



TEACHER OF ENGLISH

EGGLESCLIFFE SCHOOL & SIXTH FORM COLLEGE APPLICATION PACK



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WELCOME LETTER FROM THE HEAD OF SCHOOL

Dear Applicant

Thank you for showing interest in the position of Teacher of English at Egglescliffe School and Sixth form College.

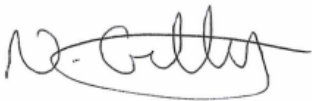
I am immensely proud to be Head of School at Egglescliffe, an inclusive school that passionately believes in championing all students from Year 7 to Year 13 to 'Be the best you can be'. Our high expectations, strong pastoral care, excellent teaching and learning, exemplary wider opportunities and innovative curriculum provides a truly outstanding education for our students. Our results in the summer 2023 exemplify this; $\frac{1}{4}$ of all A Level results were A/ A* and we achieved our highest percentage of students achieving a pass in English and Maths (89%). We place great emphasis on relationships; positive, respectful relationships between staff, students, parents/carers and governors underpins our success. We are proud to have been recognised, once again, as the number 1 school and sixth form in Teesside by the Sunday Times Parent Power League in 2022 / 23.

We seek to appoint an inspirational English teacher who will support our students and continue to deliver our ethos of exceptionally high academic standards within a very caring and supportive school community. Our focus is on achieving excellence in all that we do to support outstanding academic and personal outcomes for all our students. This is evident in the way our community of students, parents/carers, staff and governors all work together to provide an engaging learning environment so that each student thrives, achieves their full potential and embraces the wonderful opportunities on offer.

If you feel this school, after reading the applicant pack, matches your own beliefs and values then we would be delighted to hear from you.

We look forward to hearing from you.

Yours Faithfully



Neil Gittins

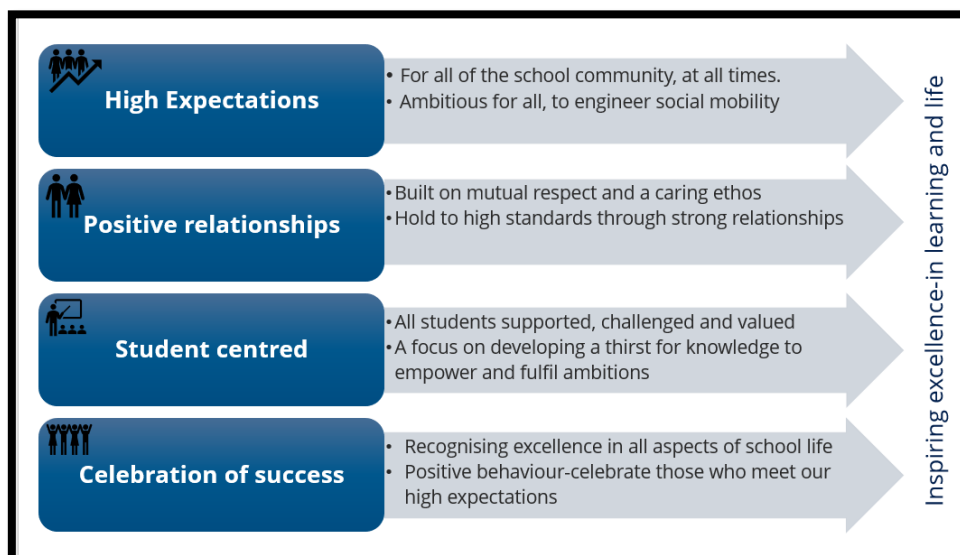
Head of School

EGGLESCLIFFE SHOOOL & SIXTH FORM VISION & ETHOS

We believe that Egglescliffe School provides an exceptional educational experience through high academic standards, a supportive pastoral ethos and a wealth of enrichment opportunities which develops the whole person.

