

Nihil quam optime

**Chulmleigh College**

Nothing but our best



# Teacher of English Candidate Pack

**Closing date: Thursday 4<sup>th</sup> May 10am**

**Interview date: Friday 12<sup>th</sup> May**

CHULMLEIGH  
ACADEMY TRUST

**COMPASSION AMBITION TEAMWORK**



# A Very Warm Welcome

Welcome to Chulmleigh College and thank you for requesting this pack.

If you would like to work in a school that values hard work and achievement, becoming part of a team focussed on preparing children to leave school as well-educated and resilient young people, please read on.

The successful candidate will be joining the College at a point where five years of growth has been stabilised and secured: in September every year group will be fully subscribed. This post has been created because the College has grown by more than 40% in the last five years; we have expanded our roll but have done so with sustainability in the centre of our thinking and planning. Part of this planning is our wonderful purpose-built new building, and we complement that with a dedicated team of teaching and non-teaching staff.

Our reputation across Devon is such that we are the chosen school for many families who live a great distance outside our designated transport area. This is because they like the way we operate as a school; valuing tradition and concentrating on ensuring pupils achieve highly and behave very well. Those visiting the school always comment on how well-mannered our pupils are.

Colleagues like this school because it is one in which they can concentrate on teaching the subject they love, as opposed to spending time dealing with difficult behaviour, poor resourcing or incongruent demands.

We are seeking an inspirational teacher with the ability to sustain the high performance of our English Department, which has returned Progress 8 scores of between +0.7 - +0.96 in recent years. The new teacher will therefore be joining a strong and unified team, offering a fantastic platform for continued examination success.

Our English Department has taken responsibility for our whole-school literacy programme. Under the guidance of our current Head of English, the approach to whole-school literacy marking and feedback has been successfully implemented and commended by Ofsted. The Department has also successfully embedded a whole-school reading programme, which has been hugely successful over time. Accelerated Reader is followed by all pupils from Years 7-10 and is supplemented by Bedrock in Year 10. Pupils consistently make outstanding progress in their levels of literacy from entering the College in Year 7. The reading and literacy scheme is supported by the whole of our Senior Leadership Team and its strength has been our rigour and support in ensuring all pupils read daily.

Good behaviour, hard work and excellent manners are at the heart of our school and we welcome applications from

candidates who share our values and approach. This is a great school to teach in.

*Michael Johnson*

Michael Johnson  
Executive Headteacher Chulmleigh College  
CEO Chulmleigh Academy Trust



## We are looking for someone who:

- Has a clear and good understanding of current educational issues, theory and practice, with particular regard to English teaching.
- Has evidence of being at least a good teacher.
- Is a team player, tenacious and earns the respect of colleagues and pupils.
- Can demonstrate consistent and effective planning of lessons to meet pupils' differing learning.
- Has evidence of good classroom management skills.
- Has involvement and commitment to all aspects of school life.
- Has a willingness to learn and develop new skills.
- Can create a happy, challenging and effective learning environment.
- Goes the extra mile.

# ENGAGING CHILDREN IN LEARNING





# About Our School

Chulmleigh College is a successful and ambitious rural secondary school with a strong reputation for high standards. The progress of our pupils is consistently amongst the best in the region. In 2022 our Progress 8 Figure of +0.83 placed us in the top 3% of schools nationally.

The College was totally rebuilt a few years ago, with the completed buildings opening in 2017. Numbers have grown substantially in recent years, from 500 to the current roll of 750, and most year groups are oversubscribed; due to both our excellent reputation and the College's successful transport service, which brings in approximately 25% of our pupils from outside the school catchment area.

We aim to create ambition and inspiration and want our young people to achieve all that they can in a safe, caring and well-disciplined environment. We commit ourselves to providing a learning experience which ensures high challenge, inspires, and provides both the range of qualifications and the start in life which will last forever. We aim for our young people to have the foundation and independence they need to make the progress they are capable of, building resilience for their future lives.

As a school we value courtesy, hard work and respect, and set high standards of behaviour; promoting self-discipline, resilience, responsibility and working together as a community.

We offer a broad and rich curriculum, enhanced by excellent extra-curricular activities; our outdoor education in the form of Ten Tors and Duke of Edinburgh is particularly strong. As well as having high academic achievement, we also have a proud record in sport, music, drama and art.

