



Loyauté m'oblige

ST CLEMENT DANES SCHOOL

Appointment Brief for
Teacher of English (Maternity Cover)

Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER





ST CLEMENT DANES SCHOOL

Dear Applicant

Thank you for showing interest in the fixed term maternity cover post of Teacher of English starting in November 2021.

This is an extremely exciting time to join St Clement Danes School and the wider Danes Educational Trust family of schools. St Clement Danes has reached the end of a 6-year £9 million expansion programme including new Art, Maths, Science, Technology, LRC, PE and Sports facilities as well as significant investment in pastoral provision. This expansion, allied with the beautiful setting in 47 acres in the Chilterns, an area of outstanding natural beauty, ensures both students and staff experience a first class learning environment.

We are part of the Danes Educational Trust, more information about the Trust can be found [here](#).

The Danes Educational Trust currently comprises 9 schools, 5 of which provide Secondary education; St Clement Danes, Croxley Danes, Chancellor's, Onslow St Audrey's and Elstree Screen Arts Academy. The remaining 4 schools provide Primary education; De Havilland, Ascot Road, Lanchester and Jupiter.

St Clement Danes is a wonderful blend of tradition and adaptation. We are relentless in the pursuit of excellence in everything we do for students, staff and the wider community. The key drivers that underpin our vision at St Clement Danes are success for all, character development for all and dignity for all.

St Clement Danes believes diversity makes our school stronger which is why we are a proud equal opportunities employer and encourage all of our staff to bring their authentic selves to work. We believe in fairness in the workplace and we encourage applications from people who identify as Black, Asian and from a Minority Ethnic background, who are underrepresented at the school. We celebrate diversity so that different cultures can thrive, adding to the richness and experience of our community.

We are looking to recruit a Teacher of English with a passion for English and for education in its widest sense. We look for talented and committed people and work hard to keep them, helping them to reach their full potential. In return, we offer an exceptional CPDL programme within the Trust and the opportunity to share best practice within and beyond St Clement Danes and the Trust through our leadership of the St Clement Danes Challenge Partners Hub.

I want St Clement Danes School to continue as a World Class School and as a central part of the local community. If you share our commitment to the development of every child's intelligence and character, we want to hear from you.

Yours sincerely

MR T SUTHERLAND
Headteacher





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of nine schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onlsow St Audrey's School, De Havilland Primary School, Elstree Screen Arts Academy, Ascot Road Primary School, Lanchester Primary School, Jupiter Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of 'Making the Difference Together' and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all

Job Title: Teacher of English

Line Manager: Head of English Faculty

Pay Range: UPS/MPS

Work Pattern: Full-time

Fixed Term Maternity Cover Contract: 1st November to 31st October 2022



Core Purpose

- To contribute to the effective functioning of the faculty as a team.
- To maintain high professional and academic standards, remaining up to date in terms of subject knowledge and pedagogical techniques.

Main Duties and Responsibilities

Teaching and Learning

- Ensure effective curriculum coverage, continuity and progression in the subject for all students
- Establish clear teaching objectives in lessons and use appropriate teaching and learning methods
- Prepare lessons thoroughly and review content, presentation and relevance, ensuring that full records of work done are kept
- Follow policies for assessing, recording and reporting on student achievement, and use these to set achievable targets for further improvement for all students of all abilities
- Ensure effective development of students' individual learning skills takes place
- Create and maintain a stimulating learning environment
- Ensure a level of discipline conducive to learning

Communication and Liaison

- Attend faculty and full staff meetings and represent the faculty at other meetings, where appropriate
- Meet formally and informally with Head of Faculty or Subject Leader over matters relating to teaching and learning, classroom management and over personal professional development
- Communicate and work effectively with other members of the faculty
- Liaise with other staff, including Form Tutors and Key Stage Pastoral Leaders/Assistant Pastoral Leaders on matters relating to the teaching of the subject
- Maintain appropriate contact and consult with parents of students as necessary

General

- Keep up to date with and follow faculty and Danes Educational Trust (the 'Trust') policies
- Assist in the general management of the faculty as directed by the Head of Faculty or Subject Leader
- Carry out delegated tasks to meet faculty objectives.

Job Description





Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

Core Values

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all

Compliance

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

Additional Information

All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

Supervision/Job Context

The post holder is managed by the Head of the English Faculty.

Contacts

The post holder will work with all members of staff in the school and have contact with students, parents, advisors and other specialist visitors to the school.

Job Description continued





We are looking for ...

