



Littlelover Community School  
Teacher of English  
Application Pack

# Welcome from the Headteacher

Are you someone who is passionate about your subject and eager to motivate children to achieve their full potential?

An enthusiastic and well-qualified English teacher is required to join our English Department. The successful candidate will be able to teach English Language and English Literature to GCSE to A Level. Our English Department achieves excellent examination results and has a substantial commitment to A Level teaching.

Teachers with a love of their subject, ambition and the ability to engage young people in learning will thrive at Littleover. We are looking for a talented English teacher with the ability to continue to raise the expectations and achievements of our students. Applications from newly qualified and experienced teachers are welcome. We offer an established and supportive ECT programme as well as an excellent CPD programme.

Littleover Community School is a diverse and highly successful comprehensive school, with consistently high levels of attainment and progress across the curriculum. We are proud of our academic record, and of the pastoral care which maintains a feeling of community in a large and expanding school.

Completed application forms, with a supporting letter explaining why you feel you have the qualifications, experience and personal qualities required for this post, should be returned by email to [jobs@littleover.derby.sch.uk](mailto:jobs@littleover.derby.sch.uk) or via the TES platform.

Please note, school will only contact successful candidates.

Yours sincerely,



J. Wilding  
Headteacher





# Welcome to Littleover

Learning, Caring, Succeeding



Local Authority  
School



1830 Students



Outstanding  
Sixth Form

As a school, we are committed to continuous improvement so that we can continue to evolve to match the changing needs of our students, parents and carers, staff and wider school community. We are keen to utilise the latest thinking and technologies to ensure all our students are best equipped to achieve success in the future.

Our governors and staff are fully committed to serving the needs of our school community in these challenging social times, including continuing to develop the very strong academic performance of our school. If you feel you could contribute to this vision, we would be very pleased to receive your application.

Littleover Community School is an 11-18 comprehensive, community school. We are a Local Authority maintained school and have a positive working relationship with Derby City Council.

Our school is situated four miles to the south west of the centre of Derby, in pleasant, spacious grounds. We have a proud academic and pastoral record and the school is always popular with parents and carers looking for school places, within our own catchment area and beyond.

We currently welcome 295 students into Year 7 each year, giving us a current roll of approximately 1850, including a Sixth form of over 350 students.

## Student outcomes

We are proud of our students' attainment and progress: Littleover Community School students consistently perform above local and national averages.

Summer 2023 headlines:

- Key Stage 4 Progress 8 +0.54
- 40% of students achieved 3 or more GCSE grades 7-9
- A Level average grade B+

Last year, our Year 11 students achieved the highest Progress 8 score of any school in Derby or Derbyshire. As an inclusive school, we particularly value this measure as it reflects the progress made by every child regardless of their starting point.

## Ofsted

The school was inspected in October 2022 and was judged as 'Good' in all areas with 'Outstanding' Sixth Form provision.

The full report can be accessed here: [HTTPS://FILES.OFSTED.GOV.UK/V1/FILE/50201266](https://files.ofsted.gov.uk/v1/file/50201266)

*"Leaders have high expectations. They have created an inclusive and academic culture. Leaders ensure that all pupils, including pupils with special educational needs and/or disabilities (SEND), achieve well. Leaders help pupils prepare for next steps in their education. Pupils and sixth-form students leave school with the skills and knowledge they need to thrive.*

*Pupils' behaviour in lessons is calm and focused. They are eager to share their ideas and knowledge. The vast majority of pupils do not worry about bullying. If they had any concerns, they would report them to staff. Leaders are quick to respond to concerns. The 'LCS Way' helps to create a caring and purposeful culture.*

*Students in the sixth form experience a welcoming and respectful environment. One student said that attending the sixth form has helped them to develop their identity. Students value the support their teachers provide and the sense of community they share with their peers.*

*Leaders provide pupils with personal development opportunities. These include the Duke of Edinburgh's Award scheme as well as sports, arts and music clubs. Some pupils access games club and craft club. Students in the sixth form join in with enrichment activities. These include pottery classes, learning British Sign Language and a debating society.*

*Leaders are ambitious about what they want pupils to learn. Sequences of lessons cover a broad range of knowledge. Leaders have ensured that teachers know which knowledge to teach and in what order. This helps pupils to develop their understanding of the subjects they study. Sixth-form students are very knowledgeable and make connections between current and prior learning."*

## Language Hub Status

Littleover Community School is one of just 15 schools nationally to have been awarded Phase 1 Language Hub status. We are the home of Derwent Language Hub, a beacon of good practice for Languages teaching across the East Midlands.

