

# TEACHER OF ENGLISH

Temporary Contract (Maternity Leave)

Required for: September 2021

Candidate Information



“The central aim of Dene Magna is that every learner shall achieve their maximum potential and enjoy the process”



Part of the Forest of Dean Trust (April 2020)



Dear Candidate

**Teacher of English (temporary contract to cover maternity leave)**

Firstly, I would like to take this opportunity to thank you for taking an interest in teaching English at Dene Magna School. English is a very popular subject here and this will make your decision to join us fulfilling, challenging and exciting.

Dene Magna School is a successful, oversubscribed and high achieving 11-18 school and is the founding member of the Forest of Dean Trust, which also includes Drybrook Primary School. We are located in the most beautiful setting and we are an easy commute from Cheltenham, Gloucester, Hereford, Bristol and surrounding cities.

The English team is incredibly dedicated to our students and community. They are a close knit group and always look out for each other. They are led by an excellent Head and Deputy Head of Department, who have worked tirelessly to ensure that outcomes in English are amongst the highest in the school and that the teaching of English is genuinely stimulating and popular.

The English team work hard to innovate in what they teach but also embrace the wider world in terms of extra curricular activities and opportunities. As a member of the team you will be welcomed into the department and actively encouraged to get involved with everything they do.

Dene Magna School has an excellent reputation for developing teachers. We place quality teaching and learning at the heart of everything we do and you will be supported to continue your learning as a member of our community. Our induction programme is clear and well structured and you will be given the opportunity to see lots of us teach as you get to know what makes our students tick.

By accessing our reflective Practitioner Programme you will be coached to continue your own improvement journey and supported in how you help the students in their journey. We believe that peer observation, coaching, reflective practitioner inquiry and access to appropriate career talent pathways will mean that you and your students will thrive!

As you read the information in this pack, I hope you get a feel for what it means to be a 'Dene Magna person'. We hold great stock in this phrase as we are looking for someone who acknowledges that we are never the finished article and we will always keep on learning. That person will also possess a very important attribute in teaching; a great sense of humour!

I look forward to hearing from you and thank you in advance for taking time to apply.

Yours sincerely

Stephen Brady  
Chief Executive Officer of the Forest of Dean Trust  
Headteacher of Dene Magna School

## INTRODUCTION TO OUR ENGLISH DEPARTMENT

We are seeking an outstanding teacher to work within the English and Drama team. The successful candidate will have the skills and subject knowledge to teach across all year groups, alongside a commitment to ensure that our students make outstanding progress in every lesson. We are seeking an ambitious and highly motivated teacher with a passion for teaching and learning who will champion English and Drama at Dene Magna.

At KS5 we follow OCR English Literature and AQA English Language and Literature. At KS4 our students follow the new Eduqas GCSE in both English Language and Literature. Both our methods of assessment at KS3 and our units of work are being altered to meet the demands of the new GCSE requirements.

A Level English at Dene Magna is taught at our beautiful, purpose built Sixth Form Campus. We offer both English Literature (OCR) and English Language and Literature (AQA) and both subjects are taught by two members of staff, with an average group size of ten students. Currently, our English Literature students are studying texts such as 'The Handmaid's Tale', 'Twelfth Night', '1984' and the poetry of Christina Rossetti. English Language and Literature explores a range of non-fiction texts and literary texts, including 'The Great Gatsby', 'Frankenstein' and the poetry of Robert Browning. In both courses there is scope to choose alternative texts for study.

The department has very talented, dedicated and knowledgeable staff and most importantly, we are a team. We moderate our books and assessment to support each other and work collaboratively to ensure the very best outcomes. You will also be given the opportunity to raise the profile of English and Drama at Dene Magna by supporting our extra-curricular opportunities such as Debating club, Reading Buddies and the several trips that we run per year.

Each classroom has an interactive whiteboard and one of the English classrooms can open up to a super learning room. The department also have access to a new Library and the students have one reading lesson per fortnight. Each student in KS3 follows the Accelerated Reader Programme and Literacy is a key focus across the curriculum. English lessons are also supported by department based Teaching Assistants.

Extra-curricular activities: these include visits to London to see The Globe Theatre, a tour of London, flight on the London Eye and a West End show; trip to Warner Bros Studios, London to see the Harry Potter exhibit and also numerous theatre/cinema trips for the texts under study.

The department is incredibly proud of its past achievements but is constantly looking to the future. The successful candidate will need to be a team player with enthusiasm, high levels of subject expertise, determination to succeed and a sense of humour.

This is a fantastic opportunity for you as well as the students and school and we look forward to meeting you.