Knowledge, Experience and Training

Essential:

- Qualified Teacher Status
- A passion for English and for education in its widest sense
- Experience of teaching English at KS3 and KS4
- A natural aptitude to model the Trust's core behaviours – *'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.*



St Clement Danes School

St Clement Danes is an oversubscribed, highly regarded school situated in Chorleywood on the border between Hertfordshire and Buckinghamshire. It has been led by Toby Sutherland since January 2018, when the previous Headteacher, Dr Josephine Valentine OBE, became CEO of the Danes Educational Trust. With over 1000 applicants for 240 places annually, it is a popular local choice. It is partially selective, allocating 10% of places based on musical aptitude and 10% on the basis of an academic test coordinated through a local consortium of schools. This allows some students to gain places who do not live in the immediate vicinity of the school; however, the majority of students live in close proximity. When last visited by Ofsted, it was awarded outstanding in every one of the then 31 measures. Since then, it has more recently been awarded 'World Class School' status, an accolade awarded to schools who have moved 'beyond outstanding' and currently only held by a small number of schools nationwide. In 2016, it was one of the very first schools to be awarded Platinum Science Mark in recognition of its excellence in science teaching. It has a proud history dating back to 1862 and celebrates an annual Commemoration Service in St Clement Danes Church in the Strand.

The school regularly appears in lists of the top comprehensive schools in the country. During the tenure of the former Headteacher, outcomes at all levels improved significantly, with cohorts of students whose ability on entry at Key Stage 2 has remained broadly similar. In 1999, 59% of students achieved 5A*- C at GCSE; in 2019, 70% achieved grade 5 or above in English and Maths. In particular, it prides itself on the progress of its students. In 2019, the Progress 8 measure was +0.48. It is far from being complacent about its success; instead, it is a reflective, innovative, outward looking school which embraces change. There is plenty of scope for the successful candidates to help move the school forward; ensuring that St Clement Danes is consistently 'beyond outstanding' and maintains its outcomes in an ever changing educational landscape is a challenge which excites all members staff.



The English Faculty

The English Faculty at St Clement Danes is a friendly, collegiate body in which our high aspirations are matched only by our endless drive to meet them. Comprised of sixteen teachers, including a Head of Faculty, three Key Stage Coordinators and a Leader of Purpose, the Faculty is a highly-skilled and dedicated team able to draw upon our various backgrounds not only to innovate and enliven the student experience, but also to support, counsel and encourage one another as professionals.

Student Outcomes

Students achieve outstanding outcomes in English and the Faculty enjoys a long-standing tradition of excellent results. In the three years prior to the pandemic, in GCSE English Literature an average of 96% achieved Grades 4-9, 90% achieved a strong pass or above and 53% of students achieved between Grades 7 and 9. Our success continues at KS5: between 2017 and 2019, in A-Level English Literature in the same years, 92% of students achieved between A* and C, 75% between A* and B and 53% either an A* or an A.

