

The English Faculty

The English Faculty at Hayesfield Girls' School and Mixed Sixth Form consists of 12 experienced and very committed members of staff who teach across the full ability and age range. We have very high expectations of our students and of each other, and by working closely together we enjoy excellent results at Key Stages 3, 4 and 5.

We are a committed and hardworking team. We continually celebrate wonderful results. In March 2017, the School was inspected by Ofsted and progress in English was deemed to be Outstanding – this standard has continued to the present day where we are a Faculty of Outstanding teachers with high expectations of all our students and a passion for our subject. We were also praised highly for our teaching and feedback and we are extremely proud of our students' achievements. We are very proud of our Progress 8 scores for English GCSE over the past years as our students always make excellent progress.

The new appointment would be entering a Faculty, committed to further building on our achievements and skills to offer a stimulating and highly successful English provision for all our students. Further details of our Ofsted inspection report, and results data are available on our website.

Key Stage 3

At KS3 (Years 7 and 9) students are currently taught in sets with regular monitoring and assessment using the National Curriculum as a base to ensure progress and linking and to build upon skills taught at KS2. LTPS and MTPs are in place to ensure that skills learnt at this key stage are transferable and honed when they start their GCSE studies. Our curriculum planning objective has always been to put in place Year 7, 8 and 9 intervention strategies which have proved extremely successful in rapidly accelerating the learning of weaker students and where needed interventions are also put in place at KS4 and 5 to aid the success of all our students.

Although there is a clear Programme of Study, based around progression through the English Learning Objectives, we encourage creative teaching that promotes student engagement and develops independent learning skills. Our KS3 curriculum offer has been tweaked and further improved this year to ensure further consistency and delivery of materials that offer scaffolding and also stretch and challenge.

Every teacher in the Faculty is expected to be committed to achieving 'Outstanding' teaching and learning and to be continually enhancing his or her classroom practice and then sharing their skills in mentoring colleagues and/or teacher trainees from Bath Spa University.

In addition to these Programmes of Study, a strong focus is placed on enriching our students' experience of English through a wide variety of extra-curricular activities such as: theatre visits; poetry and writing workshops; reading groups including Battle of the Books, Centurion and Carnegie; performances by touring companies, debate club; ESU Churchill public speaking and poetry including Poetry by Heart and projects and competitions in collaboration with Bath Literature. Any new member to the team would be expected to

support these activities as well as develop activities of his or her own. Several members of the Faculty also lead exciting LEAP activities including NSU, bullet journals, D of E, Magistrates Court to name a few.

In Year 9 the key word is 'challenge' and so students study a transition unit based on a modern play. This means students are taught more challenging texts in preparation for their English Language and Literature examinations.

Key Stage 4

At KS4 (Years 10 and 11) all students are set by ability, and all follow the AQA English Language and Literature GCSE courses. Our experience in developing and delivering the curriculum has been extremely positive thus far and we are continually striving to resource the texts and elements of the four exams. We enjoy outstanding results at KS4 and KS5 and any teacher entering the team would be expected to maintain those high standards and expectations of achievement. High results are the consequence of hard work from the students and team but in particular, high expectations of what can be achieved and a no-excuses attitude to progress for all our girls.

English Literature GCSE

	2018	2019	2020	2021	2022
% 4+	89	94	90	97	93
% 5+	77	78	76	90	87
% 7+	34	29	38	60	49

English Language GCSE

	2018	2019	2020	2021	2022
% 4+	92	90	94	97	95
% 5+	80	72	81	91	87
% 7+	42	26	48	66	47

Key Stage 5

At KS5 we offer A Levels in English Literature and English Language. These are very popular courses with good uptake and retention rates from our own students and those from outside of the school. As a faculty we are keen to utilise and develop the expertise of our colleagues and will aim to give A Level teaching opportunities to all staff where the timetable and experience permits.

English Literature A Level

	2018	2019	2020	2021	2022
% A* - E	100	100	100	100	100
% A* - C	63	77	100	100	90
% A* - B	32	52	96	91	74
% A*/A	21	16	42	38	53

English Language A Level

	2018	2019	2020	2021	2022
% A* - E	100	100	100	100	100
% A* - C	77	89	100	92	100
% A* - B	62	44	80	69	70
% A*/A	38	22	30	15	20

A full breakdown of exam results is available on the School website.

Differentiation

There is a widespread ability range throughout KS3 and KS4 which offers teachers a rich and varied teaching experience. For example, in our current Year 7 we have a large number of extremely able pupils but also some with low reading ages undertaking focused literacy recovery. We aim to offer a curriculum suited to each student's need and staff are expected to be able to teach, challenge and progress students of all abilities. We have put in place a combined curriculum with the Learning Support Department to ensure rapid literacy recovery for our lower ability students in Years 7 and 8 and this has proved very successful. Since then, we have widened this curriculum to offer a more expansive and targeted provision - these are called our Achievement First groups.

Monitoring Pupil Progress and intervention

Our close and regular monitoring of student attainment and progress allows us to identify those students who, for whatever reason, are failing to achieve their Target Grades or other progress indicators and offer a range of suitable and supportive intervention strategies.

Hayesfield English Faculty believes that every child should take some responsibility for their own learning and progress and actively seeks opportunities to include and develop opportunities for AFL activities in English lessons including peer and self-assessment which is key to teaching and learning at Hayesfield. We set challenging targets and deadlines, which encourage students to manage their own work and to be accountable for poor or non-completion of work.

Monitoring of marking and assessment takes place by work sample conducted at set points during the year where all teachers are invited to attend. Teachers carefully monitor all progress of their classes and current progress results are discussed with the Headteacher in fortnightly meetings. Moderation, within the Faculty, is an integral process and takes place after every assessment that is completed from Years 7 to 13 – discussions are productive and ensure consistency and accuracy of marking. We also moderate throughout the year with MSNP.

ICT

All members of the faculty use ICT to develop skills, understanding and to broaden their students' learning experience. The English Faculty aims to refresh continually its skills base and to introduce high quality ICT resources to students. During the last few years we have become confident in using ICT for remote learning

and are confident in using Teams, Zoom, Seneca Learning and several other on-line apps and resources to keep our students connected, engaged, and making good progress.

English Faculty Teaching Staff

The English Faculty's greatest resource is the quality and experience of its team. We are very keen to welcome someone into the Faculty who will work confidently alongside us to develop and build on the reputation and achievements that have been made. We would welcome someone with drive and enthusiasm, an excellent work ethic, indeed, someone who can make a superb contribution to our team.

Head of Faculty:	Lizzie Twohigg
Deputy in English, KS3 Co-ordinator and Extra English Lead:	Melissa Curran
Director of Literacy	Claire Woolger
Teacher of English and Year 9 DOA	Emma Egan
Teacher of English P/T:	Fran Foster
Teacher of English and Deputy Headteacher:	Duncan Powell
Teacher of English and PP Champion:	Susanna Mountcastle
Teacher of English and KS5 Careers Lead:	Pollyanna Langford-Lacny
Teacher of English and AF:	Joss Beazley
Teacher of English and AF:	Vicki Palmer
Teacher of English:	Rachel Zimmerman
Teacher of English and Drama:	Jack Strawbridge