April 2024

Dear Candidate

Thank you for your interest in our Teacher of English vacancy. I hope that the provided information is helpful in encouraging you to apply for what is a vital role in our school.

We are seeking to appoint an enthusiastic, innovative and inspirational Teacher of English, starting in September 2024. The ideal applicant will be a dynamic and supportive team player able to teach KS3 to 4, with the possibility of teaching KS5. The position is also suitable for an ECT.

The successful candidate will:

* Be a qualified teacher of English and have a passion for teaching.
* Be innovative, strategic and highly motivated.
* Be able to inspire, support and challenge staff and students.

We offer:

* A friendly, welcoming atmosphere.
* A genuinely committed, supportive and successful team.
* Excellent CPD opportunities.
* An outstanding reputation.
* Good work/life balance.

As Headteacher, I am passionate about evidence-informed pedagogy. If you join us, you will be joining a school that believes in investing in you, so you are able to develop your skills as a teacher. We are a friendly, successful and vibrant 11-18 school, with excellent facilities and a genuinely comprehensive intake. We are a rural school, very much at the centre of the local community. We are a growth mindset school and believe that our motto (Believe. Strive. Achieve.) captures our philosophy and energy.

We are a school that cares about its staff. During our recent Ofsted inspection, the Inspector commented that:

“Leaders are considerate and supportive of the workload and well-being of staff. Senior leaders have high expectations of staff and are mindful of staff’s workload.”

“Staff say that they feel valued and appreciated. Morale is high. One member of staff summed up the views of many, by sharing that the school is ‘one big family’.”

The English team implements our curriculum through a wide range of schemes of learning in which discussion, debate and analysis are key tenets driving our long-term plans. As outlined, we focus on the key knowledge required for success in reading, writing and oracy by embedding challenge, metacognition, memory techniques and literacy into our curriculum.

In Years 7-9, we ensure each year group covers the following: a play, a modern novel, a 19th century novel, poetry, short stories and non-fiction. This ensures all students are introduced to the key concepts of GCSE study before they enter KS4. We assess students once per half-term, either on Literature analysis or on Language analysis skills, making sure each time we assess their own writing. By the end of Year 9, students have studied all of the core skills needed for GCSE multiple times. In Years 10-11, we teach AQA English Language GCSE and AQA English Literature GCSE, covering non-fiction and fiction reading and writing, as well as covering a 19th century novel Jekyll and Hyde, Power and Conflict poetry, a modern text An Inspector Calls and Macbeth as our Shakespeare play. The key ideas in both Language and Literature study involve students analysing language, structure and the context of the writing they read while also maintaining a formal tone in their own writing, ensuring they use a range of vocabulary and correct spelling, punctuation and grammar. All students study a range of the elements above every term through different mediums to ensure students are engaged and we adopt active reading and writing strategies to consistently interleave these key skills. At the forefront of our teaching, we promote challenge to every student with no exceptions. We believe vocabulary empowers students and therefore we also equip students with key words every lesson to keep developing their capacity to be 'word rich'.

Finally, as we firmly believe that learning does not stop once students leave the classroom, we offer a plethora of extracurricular activities and clubs, such as: Debating Society, Journalism Society, Shakespeare Society and Creative Writing Society. These clubs see students enter national competitions in all areas and over the years we have been fortunate enough to have performed plays to large audiences, presented debates at the House of Lords, created school newspapers and many more.

The English team is experienced, welcoming and passionate about teaching and learning – we look forward to receiving your application.

De Aston is a school with a total commitment to comprehensive education and has an outstanding academic and pastoral record. The school’s ethos is supportive in ensuring students are happy, challenged appropriately, enjoy their learning and achieve well, no matter what their background is. The school’s Special Needs Department caters for a genuinely wide range of pupils of varying backgrounds and abilities. Visitors almost always comment on how friendly and pleasant the students are.

We are proud of our success at receiving Careers Mark Gold and ESU Affiliate status. This reflects not only the commitment to and from a dedicated and hardworking staff, but also the enthusiasm and involvement of pupils, and the significance of the school to its locality, which it supports through a number of social, cultural and sporting activities at a level which is surprising given the relatively small size of the town.

The successful candidate may be assured that they will be working as part of a committed school staff and will find a good programme of professional support and career development within the department, and the school.

Lincolnshire, as a county, offers excellent value for money in the housing market and consequently our standard of living is higher than in other areas of the country. The countryside around Market Rasen is outstanding as we are situated on the edge of the Lincolnshire Wolds which is fast becoming a popular choice as a holiday destination and a good place to live, whilst also having the benefits of the historic city of Lincoln 30 minutes’ drive away.

