retake	1	One class

*Out of 20x70 minutes lesson week

Texts Studied

Year Group	Texts
7	Adventure Unit: including Harry Potter by J.K. Rowling Gothic Unit: including Uncle Montague's Tales of Terror by J.B. Priestley Elizabethan Unit: including a selection of extracts from Elizabethan writers
8	Victorian Unit: including Dr Jekyll and Mr Hyde by Robert Louis Stevenson Journalism Unit: a creative writing unit in which each class will write their own newspaper Dystopian Unit: including Animal Farm by George Orwell
9	Culture, Race and Identity Unit: including To Kill a Mockingbird by Harper Lee Love Unit: A Midsummer Night's Dream by William Shakespeare Society Unit: including either Lord of the Flies by William Golding, or Of Mice and Men by John Steinbeck
GCSE AQA Literature and Language	Poetry Unit: Conflict and Power A Christmas Carol by Charles Dickens An Inspector Calls by J.B. Priestley Unseen Poetry The Merchant of Venice by William Shakespeare Language Unit
English Y12&13	Normal People by Sally Rooney (coursework) A Streetcar Named Desire by Tennessee Williams (coursework) Mean Time by Carol Ann Duffy (coursework) A Doll's House by Henrik Ibsen The Handmaid's Tale by Margaret Atwood Measure for Measure by William Shakespeare 1984 by George Orwell

Staffing

Nearly all the staff in the English Department are English specialists, teaching the full age and ability range, including A-Level

Head of Department	Louise Murphy (Acting Head of English)
Full Time Teachers	Sarah Thomas Amy Bland Katie Wintle Ruby Cooper Preston Payne Andy Withers
Part-time Teachers (or full-time, but based in other departments)	Caroline Petrie Carly O'Toole Katie Palmer Bex Hipple Kerry Sheffield

Accommodation

All main school English lessons take place in departmental rooms. There is a small departmental office with two desks and a small seating area. Staff are also able to work in the Ranmore staff work area with members of all departments from around the school.

Teacher of English - Person Specification

In selecting candidates for interview and eventual selection, the Governors will be looking for teachers with relevant education, experience, job-related knowledge, aptitudes and skills, and many of the personal qualities listed below. The Governors welcome applications from teachers who consider that they could meet most, if not all the requirements listed.

Education/Qualifications

- Qualified Teacher Status
- First degree or equivalent in English or related subject
- Evidence of continuing professional development

Experience

- Either successful progress on PGCE course (or equivalent training scheme) or in a teaching post
- An excellent record of attendance and punctuality

Knowledge, Aptitude & Skills

Curriculum and Pastoral

- Commitment to the comprehensive ideal and to the principles and practice of equal opportunities and inclusion
- The knowledge and vision to put these into practice to meet current and future challenges within their subject and pastoral areas
- Interested in children as individuals, in how they learn, and in a collaborative approach to learning
- A good understanding of pupil needs, support and interventions

Contribution to the Department

- An ability to teach the full age range 11-18 in English, including potentially A Level English
- Ensure effective learning for all students through excellent teaching and delivery of well-planned and organised lessons
- Assess, record and report on the development, progress and attainment of all students
- Use appropriate strategies to ensure outstanding student progress and well-being
- Support the development of teaching materials and revision resources within the department
- Support necessary intervention and / or enrichment activities for students to further develop their experience of English within the school

Personal Qualities

- Effective oral and written communication
- Confidence, imagination and drive
- Flexibility, ability to prioritise and manage time effectively
- Ability to be self-critical, approachable and a sense of humour
- To work as part of a team, establishing good working relationships with a wide range of people including students, parents, governors and colleagues