



# Devonport High School for Girls

## A Specialist Language College



Applicant Information

## Teacher of English

Permanent • Full-time 1.0 FTE • Required from September 2022

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## Dear Applicant

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Thank you for your interest in the position of Teacher of English at Devonport High School for Girls (DHSG).

DHSG is seeking to appoint a well-qualified, confident and enthusiastic Teacher of English to join our successful English Department on a full-time contract of 1.0 FTE.

We are a highly successful and oversubscribed 11-18 selective grammar school and one of the country's highest performing state schools. The school has strong international links and helps to create successful and happy young people who have the skills to carry out leading roles in the world.

This is fantastic teaching and learning opportunity that would suit both experienced and newly qualified teachers whose aim it is to motivate students to reach the highest levels and develop the skills to achieve. The successful applicant will have opportunities to teach across KS3, KS4 and KS5.

We are always looking to develop new ideas and approaches to English teaching and are currently exploring how teacher instruction supports outstanding progress.

In this applicant information pack, you will find a Job Description, a Person Specification and information on how to submit your application.

If you have the energy, skills and motivation to join us and make a difference, we would welcome an application from you.

Yours faithfully



**Mr L J Sargeant**  
**Head Teacher**



## The City

Plymouth is the largest city south west of Bristol, with a population of approximately 260,000. Located overlooking one of the world's finest natural harbours, it is a city with a proud history.

Recent years, have seen Plymouth develop further as a cultural as well as a commercial, industrial and tourist centre. The city is served by a very active Arts Centre, the Theatre Royal, Plymouth Pavilions and the Life Centre - one of the country's leading sporting venues. Plymouth is also home to the University of Plymouth and Plymouth Marjon University.

There are regular ferry services to Roscoff, France and Santander, Spain. The Devon Expressway (A38) links Plymouth to the national motorway system and the intercity rail journey to London takes approximately three hours.

Plymouth has developed very strong twinning links with cities in Russia (Novorossiysk), Spain (San Sebastian), France (Brest), Poland (Gdynia) and Massachusetts, USA (Plymouth). There are also extensive educational links with many more towns and cities.

Click and open the hyperlink in the image to find out why Plymouth is such an attractive city.



## The School

Devonport High School for Girls was established in 1908 and is situated on a lovely green site overlooking Plymouth's Central Park, approximately two miles from the city centre. It is an 11-18 selective girls' grammar school and became an Academy in April 2011.

There are approximately 850 students on roll, including around 225 in the Sixth Form. Students come from Plymouth and the surrounding counties of Devon and Cornwall.

The school is part of The Link Partnership (TLP) with four other schools in the city in order to extend curriculum provision for students in the Sixth Form.

In 2005 the school was granted Specialist Schools Status for Languages. We offer several languages including French, German, Spanish, Chinese and Latin. There is a dedicated Language Laboratory, and exchange and business links have been established within the UK and worldwide. The school first achieved International School status in 2006 and has recently received the award for the fifth time.

As well as its strong international links, Devonport High School for Girls has gained a reputation for academic excellence, which helps launch its students on their chosen career paths. The work ethic in the school is very strong and staff are deeply committed to their teaching.

The school places a strong emphasis on developing the whole person and as part of this commitment organises a broad range of enriching extra-curricular opportunities and a comprehensive programme of field visits, with opportunities for students to travel abroad.

The staff of approximately 100 teaching and support staff (a mixture of full-time and part-time employees) are led by the Senior Leadership Team, which consists of the Head Teacher, Deputy Head Teacher, three Assistant Head Teachers and the Business Manager.

# The English Department

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## Name of Head of Department

Mrs H Morgan BA (Hons), PGCE, NPQSL

## Staffing

The English Department has 7 highly motivated subject specialists teaching across all 3 Key Stages.

## Our aims as a department are:

1. To develop fully each child's linguistic potential and to encourage a confident and sensitive awareness of language both as communicator and recipient of communication. We aim to expose the students to a wide range of media products and to encourage them to develop a critical voice. We live in a society where there is a direct correlation between articulacy and influence. If we are to empower our students to exert the maximum influence in all their future endeavours, it follows that we should aim to promote the greatest degree of articulacy.
2. To encourage a use of language that will allow the exploration of creative potential. This can only be achieved through providing our students with the necessary tools, such as a range of vocabulary and an effective command of punctuation and of linguistic techniques. Such tools are specifically taught through both fiction and non-fiction texts.
3. To provide each student with the skills to enable a sensitive understanding of works of literature. Literature in English deserves a wide interpretation; we aim to introduce students to texts both from the accepted canon of English Literature as well as to other texts which embrace different cultures. Always our overall aim is to foster in our students a love of reading and a genuine celebration of literature of every genre.

