

**TEACHER OF ENGLISH**

**APPLICATION INFORMATION**

**AT**

**KETTLEBROOK SHORT STAY SCHOOL**

**TAMWORTH**

**STAFFORDSHIRE**

**PLEASE COME AND VISIT, MEET OUR STUDENTS, STAFF AND EXECUTIVE HEADTEACHER**

KETTLEBROOK SHORT STAY SCHOOL

TAME STREET

TAMWORTH

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Advertisement

Job Description 

Person Specification 

Last OFSTED Report - October 2018 Good. *Please refer to the school website*

INCLUSION QUALITY MARK – Flagship School since July 2014

Safeguarding Policy and other Key Policies – *please refer to the school website*

Application Form 

Recruitment Monitoring Form 

PEAQ 

April 2021

Dear Applicant

Thank you very much for your interest in Kettlebrook Short Stay School (KSSS) and in the post of Teacher of English with another subject/willingness to teach other things. I hope that this information will help you decide whether this would be the appropriate next step for you in your career and in the next stage of the development of Kettlebrook in becoming an Outstanding Pupil Referral Unit.

I have been in post as Headteacher at Kettlebrook since September 2009 and Executive Headteacher since April 2018 over the Federation of KSSS and Burton PRU. I am both proud and delighted to be leading the school at this challenging but exciting time. We have great students who are proud to be a part of their school; who want to move on and achieve the success that they deserve. I am honored to lead a highly dedicated and caring team of staff who fully support the child centred approach that is the basis of our school ethos –

***‘Stepping Forward Together – Caring, Sharing & Aspiring’.***

Kettlebrook is a very successful school in enabling all of our students to succeed by overcoming or learning how to deal with major life experiences. I believe that we provide a very supportive and secure environment that allows all students the opportunity to flourish both socially and academically. We have a very committed, dedicated, well qualified and well trained body of staff who work together as a team. They are innovative, enthusiastic and loyal to the school and its ethos. Kettlebrook is a very special place in which to work in. It is highly regarded and respected in the Tamworth District Inclusion Partnership and within the Local Authority of Staffordshire. Staff are key in leading and sharing good practice across the Federation, Staffordshire and within other non-educational settings.

As a school, we are constantly looking to improve the quality of provision for all our students on and off site. We work in close partnership with all the schools in Tamworth, as well as the alternative providers (Kettlebrook leads the Quality Assurance) and many different agencies – Kettlebrook tends to orchestrate an overview for this multi-discipline approach to student development. We have a complex programme of learning opportunities for between 50 – 65 students; each of them would have been referred to us for a variety of reasons. Kettlebrook will take students who have been permanently excluded or are at risk of this. The majority of our students have a social or emotional or behavioural difficulty. As a group of experienced staff we are dedicated to giving each student a set of 'tools' or strategies to help them overcome these difficulties or at least learn how to live with them in what is expected by our society.

The student's attendance increases with us and hence so does their attainment and achievement in qualifications and social skills. Over 90% of our Yr11 students have positive destinations into Higher and Further Education. This is a test of Kettlebrook working in true partnership with all our alternative providers and a suitable bespoke curriculum in school delivered by quality staff.

The successful candidate will join a very friendly, supportive and highly committed professional team of staff and dedicated Management Committee.

If successful, you will be working with myself and all the staff, Management Committee and students, parents/carers and other external organisations. At times you will lead Kettlebrook on a wide range of whole school issues eg. English across the curriculum and beyond the classroom.

I would very much like for you to come and visit Kettlebrook (but realise that this might not be achievable with your current pressures of work) to have an informal look around. You can always contact me at school to discuss any aspects of this post. We must appoint the right person for this key role in the school – interviews should always be a two-way process.

Should you decide to apply for this post then please complete:

* the Staffordshire application form R6;
* in your letter of application (no more than 2 sides of A4; font size 12) please address:

1. your educational philosophy of teaching and learning challenging students;
2. how you would rapidly improve our student’s ability to become literate at KS3 and especially gain qualifications at KS4;
3. your professional experiences and your personal skills and attributes, that would enhance the development of English at KSSS and working in partnership with colleagues across the Federation.

