



# South Charnwood High School

*'encouraging excellence, valuing people'*



## Teacher of English

Applications welcome from colleagues at all stages of their career including ECT's

A recruitment allowance considered for a suitable candidate

# **Teacher of English**

**ECT/MPS/UPS Full time, permanent**  
**(Recruitment allowance considered)**

**Required from 29<sup>th</sup> August 2023**

We are seeking to recruit an enthusiastic and inspiring Teacher of English to this highly successful, over-subscribed 11-16 School. The English department is ambitious, has a great track record of success for its pupils and is involved in developing innovative teaching and learning. We would also consider paying a recruitment allowance to a suitable applicant.

Are you:

- A highly qualified practitioner with a love of English?
- Confident to teach English at KS3 and KS4?
- Able to contribute to the school's rich programme of extra-curricular activities?
- Excited by the prospect of teaching highly motivated pupils?
- Committed to developing exciting learning for pupils of all abilities?

Do you care about young people?

If the answer is yes to these questions, then we would love to talk to you!

We can offer you the chance to develop in a school with:

- highly motivated, responsive pupils
- well-equipped departments
- a fantastically supportive team of colleagues
- a strong ethos of supportive professional development

All documents including the full job description, person specification and application form are available on our website at [www.southcharnwood.leics.sch.uk](http://www.southcharnwood.leics.sch.uk)

Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification. You are also very welcome to visit us prior to application.

Further information requests or completed applications should be sent to Helen Carnan by email: [hcarnan@southcharnwood.org](mailto:hcarnan@southcharnwood.org) or telephone 01530 24235.

Closing date for applications: 9.00am, Monday 17<sup>th</sup> April 2023

Interviews: Thursday 20<sup>th</sup> April 2023

As this job is designated as a 'regulated activity' an enhanced DBS check with Barred list check is essential

**'South Charnwood High School – Committed to Safeguarding Children and Young People'**

# Letter from the Headteacher

Dear Applicant

Thank you for taking interest in the post of Teacher of English to start at South Charnwood High School on 29<sup>th</sup> August 2023. I hope you find the following details informative as you consider the opportunity of joining our very successful school.

At the heart of my educational philosophy is a conviction to ensure that every child achieves their full potential; academically, socially, morally and personally. We have a duty to provide an outstanding and exciting curriculum that strives for excellence so that no pupil underachieves. Pupils should be given opportunities to take responsibility for themselves and their own learning. Our young people deserve expert care, support and guidance from staff, parents and the wider community to help them make informed decisions. Every pupil must feel able to develop their own unique personal qualities, to develop high self-esteem, self-worth and self-respect as they become the young adults of the future. We have very high expectations of both staff and pupils.

Having converted from a 10-14 high school to an 11-16 academy in 2014, the school has sustained outstanding GCSE results year on year demonstrating that our pupils make much better progress than similar students nationally. The school is oversubscribed and pupils are highly motivated to succeed. Our Progress 8 score has consistently been significantly positive with a score of +0.79 in 2019 and +0.31 in 2022. In addition, we ensure that all Year 11 pupils receive support and guidance to apply for suitable post 16 courses.

You would join an enthusiastic and committed team of eight teachers in a department which regularly achieves excellent GCSE results. We enhance the number of GCSE classes in core subjects to ensure that our pupils are effectively supported. Over 90% of pupils consistently achieve Grade 4+ in GCSE English Language or Literature, 80% or more usually attain Grade 5+ and over 30% repeatedly achieving Grade 7+.

The KS3 English curriculum makes extensive use of modern children's literature, with units that cover a wide range of media as well as the technical aspects of language. The department has a long established commitment to mixed ability teaching throughout Key Stage 3 (Key Stage 4 classes are currently set.) In years 7, 8 and 9 the pupils are taught for seven one hour lessons per fortnight, in years 10 & 11 this rises to eight lessons. At Key Stage 4, the department currently follows the EDUQAS specification. The department meets regularly to share teaching ideas, develop new units and assessment approaches, moderate work and plan departmental developments, such as promoting a love of reading through the use of Accelerated Reader.

At South Charnwood, we invest in the continued professional development of all of our colleagues. Our CPD programme focuses on whole school priorities and the development of pedagogy based on research, best practice and our excellent links with other schools. In addition, we offer individualised CPD pathways which support staff at all stages of their career progression including National Professional Qualifications.

We are totally committed to raising aspirations and achieving fantastic outcomes for all pupils. Therefore, we are seeking to appoint an enthusiastic & dynamic English practitioner to build on the achievements of the past and support the department to further outstanding success in the future. If you have the desire to work hard, believe in a holistic approach to education and want to transform lives, with the full support of experienced colleagues, then this is a very exciting opportunity. I look forward to receiving your application.

