



The
3-18
Education
Trust

Applicant Information Pack

Teacher of English



***Excellence - Respect - Friendship -
Hard Work - Kindness***



Letter from the Headteacher

Dear Applicant,

Thank you for your interest in this role. I am delighted you are considering joining William Brookes School, and as the Headteacher I am proud to welcome you to our vibrant and successful school.

With over 930 students on roll, William Brookes School and Sixth Form is situated in the picturesque town of Much Wenlock, approximately ten miles from the centre of Shrewsbury. Its locality provides significant social, cultural and recreational opportunities as Shropshire is a beautiful county - rich in history, idyllic landscapes and with a range of urban and rural settings.

Our School serves a community of small villages and the larger town of Broseley. William Brookes is a unique school; the only Coubertin School within the UK, a place where Olympian values and themes infuse every aspect of school life. The state-of-the-art building provides an environment that has been designed to support great learning and performance in sporting activities or the performing arts. We have excellent facilities inside the Edge Arts centre for public and school performances. These include a Dance and Drama studio, a Lecture Theatre and cinema alongside the main Performance studio. We have excellent sporting facilities including a 200m athletics track, a 3G pitch, a fitness suite and a swimming pool.

The 3-18 Education Trust has a philosophy that ensures that each school within the Trust has its own Head and Local Governing Body and can maintain its own ethos and independence whilst enjoying support and additional capacity where required from the Trust. The Trust is absolutely committed to ensuring that each of its constituent schools retains its unique identity, whilst the combined experience and expertise available provide a dynamic synergy. Our school within our Trust is an excellent place to develop your career.

This recruitment pack contains a person specification and job description outlining the necessary experience and qualities that we are seeking. Please explore our website and read the additional materials included in this pack to find out more about us.

If you decide that you have the energy, enthusiasm and experience to enhance our culture then we look forward to your application. If you would like to arrange a visit or an informal discussion then please contact the Headteacher's PA Mrs Toni Ferrans via email at toni.ferrans@wbs.318education.co.uk.

Yours faithfully,



Stephen Richards
Headteacher

About our Trust



The 3-18 Education Trust is currently made up of six schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

Our Vision:

To ensure every individual is in a great school.

Our Mission:

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

Our Values:

- Accomplished: to provide high quality education and training for all
- Resilient: to be solution focused and able to intelligently manage challenges
- Compassionate: to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below. Much Wenlock Primary School and Bridgnorth Endowed School are due to join us later on this year.



Bowbrook
Primary School

<https://bowbrookprimary.co.uk/>



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

Job Description



The
3-18
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Title of Post	Teacher of English
Post Status	1x Full-Time (Fixed-term until 31/08/2024) 1x Full-Time (Fixed-term until 31/12/2023)
Salary/TLR/ Allowance	MPS / UPS

Main Purpose of the Post:

To support the School's aims and maximise the achievement of all students in English.

Curriculum delivery, progress and achievement of students in English in Key Stage 3 and 4. Possibility to teach at A-level depending on experience.

Accountable for:

Curriculum delivery and student progress and achievement, within the English department- and within the wider school, where relevant.

Details:

We are seeking to appoint a well-qualified and dynamic English teacher to join a highly talented and enthusiastic team where members of staff open up their practice to scrutiny and share with colleagues both their successes and what they would like to improve.

The successful candidate will also join one of our four Houses as a tutor to a tutor group of approximately 25 students, plus associate student tutors from the Sixth Form, delivering an important core tutorial programme throughout the year. You will display a commitment to ensuring students of all abilities work to the highest standards and are able to make excellent progress.

ICT permeates all that we do, with a mixture of interactive whiteboards and dual projection rooms. Each Learning Zone also has a range of hardware, to enhance the quality of lessons. We actively use our own portal as a communication and resource tool and have a real desire to build on this virtual learning platform for enhanced home access by staff, students and their parents.

Key Responsibilities

Curriculum:

- To teach within the English Department
- To work with the Subject Leader and other staff on the development of schemes of work, helping to build opportunities for:
 - Ensuring progression
 - Active learning
 - Assessment for learning
 - Meeting the needs of all learners
 - ICT
 - Enrichment and external links

Learning:

- To maintain up-to-date records of student progress across all aspects of performance
- To ensure that students make good or outstanding progress in English
- To deal effectively with behaviour, attendance and punctuality issues

Assessment:

- To carry out the regular assessment and marking of students' work, according to the departmental and whole school assessment and marking policy
- To keep records of student attainment and progress
- To monitor student achievement against school and national data at individual student and teaching group level, and to take action to improve achievement and combat identified under achievement
- To carry out assessment and feedback

Policy:

- To attend relevant meetings
- To undertake any other duties as reasonably requested by the Head and/or Subject Leader
- To contribute to areas of departmental development as a member of the English team