Our pupils read an astonishing amount of literature and develop themselves by making the most of the array of opportunities available. This is all possible because teaching and support staff create the best opportunities for our pupils. We are very proud of our team, who work hard to make our school a happy place where we learn together in a formal, warm environment. We are also proud of the excellent relationships we have with our pupils, families and friends within the community.

Chulmleigh is a Saxon hilltop market town in North Devon, near the Mid Devon border. It lies near the banks of the Little River Dart, and is surrounded by rolling hills, woods and farmland. With Exmoor and the North Devon coast to its north, and Dartmoor and the city of Exeter to its south, Chulmleigh is in a beautiful part of the county and is easily accessible from all other areas.



## Our Values

### Every child matters

We are child-centred. The learning and progress of every child is of ultimate importance to us.

We adopt a holistic approach to education valuing academic and personal and social development.

### Positive relationships

To learn and work together we consider positive relationships, which demonstrate respect and empathy and contribute to outstanding outcomes and community cohesion.

### Improving life chances through learning and achievement

We know and understand that education contributes significantly to the future life chances of young people. We aim to give all young people a good educational base that enables them to make future options in their life and career pathways.

### Integrity

We consider integrity to be a fundamental basis on which we can provide outstanding education. Integrity permeates our culture and offers a moral framework. We aim for unity and consistency and to act with genuineness.

### Feeling safe

Every person in our schools has the right to feel safe. We know when pupils feel safe, they learn better and are happier.

We do not tolerate bullying.

# WE GIVE NOTHING BUT OUR BEST



# The Chulmleigh College English Department

We are seeking someone to assume the role of Teacher of English, who will help to safeguard and promote our high educational standards for continued examination success. The English Department has enjoyed a prolonged period of stability, with a core of experienced teachers. Many of the staff have undertaken the role of Examiners for AQA. The team consists of seven teaching colleagues (including the Head of Department) and an English Technician, who supports the department in terms of resources and also in-class. The department is highly collaborative and supportive of one another. We run a graduated approach to detentions in the school, with centralised detentions away from departments for issues relating to uniform, chewing gum or lack of equipment infringements. Our aim is to set conditions where staff and pupils thrive.

The department has successfully led whole-school initiatives on reading and also on literacy-marking across the curriculum. These initiatives have been driven with energy and integrity, with an unswerving focus placed upon demanding high expectations of our pupils. The department is often approached to offer support, resources and guidance to other schools. The overall examination success of the College has been built upon very high levels of literacy, and a dedication which ensures that even when children are reluctant readers, we make sure they still read. No one has been allowed to fall behind and the English Department has been an integral part of our success.



In 2021/22 the department developed the use of Bedrock as an intervention to the whole school vocabulary acquisition and understanding. The department has continually innovated and developed its practice, whilst at the same holding true traditional values of teaching and learning. A feature of our English lessons is that doors are always open and pupils silently engaged. English is an exemplar department.

As part of our Accelerated Reader programme, the department runs a Carnegie Prize Shadow Shortlisting process for our pupils. With excellent links to our College library (which carries the largest secondary reading stock in the county), reading has become part of our standard practice. Every child is expected to read independently and does so.

## JOB DESCRIPTION

**Job Title: Teacher of English**

**Status: Permanent, Full Time or Part Time**

**Possible TLR2A Literacy coordinator role**

**Start date: September 2023**

## Job Purpose (including main duties and responsibilities)

To teach English at Key Stage 3 and Key Stage 4. It is essential that the successful candidate should have a broad view of the curriculum and, as far as possible, have experience of teaching full range of ability.

### MAIN ACCOUNTABILITIES

A Teacher of English should be a well-qualified teacher. He/she should be committed to developing the College's provision for study in their subject for all pupils throughout their time at the College and be able to respond effectively to current issues

concerning the curriculum, development and up-to-date teaching methods. He/she is expected to promote clubs and activities.

### MAIN TASKS

English teachers will undertake duties in accordance with the School Teachers Pay and Conditions documentation and are responsible to the Executive Headteacher and Head of English for the following:

# COMPASSION AMBITION TEAMWORK





1. Ensuring that all teaching takes place within the framework of the College aims.

2. Setting objectives, preparing schemes of work and good quality learning materials appropriate to the needs of individuals.