## OUR ENGLISH DEPARTMENT

### **Mrs Gemma Meek (Head of English)**

Gemma has been Head of English since January 2015

### **Mr Oliver Smith (2<sup>nd</sup> in Department)**

Ollie has been a Teacher of English/Drama at Dene Magna since September 2014

### **Mrs Elizabeth Balmer**

Liz has been a Teacher of English at Dene Magna since January 2014. She is also our Head of Sixth Form

### **Mrs Ann Compton (Teacher of English)**

Ann has been teaching English at Dene Magna since 1996

### **Mr Chris Wynn**

Chris has been Teacher of Drama (with English) since September 2015

### **Miss Jess Hassell**

Jess has been a Teacher of English since September 2018

### **Mrs Kelly Savagar**

Kelly has been a Teacher of English since September 2019

### **Mrs Natasha Roderick**

Tasha has been a Teacher of English since September 2020

### **Miss Naomi Watkins**

Naomi has been our English Teaching Assistant since 2018

### **Miss Ella Jessett**

Ella has been our English Apprentice since December 2019

## JOB DESCRIPTION

**Title:** Teacher of English (Maternity cover)

**Contact:** Temporary

**Salary:** MPS

### MAIN RESPONSIBILITIES

- Responsible for the planning & delivery of high quality lessons
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning styles/strategies within the English department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of work as directed by HOD
- Work alongside the English department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & PSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna (Reflective Practitioner Programme, Coaching and Lesson Study)
- To keep up to date with new initiatives and national developments in your subject.

### OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description
- Employees are expected to be courteous to colleagues 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 application or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner
- Adhere to Dene Magna policies.

### ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons.
- Promote independent learning within your lessons.



## JOB DESCRIPTION (continued)

### In return, we can offer:

- Professional, passionate and dedicated teaching and support staff, who are willing and eager to undertake continuous professional development and thrive.
- Talented, stimulating and enthusiastic students with a desire to learn.

We believe it is only right that we balance the challenges that we set, with an understanding that gets the best out of someone; which means valuing them and nurturing them. We are fully aware that a passionate, supported and well directed team will go on to achieve great things.

### As a Trust we provide:

1. Competitive salary and clarity in the performance management process.
2. The opportunity to take on short or long term roles within the Trust that help us in our journey.
3. The ability to work with teachers and children from other countries as part of Dene Magna's International School offer.
4. Dene Magna's Reflective Practitioner Programme.
5. Comprehensive new staff induction.
6. Full support for CPD and a career mapping tool to facilitate this.
7. Free onsite parking.
8. On site canteen.
9. Free use of the onsite Gym at Dene Magna.
10. A 'Secret Buddy' system to allow us to keep an eye on one another and appreciate the things we do that others might miss.
11. A Duvet Day for staff who have been with us for more than one term.
12. A termly prize draw for staff.

This information is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at anytime after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Trustees.

This information does not form part of the contract of employment. It describes the way the postholder is expected and required to perform and complete the particular duties.



## Safeguarding Information

Dene Magna School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

We have DSL's trained to an enhanced level. All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.

Our Child Protection Policy can be found on our website under Policies.

# PERSON SPECIFICATION

The successful candidate will possess all or most of the following attributes:

QUALIFICATIONS	
• A good honours degree	E
• Qualified teacher status	E
EXPERIENCE	
• Experience of teaching 11-18	D
• Feedback confirming excellent teaching	E
• A track record demonstrating a commitment to high standards, continuous improvement and quality assurance	E
• Teaching experience post 16	D
• A track record of effectively leading/motivating students and developing team approaches	E
PROFESSIONAL DEVELOPMENT	
• Evidence of commitment to own professional development	E
• Evidence of keeping up to date with educational thinking and knowledge	E
• A strong commitment to the quality professional development of staff	E
• A potential to develop leadership and management skills in the future	D
KNOWLEDGE	
• Knowledge of the KS3 and KS4 curriculum	E
• Knowledge of the KS5 curriculum	D
• A good understanding of the use of target setting and tracking data	D
• An understanding of the use and potential of ICT to develop learning	E
PRACTICAL AND INTELLECTUAL SKILLS	
• A commitment to placing teaching and learning at the heart of your work	E
• A commitment to promoting the ethos of Dene Magna with accent on high achievement for all	E
• Ability to empathise with the needs of students and to be firm but fair and effective	E
• Ability to prioritise and manage time effectively	E
• An effective communicator and motivator of students	E
• A team player with the ability to establish good working relationships with staff, students and parents	E
• The ability to set clear expectations and parameters and to hold other accountable for their performance	E
• The ability to challenge underperformance	E
• A commitment to safeguarding the needs of young people	E
PERSONAL QUALITIES	
• A positive attitude to continuous improvement	E
• A commitment to ensure each student maximises their potential and enjoys the process	E
• A positive role model to students	E
• A sense of humour	E
• An ability to communicate and work with a range of adults	E
• Hardworking and a team player	E
• A reflective practitioner who wants to continue learning	E

D = desirable      E = essential

# INTRODUCTION TO THE TRUST AND DENE MAGNA SCHOOL & SIXTH FORM

The Forest of Dean Trust was formed in April 2020 with Dene Magna School taking Drybrook Primary School and Nursery under its wing.