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Graduate in English (or equivalent) PGCE Teaching qualification (or equivalent) 	
Skills and Abilities (relevant to post)	<ul style="list-style-type: none"> Proven academic track record (A level and degree) 	
Personal Qualities	<ul style="list-style-type: none"> Committed to achieving goals Committed to high achievement Confident communicator Strong team player Flexible, resilient and tenacious Organised Caring 	<ul style="list-style-type: none"> Creative Good sense of humour
Knowledge and Understanding:	<ul style="list-style-type: none"> Understanding of National Curriculum and GCSE requirements including new specifications 	<ul style="list-style-type: none"> Understanding of A level programmes including new specification

The appointment will be made on consideration of the following criteria:

The person appointed will:

- hold a good Honours degree level qualification in related disciplines.
- hold Qualified Teacher Status or equivalent.
- have successful experience of teaching English to students of all abilities in KS3, KS4 to GCSE, and possibly A level, either in post or whilst on a Student Teaching Placement.
- have the ability to play a role in the development of the subject by contributing to new initiatives successfully.
- have good organisational skills and the ability to work under pressure.
- have a keen interest in Information and Communication Technology and good ICT skills.

The person appointed must be a good communicator and able to demonstrate a passion for the subject.

Additional Information about William Brookes School



William Brookes School is a mixed comprehensive school with **over 930 students on roll**, including over **100 in the Sixth Form** and each September sees us oversubscribed in Y7. The school always has an exciting feel to it, with a lot going on every term. We moved into our brand new school in September 2010 and everyone, students, staff and the local community, has embraced the fantastic facilities we have at our disposal. Our school is very much focused on the people who work within the building and helping our students reach and fulfil their potential.

Although situated in beautiful surroundings on the edge of the small rural town of **Much Wenlock**, we are far from being a sleepy rural school. We have **eight partner primary schools**, with whom we work very closely, but we

draw from a much broader spectrum of some 25 or more primary schools, including some in Telford, Bridgnorth and Shrewsbury, as well as the **wider rural area of South East Shropshire**.

We are a **comprehensive** school in every sense of the word. Our **ability spread is wide and also well balanced**. The last few years have seen several of our students go on to Oxford and Cambridge but we also cater for students with quite complex special educational needs too. The socio-economic background of our students is equally mixed and we enjoy the same levels of support from parents from all sectors. Some children have moved to us from the independent sector, some students live in isolated communities and many live in our surrounding villages and towns, with some 25% coming from the immediate town of Much Wenlock and surrounding area, approximately 31% from Broseley, which lies to the south of Ironbridge and 17% coming from the neighbouring areas of Telford & Wrekin.



Dr William Penny Brookes

As the only “**Coubertin School**” in Britain we enjoy not only a rich cultural tradition that is derived from the life and work of our namesake, Dr William Penny Brookes, but also unique opportunities for Sixth Form students to undertake activities with partner schools from across Europe and beyond. Younger students are participating in student voice and leadership activities related to the Olympics and Olympic values. Our **Arts Centre, “The Edge”**, is located at the heart of our new school and it enhances our Music, Dance and Drama facilities as well as benefiting the wider community of this part of Shropshire and reflecting our great strengths in the performing arts.

Our House system and tutor groups build relationships that forge an important sense of belonging, community, pride and friendship. We are committed to helping every child become the best version of themselves that they can possibly be helping them to make wise, safe choices in their lives. Academic success matters as this will provide the keys for our students to unlock doors to apprenticeships, higher education and rewarding careers.

Learning at William Brookes however is not just about academic success; it is also about educating the heart and helping every child discover their inner passion. Performance matters, because whether that be on the court, stage or pitch, students learn the value of hard work; to know the importance of practise and of not letting your team down. These are important lessons that we hope that they carry on into their adult lives.

We have high expectations of manners and behaviour, of uniform and expect that our pupils work hard and to be kind to each other. We want our young people to feel safe, to thrive and be deeply proud of their school.

We consider ourselves very fortunate to work in a wonderful school with fantastic facilities in a beautiful location.

We want William Brookes School to be a great place to learn and a great place to teach and hope that you will want to join us and be part of its exciting future.



The 3-18 Trust: What We Offer

In addition to a comprehensive induction and a commitment to your ongoing training and career progression, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Discount Scheme for high street retailers, mobile phone providers, holidays, electrical goods, supermarkets, restaurants, cinema, etc.
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

We are also currently exploring:

- Electric/Hybrid Car Lease Scheme
- Healthcare Scheme

Application & Appointment Process

An application form is available to download from the school website
<http://www.williambrookes.com/about-us/vacancies.php>

Please complete and return your application form as soon as possible, clearly noting all the experience, skills and personal qualities that you can offer which are relevant to this post. Completed applications and supporting documentation should be emailed to toni.ferrans@wbs.318education.co.uk

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

Closing date for applications: 12.00pm, Tuesday 27 June 2023

Interviews will take place shortly after the closing date

Please note:

- It is essential that all elements of the application form are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website <http://www.williambrookes.com/about-us/policies-and-documents.php>.