3. Using a variety of teaching and learning techniques, to include class discussion, question and answer, group and individual simulation and re-enforcement, mind-mapping, resource based learning, practical and experimental work, modelling, I.T. etc.

4. Keeping a class register and records of work.

5. Ensuring the safety of pupils at all times to include not leaving classes unattended, maintaining order and control, vigilance during practical lessons, escorting pupils to assemblies or out of buildings during evacuation, punctuality when on duty, invigilation etc.

6. Setting work when absent.

7. Ensuring high standards of pupil work and behaviour in the classroom and adjacent corridors, to include high quality displays.

8. The identification of under-achieving pupils and the development of appropriate strategies to meet their needs.

9. Completion of such other duties or development work which may from arise time-to-time.

The role comes with an optional allowance of a TLR 2a for the role of Literacy Coordinator. This role will include leading, managing and developing Literacy throughout the College.

The main responsibilities of the role include:

- To support improvements in standards of teaching and learning and pupil progress in Literacy throughout the school.
- Using national, local and school management data to monitor standards of achievement across the school in Literacy.
- To monitor the progress made towards achieving targets and use this information to plan future developments.
- To collaborate with staff on short, medium and long-term planning to develop Literacy in relation to:
  - ⇒ Resources
  - ⇒ Continuous professional development of staff
  - ⇒ Aims of the school, including its policies and practices
  - ⇒ Challenging targets for improvement

#### LOCATION

The post holder may be required to work at any school which is currently within or in the future joins the Chulmleigh Academy Trust chain of academies, either on a temporary or permanent basis according to the operational needs of the Trust.

**This document outlines the duties required of the post-holder for the time being to indicate a level of responsibility. It is not a comprehensive or exclusive list and from time to time duties may be varied which do not change the level of responsibility or the general character of the job.**

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# Teacher of English

	ESSENTIAL	EVIDENCE	DESIRABLE	EVIDENCE
Qualification	<ul style="list-style-type: none"> <li>* To have QTS</li> <li>* Evidence of participation in relevant CPD</li> <li>* ICT confident and competent</li> </ul>	AF AF / R AF	* Evidence of participation in child protection/safeguarding children training	AF/ R
Knowledge and understanding of the Curriculum	<ul style="list-style-type: none"> <li>* Understanding of safeguarding &amp; child protection procedures</li> <li>* A clear &amp; good understanding of current educational issues, theory &amp; practice, with particular regard to English teaching</li> </ul>	I AF / I / R		
Teaching skills	<ul style="list-style-type: none"> <li>* Evidence of being at least a good teacher</li> <li>* An understanding of how to use assessment to inform planning for good teaching &amp; learning</li> <li>* Demonstrate consistent &amp; effective planning of lessons to meet pupils' differing learning needs</li> <li>* Evidence of good classroom management skills</li> <li>* Create a happy, challenging and effective learning environment</li> <li>Involvement &amp; commitment to all aspects of school life</li> </ul>	AF / I / R I I / R I / R AF / I / R AF / I	<ul style="list-style-type: none"> <li>* The ability to use ICT effectively to engage pupils</li> <li>* Experience of training other colleagues</li> <li>* Experience of working with and/or developing links with parents and/or the wider community</li> </ul>	AF / I / R AF / I AF / I / R
Personal qualities	<ul style="list-style-type: none"> <li>* A willingness to learn &amp; develop new skills</li> <li>* Team player</li> <li>* Robust</li> <li>* Goes the extra mile</li> </ul>	I I I I		

AF Application form  
 I Interview process  
 R References







# COMPASSION AMBITION TEAMWORK

## How to Apply

Please complete the online application form available [here](#).

A tour of Chulmleigh College will be arranged as part of the interview schedule.

**Status: Permanent, Full Time or Part Time**

**Closing date: Thursday 4<sup>th</sup> May 10am**

**Interview date: Friday 12<sup>th</sup> May**

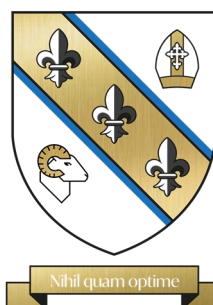
**Start date: September 2023**

If you have any questions please email: [personnel@chulmleigh.devon.sch.uk](mailto:personnel@chulmleigh.devon.sch.uk) or call 01769 580215.

Chulmleigh College, Chulmleigh, Devon, EX18 7AA



*Academy staff photo taken at a recent inset day.*



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