Dene Magna School is a successful, oversubscribed and high achieving nationally acclaimed 'Outstanding' Academy and Teaching School. Dene Magna also opened its Sixth Form College in September 2019.

Both schools are situated in a beautiful part of the country, enjoying easy links to surrounding towns and cities.

As a successful teaching school all staff, wherever they are within the Trust, have the opportunity to work alongside outstanding and supportive colleagues, to observe and share practice on a regular basis and develop pedagogy through reflection.

The Trust holds the Investors in People Award and we pride ourselves on excellent student behaviour and have a strong ethos about inclusion and diversity. We are passionate about our community and that includes staff work-life balance. All staff receive the highest level of support, have access to the very best in terms of resources and CPD and will be working in a community where they can really make a difference.

Our curriculum is tailored to meet the needs of our students that we serve, raising their aspirations and allowing them to pursue their dreams, with a particular emphasis on excellence and enjoyment. We listen, challenge and support each other while recognising that we all develop at a different pace and all experience a different journey.

Our community continues to thrive because of the relentless focus that we have on excellent teaching and learning.

At Dene Magna we actively promote our central aim each and every day...

***'that every learner shall achieve their maximum potential and enjoy the process'.***

## HOW DO I APPLY?

The next step for you in joining us on this exciting journey is to complete the application form and send this along with a detailed covering letter explaining why your skills and experience would make you the perfect candidate to be our English Teacher at Dene Magna School.

If you have any questions prior to you submitting your application please contact us at [vacancies@FODT.co.uk](mailto:vacancies@FODT.co.uk) or Julie Russell on 01594 546030.

Please do take the opportunity to come and visit us (for socially distanced tours) so we can share all the exciting things we are doing. Prospective candidates who would like to visit the school, should in the first instance contact: [vacancies@FODT.co.uk](mailto:vacancies@FODT.co.uk)

We can't wait to hear from you!

**Deadline for applications is: Friday 16 April 2021**  
**Interviews will be held w/c: 19 April 2021**

## OVERVIEW OF OUR RESULTS

The successful candidate will work in an outstanding and supportive English department, teaching English to both KS3, KS4 and KS5 classes.

Our department consistently achieves outstanding results. Lessons are thriving and students make the highest levels of progress in both English Language and Literature, which is demonstrated by our GCSE results for 2019 and 2020 which were our strongest ever!

English	4+ Basics	5+ Basics
2020	82%	61%
2019	83%	62%

Overall school results were:

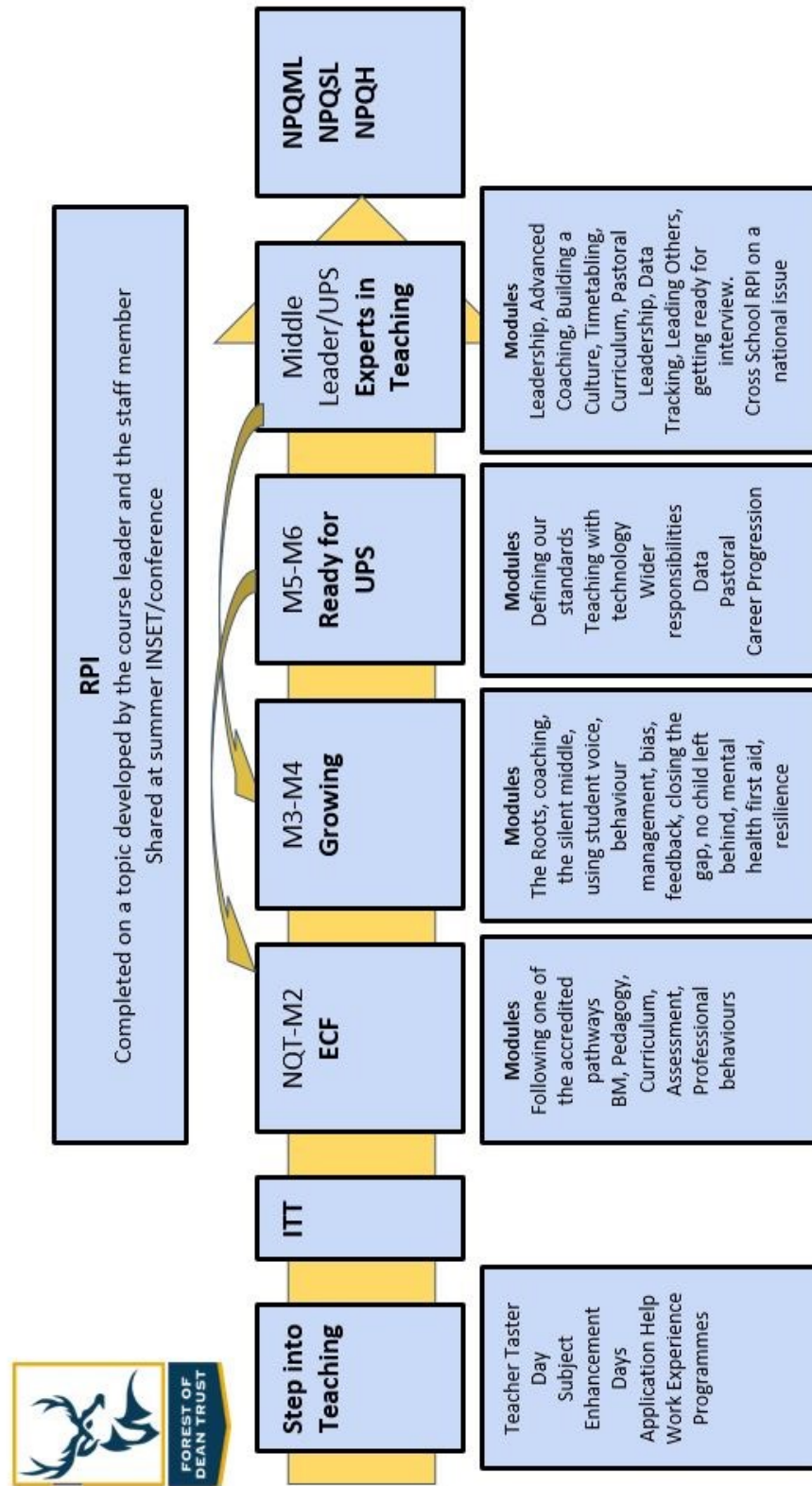
Overall	4+ Basics	5+ Basics
2020	72%	53%
2019	73%	44%

We are eagerly awaiting our first A-level results!





## YOUR PROGRESSION WITH US







## OUR VISION, VALUES AND ETHOS

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

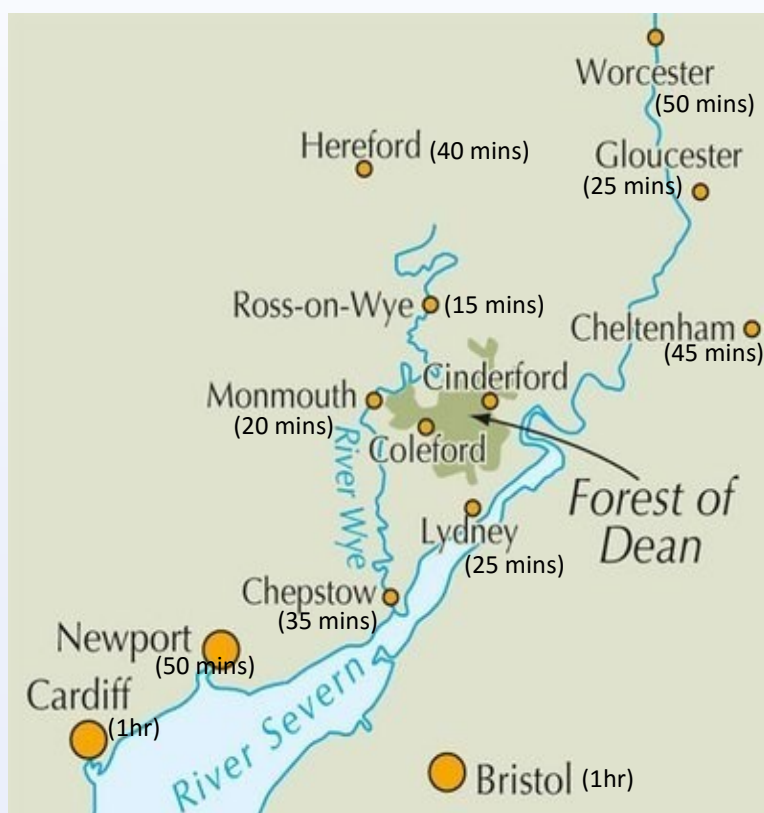
If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



## ALL THROUGH JOURNEY...

Being part of the Forest of Dean Trust means children have not only excellent provision for their early years but also a seamless transition to secondary school at Dene Magna School and further education at Dene Magna's Sixth Form.

## TRAVELLING TIMES TO GET TO US (approximate).



## DENE MAGNA SCHOOL & SIXTH FORM

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[www.denemagna.gloucs.sch.uk](http://www.denemagna.gloucs.sch.uk)