## Teaching and the Curriculum

- KS3:** KS3 curriculum explores a range of fiction and non-fiction texts with the aim of providing a supportive and challenging transition and to embed the key skills of literary analysis. Students begin Y7 with a Jane Eyre unit and progress through non-fiction, creative writing and a selection of poetry and prose. In Y8, students study Much Ado About Nothing, Poetry from different cultures and the novel Of Mice and Men. A strong focus on wider reading is maintained throughout both Y7 and Y8.
- KS4:** The students follow the AQA GCSE Language and Literature specification. Year 9 is a transition year in which students develop GCSE level skills across a range of fiction and non-fiction texts. In Y10 and Y11 the core Literature texts studied are Romeo and Juliet, Jane Austen's Pride and Prejudice and a short story and poetry and anthology collated by AQA. A range of non-fiction texts from 19<sup>th</sup> century to the present day are studied in preparation for the Language exams in both Y10 and Y11.
- KS5:** The AQA A course approaches the study of literature through the lens of historicism, encouraging the independent study of a range of texts within a shared context. This unifying approach facilitates the inclusion of a range of wider reading, thus extending students' experience and appreciation of literature.

More detailed information about the school can be found on the school website [www.dhsg.co.uk](http://www.dhsg.co.uk)

## Job Description: Teacher of English

Job Title	Teacher of English
Responsible to	Head of English

### A. Support the strategic direction and development of curriculum provision in the school – with the support of and under the direction of the Head of English:

- Contribute to a positive ethos in which all students have access to a broad, balanced and relevant curriculum.
- Analyse and interpret relevant school, local and national data relating to the classes taught and advise the Head of Department on the level of resources required to maximise achievement.
- Liaise with staff, parents, carers, external agencies and other schools to provide maximum support and ensure continuity of provision within the classes they teach.
- Consider the views of both students and parents/carers and to respond appropriately.

### B. Learning and teaching

- Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour and discipline.
- Take an active role in the identification of, and provision for, students with additional educational needs within the classes taught.
- Ensure lessons are differentiated to meet the needs of all students.
- Regular monitoring of the progress of students within the classes taught, which is then reflected in teaching plans.
- Regularly evaluate the effectiveness of your teaching and learning as part of the teacher appraisal process.
- Ensure setting of realistic and challenging expectations of students in the classes taught.
- Liaise effectively with staff, to ensure the successful transition of students through the school.
- Contribute fully to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole.

### C. Relationships with staff

- Achieve constructive working relationships with all staff.
- Direct, organise and manage the work of support staff within the classes taught.
- Provide regular information to senior staff on student progress.

### D. Effective deployment of staff and resources

- Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting teaching objectives.

### E. General

- Promote equal opportunities within the school and to seek to ensure the implementation of the school's equal opportunities policy.
- Take on any additional responsibilities which might, from time to time, be determined.
- To support whole school activities, e.g. Speech day, Carol concert.
- To engage actively in the Teacher Appraisal process.
- To undertake any other duty as specified by STPCD 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 a leader to undertake work of a similar level that is not specified in this job description.
- 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.