At Egglescliffe we are committed to giving every student the opportunity to achieve their full potential to become confident, self-assured learners. Whilst our academic results are some of the best in the area, we also strive to develop essential life skills amongst our students so they are equipped to participate fully and contribute positively to life as active citizens in a modern democratic society. We encourage our students to understand and appreciate the viewpoints of others with moral and ethical issues, promoting tolerance of those with different faiths and beliefs. We help the students develop an understanding of the diverse society in which they live and help them appreciate that everyone is an individual in their own right. Students are encouraged to debate and discuss topical and sometime controversial issues which include human rights and responsibilities within both a national and global context. Students are made aware throughout their education at Egglescliffe School of the importance of individual liberty as well as an understanding of the role of law and justice in modern society. We firmly believe in the importance of educating our students to understand the importance of qualities such as honesty, reliability, respect, reflection and resilience.

We aim to develop lively, enquiring minds, encouraging our students to have a thirst for learning. We work closely with our students, building their self-confidence so they can become more independent in their learning. This enables our students to view education as a lifelong process. In addition to this, students are supported and guided through the key transition points of their education to ensure they make the right choices for their future. For many parents, the positive and pro-active pastoral care that the students experience every day is the main reason for choosing Egglescliffe School.



VACANCY

Teacher of English

MPS / UPS

Permanent, 1 FTE

Required for September 2024

Egglescliffe is a highly successful and oversubscribed mixed comprehensive 11 – 18 school. Our visitors comment on the extremely positive learning atmosphere at the school and the focus on every student achieving and exceeding their potential. We are part of a dynamic and supportive MAT, the Vision Academy Learning Trust, which was established in 2016 and currently consists of three secondary schools and five primary schools.

We seek to appoint a very well-qualified, dynamic and inspirational Teacher of English who has the desire to work within a dynamic and high achieving department. The successful candidate will have the passion and ability to impact at all key stages, including GCSE, and possibly A level language and / or Literature. The position is permanent and the start date is 1st September 2024.

The school has recently opened a £12.5 million new state of the art facility which is called the 'Peake building'. The History department is located in the Peake building and has dedicated classrooms all situated on one corridor, each room is fitted with an interactive TV screen as well as a white board. All teaching staff have a school laptop.

At Egglescliffe School and Sixth form, we have:

- A positive and caring ethos for staff and students.
- Exceptional support for senior and middle leaders, teachers and support staff.
- Strong relationships built upon mutual respect.
- Polite, respectful and friendly students who are eager to learn and achieve.
- A committed, enthusiastic and supportive staff team.
- Excellent support from the Governing Body, the staff and parents/carers.
- Opportunities for career development.

Our English Department is:

- Highly successful, extremely well resourced
- Thriving at GCSE and A level with excellent results within Language and Literature
- Committed to sustaining and improving results across all levels and Key Stages
- A highly collaborative and supportive department
- Innovative, creative and student centered
- Following AQA at GCSE and A Level (Language= AQA & Literature AQA=specification B)

The successful candidate must have/be:

- A passion for the subject and a thorough knowledge of the English curriculum
- The ability to inspire pupils to strive for excellence
- A commitment, drive and enthusiasm to work as part of our dedicated and successful team

- Measurable impact as an individual teacher
- An innovative approach to teaching and learning and model excellence in T&L
- An ability to motivate and inspire students to achieve their full potential
- Applications welcome from ECTs and experienced staff

Egglescliffe School can offer you a professional challenge and a rewarding opportunity, working with a collaborative school that is passionate about the progress and development of every student.

For further information about the role and to download an application form, please visit www.egglescliffe.org.uk or visit [Work for us \(valt.org.uk\)](http://Work for us (valt.org.uk))

Please email your application form and a 1500 word covering letter to:

Mr N Gittins, Head of School, Egglescliffe School, Urray Nook Road, Egglescliffe, Stockton on Tees. TS16 0LA at vacancies@egglescliffe.org.uk

Closing date: Friday 17 May 2024 at 09:00 am
Interviews will be held: Week commencing 20 May 2024

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check.

