**Teacher of English**

**Recruitment Pack**

**Executive Headteacher Welcome**

Welcome to Codsall Community High School, part of South Staffordshire Learning Partnership.

The partnership currently consists of five local schools; two First Schools (Lane Green and St Chads), two Middle Schools (Perton and Bilbrook) and one High School (Codsall High).

Whilst a relatively new organisation we are built upon the principles established over a number of years by myself and senior staff.

Simply put, our goal is to provide the very best educational journey possible for the children of the community which we serve. We do this through ensuring that our staff feel valued and part of a wider family, through investing in the ongoing professional development of all staff, through simplifying and implementing successful teaching and learning strategies, through understanding that teaching is the most valuable job anyone can have because we change lives.

Please take time to visit our schools and see what we are about. I'm confident that you will like what you see and be keen to be part of our exciting journey.

Regards

Alun Harding

**Executive Headteacher**

**Headteacher Welcome**



Thank you for your interest in this role and working with South Staffordshire Learning Partnership at Codsall Community High School. We hope that this recruitment pack provides you with the information that you need to pursue your application.

The success of any organisation and that of its employees depends very largely on the employees themselves, and I am privileged to work with wonderful colleagues to provide the very best education possible to our students.

As an employer we understand that working in education can be challenging, we aim to support staff through initiatives such as Workload Risk Assessment when introducing a new initiative, Wellbeing Days and ‘Star of the Week’. The role of the leadership team is to create the right climate and empower staff to deliver outstanding learning.

Codsall Community High School has a long tradition of success and we work hard to provide the very best academic and vocational provision, enabling our students to be confident and successful as they transition into adult life. Relationships between staff and students at the school are incredibly strong and you will feel a genuine warmth when joining our team. Our school vison of Ambition, Altruism and Achievement is at the heart of all we do.

I very much look forward to meeting you and having the chance to show you around our school.

Kind regards

Simon Maxfield

**Headteacher**

**Our Beliefs – Culture and Benefits**

* Our goal is to strip away the unnecessary and focus on the important stuff – making our schools the best possible environments for our young people.
* There is no expectation or belief that getting to school early or staying late is the only way of showing you’re working hard. All staff should work in a way that suits them, making sure that they have time for themselves and their loved ones.
* No lesson observation gradings, no showcase lessons, no tick sheet approach – we focus on a culture of typicality and will always work at developing a positive and inclusive culture of support and challenge.
* No expectations to answer emails out of school working hours.
* Open door senior leadership across the organisation – no issue is ever too small to discuss if it’s important to you.
* A strong focus on mental health and wellbeing – staff with responsibility for ensuring that there are resources and signposting for any staff that need support.
* In house leadership development programmes as well as access to various NPQ courses.
* SSLP Star of the Term – each term headteachers and SLT will be asked to nominate staff for this award. The winning member of staff will be presented with a £50 voucher for a local restaurant / pub.
* Every member of staff in each school is entitled to 2 x wellbeing half days. These can be requested in advance and can be for any reason.

**Our Beliefs - Workload**

* No need or expectation to write or rewrite lesson plans in a particular format.
* An assessment and marking policy which significantly reduces workload by moving from “marking” culture to an effective assessment culture.
* A goal of ensuring that there is no more than one cover lesson per half term, less if possible.
* Data will never be asked for twice in different contexts.
* A maximum of 3 data collection points per year group.
* If a new policy or practice is introduced we will strive to take away something old, ensuring that we review everything we do annually.
* Consultation on key policies which include workload assessments.

**Teacher of English Full Time Maternity Cover**

**M1 – UPS3 £31,650 - £49,084 per annum**

**Codsall Community High School**

**Closing Date – 9am Tuesday 6th May 2025**

Codsall High is a comprehensive school for Years 9 to 13 situated in a semi-rural area of Staffordshire near Wolverhampton. It has over a thousand students on roll and almost three hundred in its highly successful sixth form.