**Simon Andrews, March 2023**

# Job Description

Post Title	Teacher of English
Overall responsibility	To deliver a high quality learning experience for pupils, which meets individual needs and be a designated form tutor
Reporting to:	Head of English
Salary/Grade	UPS/MPS/ECT – recruitment allowance considered

## Overall Responsibilities:

- To create and deliver challenging programmes of study in English.
- To ensure that teaching and learning is supported by the most robust research and evidence.
- To work as part of a teaching team and, where appropriate, help develop other teaching staff.
- To maintain and further develop curriculum and subject specialism(s).
- To be a designated form tutor.

## Main Duties:

### Teaching and learning

- To teach effectively across a range of provision ensuring pupils achieve excellent outcomes.
- To regularly assess and review pupils' progress and achievement and to communicate effectively with parents/carers in line with school procedures.
- To work with the Head of English to develop, implement and monitor effective schemes of work, course delivery, assessments, pupil surveys and pupil data in line with school policy.
- To ensure that teaching and learning is evaluated and action plans produced and implemented to promote best practice and ensure excellent pupil achievement.
- To liaise with SENDCO to differentiate work to match the needs of individual pupils.
- To remain up to date with national trends in education and in English and implement developments in curriculum design and delivery to reflect these.
- Where appropriate, to mentor staff new to teaching, staff undertaking teacher training programmes and other staff as appropriate.
- To develop and maintain a learning environment in line with the school's values.
- To deliver enrichment programmes.
- Participate in staff training and take a lead in own professional development.

### Other Duties

- To take part in marketing and liaison events such as Open Evening, Parents' Evenings and events with partner schools.
- Promote and model good relationships with pupils, colleagues and parents.
- Set a good example in terms of dress, punctuality and attendance.
- Uphold the school's behaviour code and uniform regulations.
- Participate and contribute to the organisation of school visits and trips that complement learning.
- Supervise pupils outside lesson time in morning and afternoon sessions, for example during lesson changeovers

**Teacher of English, March 2023**

# Personal Specification

		Essential	Desirable	Evidence
<b>Qualifications and Experience</b>				
1	Appropriate degree and/or teaching qualification.	<input checked="" type="checkbox"/>		A
2	Recent experience of teaching in a English department to GCSE level	<input checked="" type="checkbox"/>		A
3	Recent experience of teaching pupils aged 11– 16 years.	<input checked="" type="checkbox"/>		A
4	Ability to teach another subject to GCSE level (eg. Media Studies)		<input checked="" type="checkbox"/>	A
5	Proven experience of teaching exam classes and strong pupil performance	<input checked="" type="checkbox"/>		I, R
6	High quality teaching to pupils of all ages and abilities	<input checked="" type="checkbox"/>		I, R
7	Collaborating with colleagues in the preparation, assessment and monitoring of pupil work	<input checked="" type="checkbox"/>		I, R
8	Evidence of recent appropriate professional development.	<input checked="" type="checkbox"/>		A, R
9	Knowledge and understanding of Safeguarding practice	<input checked="" type="checkbox"/>		A, I
<b>Skills</b>				
10	Establish a safe and stimulating environment for pupils, rooted in mutual respect	<input checked="" type="checkbox"/>		A, I
11	Set work to stretch and challenge pupils of all backgrounds and abilities	<input checked="" type="checkbox"/>		A, I
12	Ability to work hard under pressure while maintaining a positive, professional attitude	<input checked="" type="checkbox"/>		I, R
13	Ability to organise and prioritise workload and work on own initiative	<input checked="" type="checkbox"/>		I, R
14	Excellent personal, oral and written presentation skills	<input checked="" type="checkbox"/>		A, I, R
<b>Personal Attributes and Behaviours</b>				
15	Adaptability and flexibility to changing circumstances and new ideas	<input checked="" type="checkbox"/>		I, R
16	A belief that schools have a responsibility to prepare pupils for their lives - not just for exams	<input checked="" type="checkbox"/>		A, I, R
17	Creative, courageous and resilient	<input checked="" type="checkbox"/>		I, R
18	Sustain personal motivation and that of colleagues	<input checked="" type="checkbox"/>		A, I, R
19	Willing to take responsibility and ownership	<input checked="" type="checkbox"/>		A, I, R
20	Team player	<input checked="" type="checkbox"/>		I, R
21	Evidence of a sense of humour, commitment and enthusiasm.	<input checked="" type="checkbox"/>		I, R
22	Evidence of self-motivation and the ability to be self- critical, and to evaluate own performance.	<input checked="" type="checkbox"/>		I, R
<b>Ability to Fulfil Wider Professional Responsibilities</b>				
23	Willingness to make a positive contribution to the wider life and ethos of the School	<input checked="" type="checkbox"/>		A, I, R
24	Ability to develop effective professional relationships with colleagues, pupils and parents	<input checked="" type="checkbox"/>		I, R

Teacher of English, March 2023