* Recruitment Monitoring Form
* PEA, please return with completed forms sealed in an envelope marked Private & Confidential

Thank you in advance for your time and commitment in applying for this post – we do appreciate the work that you will have put into your application. We are looking forward in receiving it.

Yours sincerely

Kirsty Rogers

**Executive Headteacher**

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**TEACHER OF ENGLISH: MPS to UPS3 (£25k to £41k) with SEN allowance;**

**1.0 FTE permanent post. To start from September 2021**

Due to internal promotion, the Management Committee is seeking to appoint an outstanding Teacher of English, who has a clear vision for raising the quality of teaching and the social and academic learning of all our students and their family unit. This is an exciting opportunity for someone with experience and drive who can help us focus even more clearly upon improving the lives and prospects of each of our students and to further develop our truly student-centred curriculum – where quality English learning can be at the core of our student’s life skills and further education. The postholder will be based at Kettlebrook but duties will be across the Federation. The contract will also be held at Kettlebrook.

The main areas of responsibility will be:

* co-coordinating English and rapidly raise our student's speaking and reading abilities;
* developing our curriculum in order to improve suitable outcomes for all our students, especially at GCSE level;
* being responsible for the English curriculum design; to offer all students the opportunity to learn; predominately from KS 3&4;
* leading others by example of outstanding quality of learning and teaching;
* lead by example in effectively using data across the school to challenge expectations and to raise standards of achievement in English etc;
* support the Executive Headteacher and her Management Committee in continuing to move the school forward in all educational aspects of English in today's educational climate and contribute to all other aspects of development of Kettlebrook to become an outstanding Pupil Referral Unit.

Other responsibilities will be discussed with the successful candidate on appointment. These might include:

* English & STEM workshops / visits to English based venues etc.
* willingness to teach other subjects/areas of interest etc, Cross curricular themed projects;
* Pastoral Welfare of all students.

**Kettlebrook is committed to safeguarding and promoting the welfare of children and young people and expects that all staff and volunteers share this commitment. Enhanced DBS disclosure is required for the appointment to this post with 2 outstanding references.**

Please complete the application form and highlight the areas requested in your letter of application. CVs will not be considered. All completed forms and letter of application should be sent/emailed to Gladys Margerrison [admin@kettlebrook.staffs.sch.uk](mailto:admin@kettlebrook.staffs.sch.uk) by the closing date.

**ADVERTISEMENT DATES: 30th April 2021**

**CLOSING DATE: Monday 17th May 2021 at 12 noon**

**SELECTION PANEL MEETING: Monday, 17th May 2021 at 3pm**

**INTERVIEW DAY: Friday, 21st May 2021 –** it is a one-day interview process including: a tour of the school; chat with the Executive Headteacher; lesson observation; student interviews and formal interview with the interview panel.

**FURTHER INFORMATION ABOUT KETTLEBROOK SHORT STAY SCHOOL**

**LOCATION:**

Kettlebrook Short Stay School (KSSS) is located in Kettlebrook near the Tamworth Football Ground / Snow Dome in Tamworth, (near the A5 / A38 / M42) in Staffordshire.

**HISTORY:**

The site has been a place of education for over 100 years educating the young people of Tamworth. This school has been located at this site for the past 18 years as a pupil referral unit. It has some Victorian buildings and has been gradually increased in size overtime. Staffordshire LA has 6 short stay schools, of which Kettlebrook was the first to be opened. Kettlebrook and Burton PRU are the first Staffordshire Federated PRUs – since April 2018.

**PURPOSE:**

KSSS is for those students (who reside in Tamworth) who need an alternative curriculum that is delivered in a different way to that of the 5 Secondary academy schools and Two Rivers SEN school who make the referral to our school. It will generally take students who are at risk of exclusion / permanent exclusion or are in a situation that traditional teaching and learning isn't appropriate. Currently KSSS has a main site at Tame Street and a smaller site in town – NJK Skills Centre.