JOB DESCRIPTION

Post Title:	Teacher of English
Purpose:	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To monitor and support the overall progress and development of students as a teacher and Tutor To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. To contribute to raising standards of student attainment and progress To share and support the school's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Head Teacher, Deputies, AHT's, teaching/support staff, external agencies and parents.
Working Time:	195 days per year.
Salary/Grade:	Main Pay Scale / Upper Pay Scale
MAIN (CORE) DUTIES	
Operational and Strategic Planning	<ul style="list-style-type: none"> To assist or lead in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in English To contribute to the department's improvement plan and its implementation. To plan and prepare courses and lessons. To ensure that all work undertaken fully reflects the School's ethos To use data on pupil performance to inform target setting, identify underachieving pupils, implement targeted intervention and monitor the progress. To support the school monitoring procedures. To support the review of teaching strategies and programmes of work. To attend all department, staff and strand meetings
Teaching and Learning	<ul style="list-style-type: none"> To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere. To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required. To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students To undertake a designated programme of teaching. To ensure a high quality learning experience for all students that will stimulate learning appropriate to student needs. To prepare and update subject materials. To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To undertake assessment of students as requested by external examination bodies, departmental and school procedures.

Staff Development:	<ul style="list-style-type: none"> To take part in the school's continued professional development programme by participating in arrangements for further training and development. To continue personal development in the relevant areas including subject knowledge and teaching methods. To engage actively in the Performance Management Review process. To ensure the effective and efficient deployment of classroom support To work as a member of a designated team and to contribute positively to effective working relations within the school.
Efficient and effective deployment of resources	<ul style="list-style-type: none"> To assist the Subject Leader to identify resource needs and to contribute to the efficient and effective use of physical resources. To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.
Pastoral System:	<ul style="list-style-type: none"> Promote the School's Ethos and development of individual students and Tutor Group as a whole. To monitor and support the overall progress and development of students within the department. To ensure the Behaviour Management system is implemented in the department so that effective learning can take place. To be a Form Tutor. To register students and encourage their full attendance to all lessons and registration periods. To alert appropriate staff to problems experienced by students. To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff. To contribute to Pastoral programme, citizenship and enterprise according to school policy
School ethos	<ul style="list-style-type: none"> Play a full part in the life of the school community, upholding its values and setting a professional example at all times. Actively promote all of the school's safeguarding policies and procedures To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
Other Specific Duties:	
<ul style="list-style-type: none"> To undertake any other duty as specified by STPCB not mentioned in the above. 	

Employees will be expected to comply with any reasonable request from a manager 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 applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

PERSON SPECIFICATION AND CRITERIA FOR SELECTION

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
APPLICATION	<ul style="list-style-type: none"> Fully supported in reference Well-structured supporting letter 		<ul style="list-style-type: none"> Application Form Reference
QUALIFICATIONS	<ul style="list-style-type: none"> Degree qualification Qualified Teacher Status 		<ul style="list-style-type: none"> Application form
TRAINING	<ul style="list-style-type: none"> Evidence of regular participation in Continuing Professional Development 		<ul style="list-style-type: none"> Application Form Interview
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> Ability to demonstrate high standards of T&L Experience of teaching in KS3 and 4 Experience of making a significant impact upon children's learning and progress Experience of tracking, monitoring and assessing pupils to support progression for all learners 	<ul style="list-style-type: none"> Experience of working with parents and outside agencies Experience of being a form tutor 	<ul style="list-style-type: none"> Application Form References Interview
SKILLS	<ul style="list-style-type: none"> Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners High quality and reflective practitioner Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement Ability to deliver well differentiated lessons to ensure stretch and challenge for all students Ability to motivate and enthuse children Ability to understand how children learn Willing to develop specialist skills and subject knowledge Ability to readily establish professional relationships and work as part of a team Good organisational and interpersonal skills Good written, verbal and ICT skills 	<ul style="list-style-type: none"> Ability to enhance the practice of others 	<ul style="list-style-type: none"> Application Form References Interview