Please contact Mrs Alice McNeill, PA to the Headteacher, via [vacancies@de-aston.lincs.sch.uk](mailto:vacancies@de-aston.lincs.sch.uk) or 01673 840 828, should you require any further information or you would like to arrange a visit.

If you feel you can inspire, challenge and achieve at De Aston then we would be delighted to hear from you.

The closing date is **9am Monday 22nd April 2024**. With shortlisting taking place on Monday 22nd April 2024 and the interviews being held on **Monday 29th April 2024.**

To apply please complete our [application form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EfeHLZsh-dZNu7b6no0MsHIBg6pdHDwEHbPr7M29Thxgfw?e=eZNKbd) and send it to Mrs Alice McNeill at [vacancies@de-aston.lincs.sch.uk](mailto:vacancies@de-aston.lincs.sch.uk). Please ensure you also include your completed [self-declaration form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EbLj81CAop1HvH8LgPZH9mgBWkUoxBrnWvkfiQqsFiPZWg?e=p021aF) and [equal opportunities monitoring form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EbOgfmYxPn5FttwU7gf1a9sB_SDi29kDUzJVlOq9hqvCxg?e=BVHr5s). Please note we do not accept CV’s.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The School is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive and diverse environment for all employees and students.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Thank you for your interest and we look forward to hearing from you.

Yours sincerely

Simon Porter

Headteacher

Enc: Job Description, Person Specification

*De Aston School is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. All posts will be subject to an enhanced DBS disclosure, medical and reference checks.  All pre-employment checks are in line with Keeping Children Safe in Education.*

**Job Description**

**General**

School teachers may be required to carry out any of the duties set out in the relevant paragraphs of the latest versions of the School Teachers’ Pay and Conditions and Teachers’ Standards documents.

The postholder will support the ethos of the school; helping to create and maintain positive links between the school, home and the local community.

As with all members of the teaching staff, there is a requirement to participate in the school’s Appraisal and Performance Management system.

The following items are included in the professional duties which a school teacher may be required to perform under the reasonable direction of the Headteacher.

**Core Duties**

* 1. Planning and preparing courses and lessons.
  2. To teach the assigned pupils, according to their educational needs, in line with the current Teaching and Learning policy.
  3. To mark, assess, record and report on work, in line with the current school policies, to ensure the progress and attainment of all pupils.
  4. To organise and participate in extra-curricular activities.

## Other Duties

1. To support the current school policies on dress code and the management of student behaviour.
2. To promote the general progress and well-being of individual pupils and of any class or group of assigned pupils.
3. To provide guidance and advice to pupils on educational and social matters as appropriate to the needs of the pupil.
4. To make records and reports on the personal and social needs of pupils as deemed appropriate by the Headteacher.
5. To attend assemblies, register the attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after school sessions.
6. To communicate and co-operate with persons/bodies/agencies as appropriate to the needs of the pupil and in line with school policies and expectations.
7. To participate in meetings, INSETs and CPD requirements as requested.
8. To contribute, wherever appropriate, to the wider life of the school.
9. To ensure current safeguarding requirements are met at all times and all causes of concern are reported to the Child Protection Officer / SLT.

To carry out such other duties which are within the scope of this post, as directed by the Headteacher.

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**Personnel Specification**

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in teacher of mathematics. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

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| --- | --- | --- | --- |
| **Attributes** | **Criteria** | **How Identified** | **Rank** |
| Education and Training | 1. Formal English qualification; at least to degree level. 2. QTS status | A  A | Essential  Essential |
| Skills and level of experience. | 1. Experience of teaching English in Key Stages 3 and 4. 2. Experience of teaching English in Key Stage 5. 3. Recent experience of successful English teaching in a secondary school. 4. A clear understanding effective teaching and learning strategies. | A & I  A & I  A & I  A & I | Essential  Desirable Essential  Desirable |
| Abilities, behaviours, attitudes and values. | 1. Ability to work in a way that promotes the safety and wellbeing of children and young people. 2. Great degree of resilience. 3. Seek to help children rather than help themselves through children. 4. Self-aware and sees how their behaviour impacts on children. 5. Open to showing ideas and not work in isolation. 6. Courage to take action to protect children from harm. 7. Able to establish and maintain good professional relationships with learners, parents and colleagues. 8. Experience of working successfully and co-operating as a team member. 9. Able to work on own initiative. 10. Ability to communicate effectively and professionally. 11. Commitment to continued personal development. 12. Enthusiastic and hardworking. | A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| Any Additional Factors | 1. Willingness to contribute to the extra-curricular provision in the department. | A & I | Essential |

**Key:**

A = Application

I = Interview

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