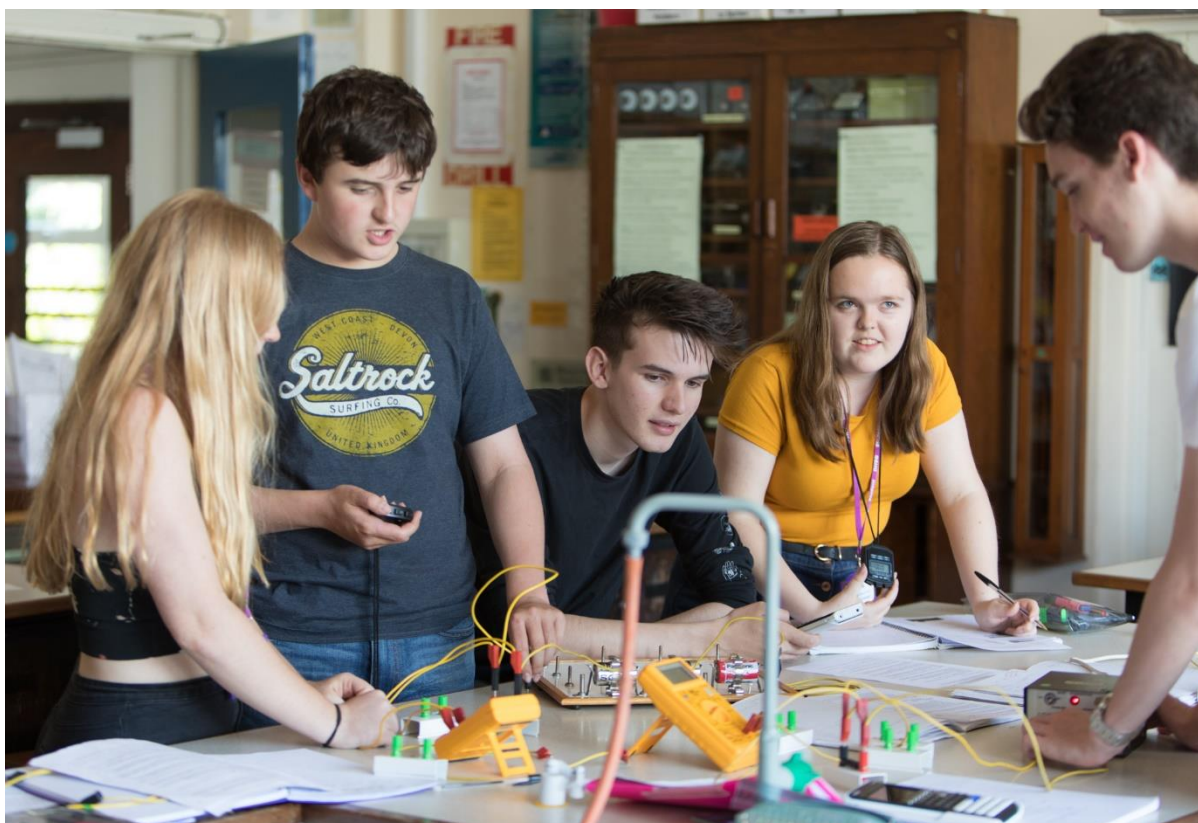
This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

This Job Description may be amended, at any time, following discussions between the Head Teacher and member of staff, and will be reviewed annually.

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

## Person Specification: Teacher of English

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (to teach in the UK)</li> <li>• Good Honours Degree or equivalent</li> <li>• English A Level</li> </ul>	<ul style="list-style-type: none"> <li>• Degree-level English or related discipline</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Ability to teach English to A Level</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching English to A Level</li> </ul>
Knowledge, Understanding and Skills	<ul style="list-style-type: none"> <li>• Thorough knowledge and understanding of current educational issues, including national policies, priorities and legislation</li> <li>• An understanding of the role as assessment and student tracking systems in raising standards</li> <li>• ICT competent</li> </ul>	<ul style="list-style-type: none"> <li>• Thorough knowledge of course requirements for all relevant Key Stages</li> </ul>
Classroom Management	<ul style="list-style-type: none"> <li>• Evidence of good student management and discipline</li> <li>• Commitment to raising standards</li> <li>• Good organisational and planning skills</li> </ul>	
Personal	<ul style="list-style-type: none"> <li>• An effective team player but able to think and work independently</li> <li>• Ability to motivate students and staff</li> <li>• Commitment to further professional development</li> <li>• Able to work under pressure and meet deadlines</li> <li>• Willingness to try new ideas and assess their effectiveness</li> <li>• High standard of professional self-presentation in dress, appearance, administration and behaviour</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to contribute to the provision of extra-curricular activities</li> </ul>



## How to apply

All applications for employment should be made by completing the school's application form, which can then be submitted by post to the school address or by email to [recruitment@dhsg.co.uk](mailto:recruitment@dhsg.co.uk). The form can be downloaded from the 'Staff Vacancies' section of the website at [www.dhsg.co.uk](http://www.dhsg.co.uk). Please note that CVs are not accepted.

Applications for this vacancy must be received by **9:00am on Monday 31 January 2022**. Interviews to be held on **Friday 4 February 2022**.

If you would like to visit the school or have an informal, confidential discussion about the role, please contact:

Mrs K Luscombe  
Personnel Assistant  
Devonport High School for Girls  
Lyndhurst Road  
Peverell  
Plymouth  
Devon  
PL2 3DL

T: 01752 705024

E: [recruitment@dhsg.co.uk](mailto:recruitment@dhsg.co.uk)

Devonport High School for Girls Academy Trust (established on 01 April 2011), known as Devonport High School for Girls, is an exempt charity. The trust is a company limited by guarantee and registered in England. Company No: 7556657