**JOB APPLICATION PACK**

**POST: TEACHER OF ENGLISH (MATERNITY COVER)**

**Reports to:** Subject Leader of English

**Start date**: 1 January 2023 or as soon as possible

**Grade:** MPS/UPR

**Salary:** £25,714 - £41,603 per year

**Contract type:** Full time, maternity cover

Do you want to be part of a team that will help children to do the seemingly impossible?

We are looking for an exceptional Teacher of English

The right candidate will be totally aligned to our values of hard work, trust and fairness and completely committed to our mission: the school will get students to attend the best university, or real alternative, succeed in their dream job and thrive in all aspects of their life.

At Tanfield School we are creating a culture of success through the operation of strict routines and protocols, an unwavering focus on results and by offering the very best teaching and support. If you want to work in an environment where you will really make a difference, Tanfield is for you.

**Why choose us?**

Culture of high expectations

Weekly coaching

Visible SLT

Learn more:

[www.tanfieldschool.co.uk](http://www.tanfieldschool.co.uk/)

Or call the school on 01207 232881 and speak to Steven Clough, Headteacher, to discuss the role further.

**Closing date for letter of application:** 9am, Friday 30th September 2022

**Interviews will take place:** Week beginning 1st October 2022

Tanfield School is committed to safeguarding children and the appointment will be subject to receipt of an Enhanced DBS clearance, safer recruitment procedures, satisfactory references and completion of a six-month probationary period.  
  
Eden Learning Trust is an Equal Opportunities Employer. We want to develop a more diverse workforce and we positively welcome applications from all sections of the community.

Applicants with disabilities will be invited for an interview if the essential job criteria are met.

Welcome to Tanfield School

Thank you for considering Tanfield School for your next appointment. We seek a passionate Teacher of English (maternity cover).

I feel privileged to be the Headteacher of Tanfield school. The day I started in July 2017 was the proudest day of my career so far. I’m lucky to lead such fantastic students and staff and I truly believe their potential is limitless.

Richard Crane Durham County Council’s former Head of Education and Skills recognised our improvements “I am delighted that the school has been successful in bringing about improvements in key aspects of leadership which are securing better outcomes for pupils.”

So, what is leading to the rapid improvements?

As Peter Drucker says, “Culture eats strategy for breakfast.” We believe that the main driver to success is creating an achievement-oriented culture. A culture where it is cool to be smart and where all students work hard to attend the best university or a real alternative. We do this by having a ‘no excuses’ approach. We believe this instils strong learning habits, which ultimately helps students to become better qualified, more successful and happier. We expect students to follow homework and equipment rules, wear uniform with pride and always be ‘on task’, fully engaged and ready to learn. We aim to provide high-quality education to all children, including those from disadvantaged backgrounds. It is widely recognised that pupils from deprived sectors of society are less likely to have had a knowledge-rich start to life and may already begin school at a disadvantage. Therefore, we have implemented a knowledge-based approach to address this and close any gaps in attainment.

We know that teaching is the most rewarding, exhilarating but exhausting profession. We are guided by a philosophy of simplicity that aims for maximum impact on pupil learning with minimal workload for staff. We reduce burnout by applying this effort-to-impact ratio to everything we do. For example, our slimmed-down marking, centralised homework and detentions minimise work. We use whole class feedback to reduce workload. We want staff to nurture a healthy, sustainable balance between their school and home lives.

As an individual, I am driven to be the best that I can be, and I expect the same from students and staff. Therefore, we are constantly looking to take the best ideas from academies, schools, the independent sector and abroad. We don’t believe in off-the-shelf strategies or practices; there is no silver bullet. It is really about being values driven, having clear vision, focusing relentlessly on results, operating strict routines, doing the simple things well every day, and building strong relationships at all levels.

If you are wholly committed to our mission, have the persistence and humility to return to it every day; to sustain our routines and live our values over and over, we would love for you to apply for this vacancy.

Regards,

Steven Clough

Headteacher

**Job Description**

To carry out the functions of a teacher at the school in accordance with the stated aims and objectives of the school and the department.

**Duties and Responsibilities**

* In consultation with the Senior Leadership Team, plan, design and produce teaching materials and resources which are appropriate to age and ability and are in accordance with the School Improvement Plan.
* In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students’ learning.
* Ensure that homework is set, where appropriate, and monitored.
* Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students.
* Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
* Attend meetings, carry out administrative tasks and duties as specified in the bulletin, weekly What To Dos and on the school calendar.
* Facilitate the exceptional progress and well-being of any individual or group of students.
* Lead an Advisory and support students during Morning and Afternoon Meeting.
* Consistently implement all school policies.
* Participate in school meetings, practice and coaching.
* Contribute to decision-making and consultation procedures.
* Engage fully in the school appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the school’s goals and improvement plan.
* Carry out any other reasonable duties as requested by the Headteacher.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

**Person Specification**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| **Qualifications** | * Qualified Teacher Status * Good honours degree | * Evidence of relevant CPD | * Application |
| **Teaching and learning experience** | * Values driven * Strong teaching ability backed up by good and outstanding outcomes * Data driven planning to target instruction * A proven track record of measurable impact as an individual teacher and leader * Varied, innovative teaching style that challenges and supports the learner * Confident user of formative assessment techniques | * Experience of having responsibility within a school * Instructional coaching | * Application * Interview |
| **Knowledge and skills** | * Set high expectations which inspire, motivate and challenge students * Demonstrate excellent subject and curriculum knowledge * Intelligently sequenced planning * Ability to use data to identify strengths and address under-achievement   Manage behaviour effectively to ensure an effective and safe learning environment | * Understanding of what makes Tanfield school different * Strong analytical and strategic thinking skills * Understanding of a knowledge rich curriculum | * Application * Interview * References |
| **Character** | * Strong moral purpose and drive for improvement * Motivated, enthusiastic and flexible * Mission aligned * Good sense of humour * Strong attention to detail and clarity * Ability to receive and act on feedback * Excellent interpersonal skills * A desire to develop yourself * Ability to work under pressure * Commitment to the full life of the school * Excellent record of attendance | * Willingness to offer extracurricular provision | * Application * Interview * References |