The school is working with six local Partner Schools to develop the teaching of French, German, and Spanish across Derby city. The focus is increasing both the uptake of Languages at GCSE as well as raising the attainment of students who sit these qualifications.

Our school is a vibrant and diverse community of staff and students. Our students speak over 50 Languages. We are excited that Language Hub funding will give us the opportunity to develop provision for Home, Heritage, and Community Languages including British Sign Language across our community and the wider region.



# Why should you join Littleover Community School?

## Wellbeing

What we can offer:

A Leadership Team who fully consider staff workload and wellbeing when considering any changes to practice or systems

A highly supportive approach to CPD and quality assurances that focuses on every member of staff improving, not proving

An approach to pedagogy that ensures we deliver high-quality teaching in each and every lesson, whilst giving staff professional autonomy

Access to the latest technology, including new high spec laptops for staff

A centralised behaviour system which means no detentions for teachers, disruption free classrooms and a supportive internal Alternative Provision

Financial, legal and practical support from qualified professionals on a range of personal issues

All staff also have access to Education Support's Employee Assistance Programme which includes: Access to a team of specialist counsellors who are directly contracted to the school to offer support for our staff.

A range of counselling options including telephone, on line or face-to-face sessions, and a mindfulness module

A dedicated coaching service for line managers, aimed at developing soft skills and building confidence for handling challenging situations

## Employment benefits

There are an extensive range of benefits that are available to you as an employee of Littleover Community School.

For your health and wellbeing there is access to a free on site gym and an employee assistance programme.

You will have access to the Derby City Council Rewards platform, which hosts a wide range of benefits such as the Cycle2Work scheme, benefits and offers at an extensive network of retailers, Tusker Car Lease Scheme and more!

These benefits run alongside other benefits such as access to the Teachers' Pension Scheme or Local Government Pension Scheme (depending on your role), free on-site car parking, free annual flu jab and a friendly, supportive working environment!





# Teacher of English

|                             |                             |
|-----------------------------|-----------------------------|
| <b>Pay scale:</b>           | MPS/ UPS                    |
| <b>Hours:</b>               | Full time                   |
| <b>Contract:</b>            | 1 Year Fixed Term Contract  |
| <b>Contract Start date:</b> | 1st September 2024          |
| <b>Contract End Date:</b>   | 31st August 2025            |
| <b>Closing date:</b>        | Thursday 29th February 2024 |

## Duties and responsibilities

These duties are in addition to the standard duties laid down in the current school teachers' conditions of service document.

- To be responsible to the Curriculum Co-ordinator of English
- To work in accordance with the aims and policies of the school
- To teach English Literature and English Language to GCSE and A Level
- To assist in the maintenance, review and development of the curriculum and schemes of work for English throughout the school
- To maintain student records, review progress and report attainment to parents
- To create a stimulating learning environment within lessons
- To represent the curriculum area on school committees as appropriate and attend other relevant meetings as required
- To participate in displays, after-school revision classes, events and reports in order to inform the community of the philosophy, content and methodology of English teaching and to promote achievement in school
- To share the school's commitment to safeguarding and child protection and be familiar with the Safeguarding and Child Protection Policy and other relevant policies within the school

*Please note that this job description is subject to annual review*

## What we are looking for

### The candidate:

- will be a well-qualified English teacher, able to teach English Language and Literature to GCSE and A Level
- will be a competent classroom teacher
- will possess an imaginative and creative approach to teaching the subject to ensure students receive a broad body of English experience
- will be committed to raising the level of students' interest and achievement
- will be an effective departmental team member
- will possess strong ICT skills