Codsall High is a good school where pupils behave and achieve well (see [OFSTED report](https://files.ofsted.gov.uk/v1/file/50217725)).

The English Department is fully staffed with dedicated teachers. Staff work together, support each other and go the extra mile to support their students. It is a great department to work in.

We are looking for a committed English Teacher to cover a maternity leave starting in September 2025 for the academic year.

The ability to teach GCSE English Language and GCSE English Literature is essential.

The post would suit an experienced Teacher who would like to join a successful school.

To arrange an informal discussion about the post or visit to the school please contact Miss Williams, the Headteacher’s PA, on dwl@sslp.uk

Completed application forms with a letter of application should be sent to Mrs Straw on jobs@sslp.uk

The closing date for receipt of applications is 9am Tuesday 6th May 2025

***"This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment". This position is subject to an Enhanced Disclosure check under the Rehabilitation of Offenders Act 1974. Further details regarding this check are available from schools or by visiting www.crb.gov.uk***

**Job Description**

|  |  |
| --- | --- |
| Post Title | Teacher of English  |
| Purpose | * To deliver a high quality of education.
* To secure high levels of progress and enjoyment.
 |
| Reporting to | Head of English  |
| Liaising with | Teachers, non-teaching staff and parents. |
| School policies and planning  | * To implement all relevant federation and school policies.
* To contribute to the Team Improvement Plan for English and its implementation.
* To contribute to the implementation of the School Development Plan.
 |
| Curriculum planning | * To produce high quality lesson plans with supporting resources for own classes.
* To share planning and resources with other colleagues.
 |
| Assessment | * To share model answers with students so they can assess their own and the work of their peers so they know what they need to do to improve.
* To provide students with feedback after milestone assessments so they know what they need to do to improve.
* To maintain appropriate paper based and electronic records on SIMS.
* To track student progress and use information to inform teaching and learning and the development of the curriculum.
 |
| Teaching and learning | * To consistently deliver high quality teaching and learning experiences that lead to high levels of progress, learner interest and enjoyment.
 |
| Communication | * To ensure effective communication with parents of students.
 |
| Marketing and liaison | * To contribute to marketing activities and help to promote the federation of schools.
 |
| Pastoral system | * To register students in a tutor group, encourage their full attendance and their full participation in all aspects of school life.
* To monitor attendance, achievement and behaviour and support its development for students in a tutor group.
* To deliver PSHEE during tutor time.
* To communicate with parents and people concerned with the welfare of students.
 |
| Safeguarding and equal opportunities | * To promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
* To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
* To be aware of, support and ensure equal opportunities for all.
* To contribute to the overall ethos, work and aims of the school
 |
| Additional duties | * To play a full part in the life of the school community, to support its vision, mission and ethos and to encourage staff and students to follow this example.
* To undertake any other duty as specified in the STRB not mentioned above.
* Every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
 |
| This job description is current at the date shown below, but in consultation with you, may be changed by the Headteacher to reflect changes to job or school priorities, commensurate with the grade and job title. |

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable, but not essential |
| Qualifications | Graduate in a relevant subject.Qualified Teacher Status (QTS). | Good honours graduate. |
| Experience | Successful experience of teaching GCSE English Language and GCSE English Literature. Experience and knowledge of effective teaching and learning strategies.Experience of securing high standards of attainment and learner achievement. |  |
| Skills | An excellent classroom practitioner or the ability to develop into one.Effective communication skills both written and oral.Ability to motivate, lead and inspire, students.Ability to use IT as a teaching, learning and management tool.Clarity of thought, the ability to analyse problems and find solutions. |  |
| Personal qualities | A vision and the ability to innovate.Commitment to a fully inclusive school.Ability to cope with the duties and responsibilities of the post.High levels of personal ambition, motivation and commitment.Ability to demonstrate sound and balanced judgement, decisiveness and flexibility.Enthusiastic and positive outlook.Sense of humour. |  |