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
	<ul style="list-style-type: none"> Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies 		
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> Knowledge of the structure and content of the current curriculum in KS3 and 4 Understanding and knowledge of current issues in education 		<ul style="list-style-type: none"> - Application Form - References - Interview
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> Enthusiastic, ambitious and adaptable A commitment to extra-curricular activities Ability to form and maintain appropriate relationships and personal behaviour with children Emotional resilience in working with children with challenging behaviour High degree of motivation for working with children and young people and share enthusiasm for the subject Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community Excellent attendance and punctuality Good command of English Language 		<ul style="list-style-type: none"> - Application Form - References - Interview
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> Fully supported references Suitability to work with children 		

Special Notes or Conditions

The following letters under the source column indicate where candidates will be able to demonstrate the particular aspect of the person specification.

A = within the application form

L = Letter of no more than 2 sides of A4 to support the application

I = within the interview process

R = within the reference

Application Form and Letter

The appropriate application form should be fully completed and legible and ideally typed. The letter should be clear, concise and related to the specifics of the post.

Confidential References and Reports

Two referees should be nominated, including one from your current/most recent employer (which must be from the Headteacher in your current education setting).

The applicant will be required to safeguard and promote the welfare of children and young people.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded from the shortlisting process

HOW TO APPLY

Application forms and further details are available on the school's website –

www.egglescliffe.org.uk or visit [Work for us \(valt.org.uk\)](http://Work for us (valt.org.uk))

Please email your completed application form and a 1500 word covering letter to vacancies@egglescliffe.org.uk

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Visits to the Trust and Schools

Candidates who wish to visit the school prior to completing their application should contact - Teri Probert t.probert@egglescliffe.org.uk to arrange a convenient time.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date: Friday 17 May 2024 at 09:00 am
Interviews will be held: Week commencing 20 May 2024

EMPLOYEE BENEFITS

Wellbeing



Provided by Westfield Health & Wellbeing – the programme provides counselling support to all staff in the following areas:

- Free and confidential support
- Emotional, financial and legal guidance
- Up to 6 sessions of structured counselling, if recommended
- Advice on Family issues
- Medical Information
- Housing Concerns
- Stress & Anxiety
- Tax Information
- Bereavement

Pensions

All eligible staff automatically join either The Teachers' Pension or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full membership benefits including a Death in Service payment is in the Teacher Pension Plan and Local Government Pension Scheme.



Scheme

range of
included

Cycle to work



We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through [www. greencommuteinitiative.uk](http://www.greencommuteinitiative.uk) which enables staff to access a new bike and bike equipment.

Work Life Balance



We provide a generous Annual Leave entitlement for Support Staff of 26 days leave, rising to 31 days leave following 5 years service, in addition to statutory bank holidays.

As we are supportive of flexible working we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work live balance.

Professional Development



As we believe in supporting and developing our staff we offer extensive career development opportunities and actively seek to develop and promote staff where possible.

Corporate Benefits

We currently offer a range of benefits to staff including the following:

- Corporate membership to:
 - Escape Zone at Sporting Lodge - £30 a month (instead of £150 – 6 months or £300 – 12 months)
 - Bannatynes – discounted price available on request at individual gyms
- Childcare vouchers (as Child Care voucher schemes were closed to new entrants by the Government in 2018, this is for existing members only)
- <https://www.discountsforteachers.co.uk/>
 - Free to join and offers a range of discounts on everything from groceries to shopping, to days out for yourself or families
- <https://www.teacherperks.co.uk/perks>
 - Free to join – discounts on shopping, groceries, days out



£35)

- Also includes some free lesson plans

Policies and Procedures

Vision Academy Learning Trust is an ethical employer, supported following robust employment policies and procedures:



by the

- Recruitment and retention
- Flexible Working Policy
- Sickness absence policy
- Special leave policy
- Shared parental leave policy
- Health and safety policy
- Ongoing individual risk assessments where required
- Working time directive – monitoring of hours worked by individuals

ES & 6TH FORM

Urlay Nook Road

Eaglescliffe

TS16 0LA

01642 352570