# Person Specification

|  | Essential | Desirable |
|--|-----------|-----------|
| <b>1. Knowledge and Understanding:</b>   |           |           |
| Excellent English subject knowledge with the ability to teach English to GCSE and A Level  | X         |           |
| Ability to employ a range of effective teaching, learning styles and assessment methods  | X         |           |
| Ability to use assessment data to inform planning and set targets  | X         |           |
| Understanding of how students make progress in English and the ability to convey this to students and parents  | X         |           |
| Thorough understanding of Safeguarding in schools  | X         |           |
| Excellent knowledge of the English curriculum  | X         |           |
| <b>2. Qualifications</b>   |           |           |
| English GCSE A*-C or equivalent  | X         |           |
| Mathematics GCSE A*-C or equivalent  | X         |           |
| A relevant degree or equivalent qualification  | X         |           |
| Qualified Teacher Status   | X         |           |
| <b>3. Skills and abilities:</b>  |           |           |
| Ability to establish good working relationships and effective teamwork with both colleagues and students   | X         |           |
| Ability to develop effective pastoral relationships with students in a tutor group and also their parents  | X         |           |
| Ability to inspire and enthuse young people  | X         |           |
| Passion for teaching   | X         |           |
| Ability to be reflective and self-critical   | X         |           |
| Excellent inter-personal skills  | X         |           |
| Good ICT skills  | X         |           |
| Sense of humour and the capacity to manage stressful situations  | X         |           |
| Willingness to contribute to extra-curricular activities   |           | X         |
| To share the school's commitment to safeguarding and child protection and be familiar with the Safeguarding and Child Protection Policy and other relevant school policies | X         |           |





# The English Department

## **Staffing**

This is an enthusiastic, thoughtful and highly successful department. We care about good English teaching and make students' learning and engagement a priority. We continually reflect on our own performance and together we work hard to improve what we do. We think that discussion and collaboration help to make us an effective and supportive team.

There are at present 14 teachers working in the English department. These include a Curriculum Co-ordinator, a Deputy Co-ordinator, a Head of Media Studies, a teacher with responsibility for Key Stage 3, and a teacher with responsibility for cross-curricular Literacy. We also have one specialist HLTA within the department.

## **Accommodation and Resources**

The English Department has a dedicated set of rooms, including an ICT Suite and a fully-equipped Media Studies room. The Library is adjacent to the English classrooms.

We keep stock for Key Stage 3, Key Stage 4 and A Level, including teaching materials, in two storerooms adjacent to the teaching rooms. There is a range of texts in accordance with the requirements of the National Curriculum, including pre-20th Century, 20th and 21st Century literature, as well as literature from other cultures and a wide range of shared resources. Schemes of work for Key Stages 3, 4 and 5 are kept in the department's shared area of the school network and are regularly reviewed and updated.

## **Current Course Structure**

In Years 7 and 8, English is taught to all-ability groups.

In Years 9-11, we place students in sets based on ability. During Year 10 and 11, all students follow a course leading to English Language and English Literature GCSEs. We teach the Edexcel English Language and English Literature Specifications.

Currently, there are two A Level English Language groups (Edexcel Specification), one in Year 13 and one in Year 12. There are two A Level English Literature groups (Edexcel Specification), one in Year 13 and one in Year 12.

Priorities for the department include maintaining achievement at GCSE and A Level, developing strategies for engaging learners of all abilities, developing reading and vocabulary, and embedding knowledge retention activities into all lessons, especially at Key Stage 4.



## Equality and diversity

Littleover Community School is proud of the cultural diversity of our school community. We welcome enquiries from everyone and also value the diversity of our workforce. As such, the school actively promotes equality of opportunity for all with the right mix of talent, skills and potential.

We welcome applications from a wide range of candidates, including those with criminal records. As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Littleover Community School complies fully with the DBS Code of Practice <https://www.gov.uk/government/publications/dbs-code-of-practice> and undertakes to treat all applicants for positions fairly. Littleover Community School undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed and can only ask an individual to provide details of convictions and cautions that they are legally entitled to know about.

Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended) and where appropriate Police Act Regulations (as amended), Littleover Community School can only ask an individual about convictions and cautions that are not protected.

Littleover Community School selects all candidates for interview based on their skills, qualifications and experience.

## Safeguarding

Littleover Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references and successful completion of vetting procedures.

In accordance with the statutory guidance, Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates.

Copies of our Child Protection and Safeguarding Policy, along with other school policies, are available on our website at: <https://www.littleover.derby.sch.uk/information.php#policies>

We would advise anyone applying for a position at LCS to read the above documents, along with the following Keeping Children Safe in Education document: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

