



Job Pack

Teacher of English

Start: September 2021

Full Time

MPS/UPS



Weald of Kent
Grammar School

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About us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1800 students including our co-educational Sixth Form. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge campus in a campus at Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge campus which now has a state of the art Sports Hall and university style Sixth Form Study Centre with a new science block having been built this year. Both campuses are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A Level. Our examinations data from 2019 records the average GCSE grade was above a Grade 7 and our Progress 8 was well above average at 0.95. We also enjoyed superb A Level results with 67% of our students achieving A*-B grades in 2019. The average was a Grade B and our Level 3 value added was above average at 0.12. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests. Result statistics were not published for the 2020 cohort.

Staff Development Opportunities

We are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

- A personalised induction programme
- CPD days and a range of workshops
- Performance development programme
- Mentoring-Coaching programme
- Relevant external courses and training

The Team

The Department currently consists of 18 Teachers. English is taught throughout Key Stages 3 and 4 and all students are entered for AQA GCSE English and AQA GCSE English Literature. We also offer Eduqas GCSE Drama as an option subject.

English Literature (Edexcel) has always been a popular subject at Advanced level. There are several groups in the Sixth Form. We also offer English Language (AQA). Media Studies (OCR) is taught throughout Key Stage 5. Theatre Studies A Level (AQA) is also a popular option. The Department offers Programmes of Study which continually enable students to exercise their academic and creative flair. A large number of students choose to develop their interest at University.

The Department provides a full, varied and exciting programme of extra-curricular activities. These include theatre visits; a Debating Society; Poetry Workshops; a variety of well-supported book groups who shadow the Carnegie and the Booker and we have regular visits from authors and poets. English, Media and Drama Week is celebrated each year with staff and students participating dressed as characters from literature.

The Post

Job Title:	Full Time Teacher of English	Reports to:	Head of English
Team:	English Department	Start Date:	September 2021
Grade:	MPS/UPS		

We are looking to appoint a flexible, highly motivated and organised full-time teacher of English. Our results over time have been outstanding and we are an outward looking and innovative team. This is an ideal opportunity for an outstanding English specialist who is looking to work in a high achieving and ambitious team.

This post would ideally suit a colleague who is looking for a new challenge and wishes to work with highly motivated, extremely engaged, enthusiastic and able learners at this significant time in our development. If you wish to extend further your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support, including a bespoke package for those interested in working towards their next career step.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Qualified teacher status	✓	
Degree or equivalent	✓	
Experience		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
Able to teach English at Key Stages 3 and 4	✓	
Able to teach one of English Language, English Literature or Media Studies at A Level		✓
Skills & Knowledge		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons	✓	
Able to use data effectively to assess prior attainment, track progress and set student targets	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Governors	✓	
Able to manage behaviour effectively	✓	
Able to support students in maintaining high standards	✓	
Possess an up to date awareness of curriculum development	✓	
Possess efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
Able to inspire, challenge and motivate students	✓	
Has a positive approach to education with a desire to succeed	✓	
Demonstrates energy, enthusiasm and perseverance	✓	
Is reliable and demonstrates integrity	✓	
Possess good interpersonal skills	✓	
Has a professional appearance and manner	✓	
Has a clear vision and educational philosophy	✓	
Has a positive commitment to individual personal development	✓	
Has the capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
Is adaptable and amenable with respect to working practices	✓	
Able to work independently and in a team, take a collaborative approach	✓	
Able to build supportive working relationships with colleagues	✓	
Has a commitment to supporting the full life of the school	✓	
Is suitable to work with children	✓	
Equal Opportunities – has a commitment to inclusive education	✓	

The Package

Salary: MPS/UPS

Benefits:

Generous Pension Scheme (TP / LGPS)	Health Care Cash Plan*
Priority Admission for Staff Children**	Free On-Site Parking (subject to availability)
Kent Reward Scheme	Free refreshments

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

*Available upon successful completion of probation

** See Admission Policy on the School Website

The Application Process

Application forms can be found on our website and should be sent to Human Resources, HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Dates:

Closing date for applications: 17 May 2021, 9am*

Interview day: TBC

**Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