Curriculum

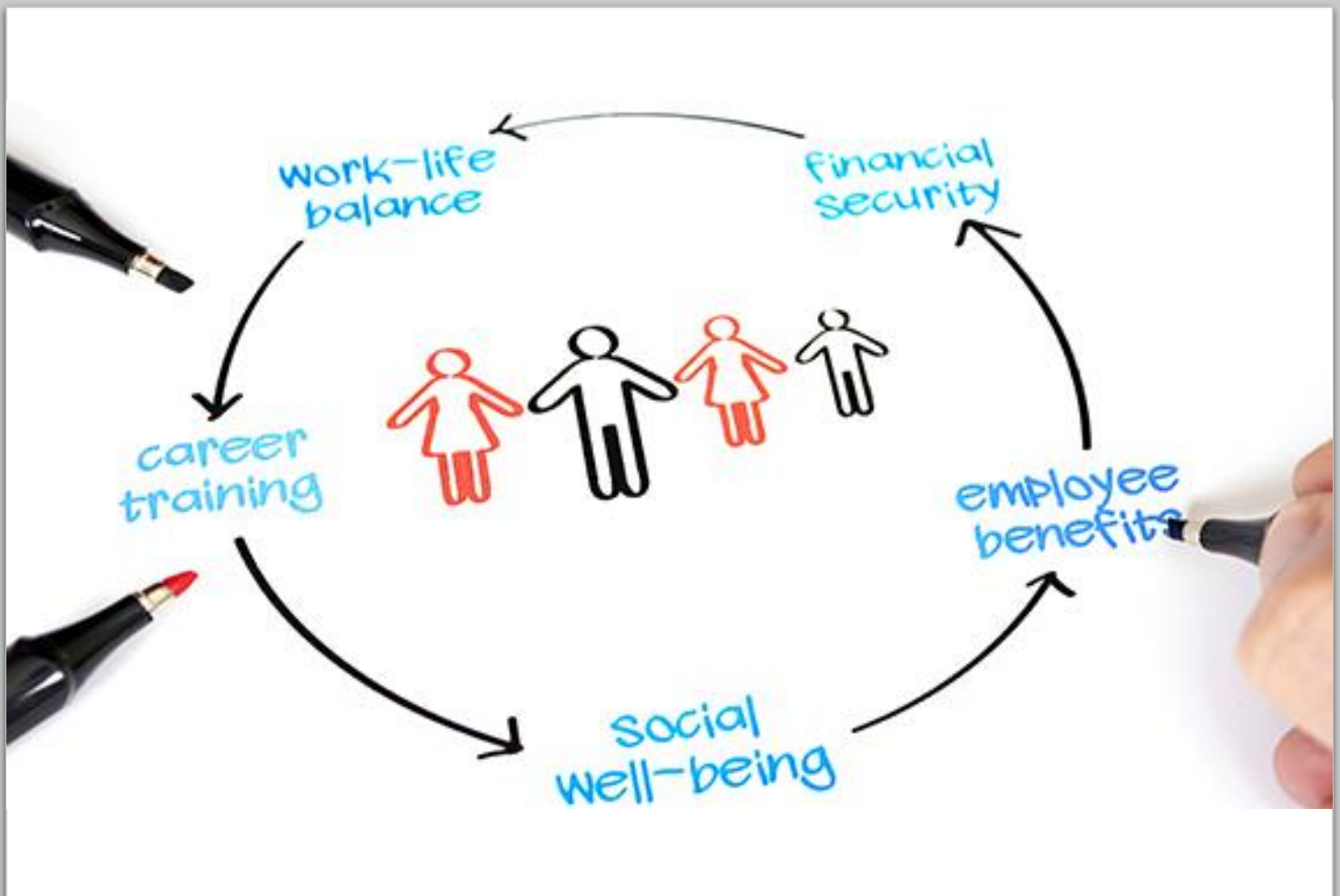
Our curriculum journey across the Key Stages is creative, wide-ranging and, we hope, inspiring. It is also flexible: We challenge our students, using sophisticated texts to teach the key skills of the writers' craft. Through developing their understanding of subtext, text and context, we prepare Year 7-9 students to face the edifice of GCSE. We offer both A-Level English Literature and English Language at KS5, again currently via Edexcel. Many students look to study English at high-calibre universities, including Russell Group institutions and Oxbridge.

Extra-curricular

The English Faculty offers a wide variety of extra-curricular opportunities at all Key Stages which encourage students to develop their love of the subject outside the classroom. In addition to a range of regular clubs and competitions, the Faculty is particularly passionate about public speaking, running both an inter-house internal event and competing successfully in several national competitions.

We can offer a range of benefits including:

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We have a vast experience of working with ECTs and we see ECT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science & Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Free flu jabs
- Free parking
- Staff Committee that organise regular social events



Benefits



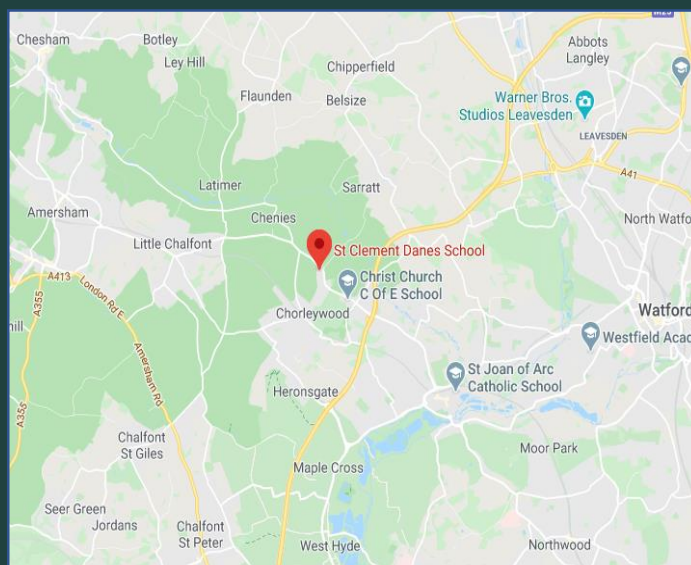


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