KSSS works very closely with each of the secondary schools, (Rawletts; Tamworth Enterprise College; Landau Forte Academy Amington; Wilnecote; Landau Forte Academy QEMs and Two Rivers (SEN school); The Alders (Looked After Children's Assessment Centre) and the Education Welfare Service; as our students will have been referred to KSSS through one of these places. Likewise, KSSS is becoming the hub of all alternative provision as it works very closely with the different alternative providers across Tamworth; eg. South Staffordshire College; E.Quality; Corner Post Education Centre; etc

As a short stay school, Kettlebrook works with the most vulnerable students in Tamworth who usually have numerous external agencies working with them at home. As a school we spend a lot of time also working in conjunction with the following agencies: Educational Psychologist; SEND team; Educational Welfare; Youth Service; Parent Support Workers; CAMHS; School Counsellor; School Nurse; Social Services etc.

KSSS is about getting students (and their families) back on track socially and academically. The school ethos is:

***Stepping Forward Together – Caring, Sharing & Aspiring***

**STAFFING:**

There are 23 staff who all work together as a team over the week to provide the best appropriate education as well as emotional and social support to each student regardless of their background and their needs.

All staff must be trained to apply physical interventions; these are only used as the last resort from having tried other strategies. This is through PROACT-uk SCIP. An annual update is required by each member of staff.

Staff work closely together to provide the best for the students and each other. There is an excellent staff morale which is supported by staff socialising together at least once every half- term!

**THE CURRICULUM:**

The curriculum is flexible so are the student's learning groups – they will change throughout the year in order to meet the individual student's needs. The change appears at times to be constant!

**KS 3:**

The students’ curriculum includes English; Maths; Science; ICT; Art; Humanities; PSHE; PE; Cooking etc. The enhanced curriculum also includes short courses in other areas of interest eg. parenting; arts and crafts, media; photography etc.

**KS 4:**

The KS 4 students also follow IAG lessons and have the opportunity to have a Work Experience Placement on a weekly basis. All of our KS4 students have an individual learning plan that is being delivered on and off site – KSSS oversees and monitors their social and academic progress. The students’ curriculum includes GCSE: English, English Literature; Maths, Number & Measure, Statistics; English; Art; PE & RE. BTEC PSHE, Food; Functional Skills. Off-site qualifications can include: Engineering; Construction; Child Care; Health and Social Care; Vocational Education; Animal Care etc.

All students are entered for exams when they are ready to sit them. By giving the students the opportunity to achieve real success, most of our students can then improve their self -esteem and confidence that also helps them to want to succeed.

**THE PARENTAL INVOLVEMENT:**

Prior to Covid, each student will have had a Home Visit by a member of Senior Leadership Team; a pre-admission’s meeting with the Executive Headteacher or other member of Senior Leadership Team, and termly Performance Review Day meeting. Any exclusions will require the parent/carer to attend and be a part of their child's progress. This involvement is reinforced by daily contact by staff and the staff each week. There is an open-door policy for all parents/carers and family units. Parents/Carers are contacted at least 2 times a week by staff to enable all of us to share information and support the student's learning. We require honesty from the parents/carers and students alike; otherwise we cannot help them to move forward. As the Executive Headteacher, I will try to contact most of the parents/carers whose child attends the main part of the school on a weekly basis. (All staff attend twice daily briefings to share information; raise concerns, discuss future learning plans; so that we can all work together to help each child). Students who learn off school site are also monitored by staff.

**THE STUDENTS:**

Each student that is referred to KSSS has a social or emotional or behavioural difficulty; (sometimes all 3). Each student is with us as a school for a variety of reasons; our main underlying aim is to help each one (and their family unit) along with the most suitable pathway to either:

1. Reintegrate back into the secondary school system, or
2. Move onto a suitable alternative learning programme that has suitable learning outcomes / work experience / qualifications / reference into employment or onto further education.

Each student has an individual learning plan of entrance to KSSS and exit strategies.

Approximately 20% are already in the Youth Service / Crime Prevention system; 15% LAC; 10% have ECHCP – but many more need them! Most will have an external agency working with them at home – sometimes numerous agencies. Our students tend to be very vulnerable and tend to have a mental health problem or tobacco and alcohol problems.

**THEY NEED YOUR HELP, SUPPORT, GUIDANCE & PATIENCE**

**If you think that you have the necessary skills, experience, commitment, ambition to help these students achieve real life long skills and that you could work with a dedicated team of professional hardworking staff then please apply. We will be looking forward to hearing from you.**