



Recruitment Information and Job Pack

TEACHER OF ENGLISH

Permanent

MPS/UPR

Closing Date: Monday 19 March 2018 at 10.00am

Interview Date: Monday 26 March 2018



Letter from the Principal

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for you to join our College and work with highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. We are a hardworking, dedicated and supportive learning community.

The College is committed to recruiting the very best staff for our young people and as a result I have the pleasure of working alongside a fantastic team of both teachers and support staff. Staff at the College work hard and set high standards for our students and ourselves. Consequently, the College is a stimulating place to work and the professionalism of staff here ensures that the College is constantly moving forward.

We were very pleased with our most recent set of GCSE results in terms of attainment, where 65% of students achieved a standard pass in English and Mathematics. Whilst our Progress 8 score was lower than expected, we have made changes to our curriculum model that will address this and are confident that these changes, alongside our renewed focus on the consistency of our teaching and learning will result in improved results in the years to come.

2017's Post-16 results were our best ever. Students and staff have achieved a fantastic 99% pass rate and an amazing 19% A*-A grades, with 72% of all grades being A-C. This is despite new courses making it more of a challenge for both students and staff. Most pleasingly, our value-added measure which shows the progress of students over their time with us was significantly above the national average, leading to almost 25% of our Post-16 students going on to Russell Group universities. I am absolutely delighted that the hard work and ability of our students has reaped such positive rewards for them.

If you are looking for a College which is completely focussed on ensuring consistently great teaching and learning, investing in your professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of why we are so proud of this dynamic College: www.exmouthcollege.devon.sch.uk

Having myself only joined Exmouth Community College in September 2017, I recognise that much time and thought goes into preparing an application which I thank you for in advance and we, in turn, will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

Yours faithfully



Andrew Davis
Principal



The School

Exmouth Community College is one of the largest secondary schools in the country with over 2,300 students currently enrolled (almost 400 of these in Post 16). The College, which converted to Academy status in April 2011, is set in a leafy split-site location.

Behaviour in lessons is generally good. Pupils told inspectors that there is little disruption in lessons and this was confirmed by the observations that inspectors made.
(Ofsted 2017)

The College's mission is to provide a positive, enjoyable and structured approach to learning, where success is rewarded and students' individual aptitudes are given the chance to develop. We are an inclusive school and we pride ourselves on catering for all abilities. We offer a safe, secure, non-threatening environment in which students develop consideration for others, self-discipline and positive relationships. We aim to provide a thorough education which prepares students for their future.

Pupils conduct themselves well, and so the school runs smoothly on a day-to-day basis. The school is calm and orderly, even when large numbers of pupils are moving around both sites and across the bridge in between.
(Ofsted 2017)

We believe that young people should be given the opportunity to develop the qualities we expect of good citizens. Our curriculum is broad and challenging; designed to stretch students of all abilities and to provide the widest range of opportunities. The curriculum includes, over and above the normal provision, enrichment, work based, gifted and talented and support elements all of which combine to ensure that all students have an opportunity to develop their intellectual and practical skills.

Sixth-form students make strong progress on their courses because they are motivated to succeed and are well taught.
(Ofsted 2017)

Our catchment area extends northwards towards Exeter city boundary and eastwards to include Budleigh Salterton and many attractive rural villages. The College embraces working as part of the community and has strong local partnerships.



As an academy, we have more flexibility in the way we manage the College. The Exmouth Community College Trust is overseen by the Governing Board who are committed to delivering the best comprehensive education for the young people of Exmouth and the surrounding villages.

(Post 16) Teachers have good subject knowledge and well-developed strategies for helping students to make progress. As a result, students are challenged to think deeply about their learning in many subjects.
(Ofsted 2017)

In addition the College provides opportunities beyond the classroom in: sport, the arts, adventure, travel and more, everything from Rocket Clubs to the Ten Tors challenge and from Public Speaking to a range of visiting authors and speakers.

The school has a strong pastoral system organised on a Key Stage basis and excellent contacts with partner primary schools.



Our Vision

Teachers are well motivated. They have welcomed the new Principal's recent initiatives to improve the quality of teaching. They are keen to share ideas and consider how they can accelerate pupils' progress.
(Ofsted 2017)

Our Vision is to create a stimulating, enjoyable and structured learning environment, where success is rewarded and all students and staff can thrive. We want students, staff, parents/carers and the entire Exmouth Community to be proud of their College; for students to make us their first choice for education and, for staff, their preferred place to work. In order to achieve this, we will:

- offer a broad, inclusive curriculum which enriches students' education and provides them with the opportunity to discover, develop and achieve their potential, whether academic, sporting, cultural or aesthetic.
- prepare all students for the next stage of their life.
- provide a safe, secure, environment in which students develop consideration for others, self-discipline and positive relationships.
- strive continuously to establish the best possible site and resources.
- provide excellent teaching and learning from teachers and staff who relish the opportunity to work in our College, because they feel inspired, valued and supported to do the best they can for their students.
- engage with parents and carers, using effective communication channels to ensure that they are well informed, able to support their child's education and have the means to raise any concerns they may have.
- build and maintain links with the wider community to enable them to support the College across a range of activities.

The leaders of the sixth form demonstrate a genuine passion for the success of all students, no matter what their starting points.
(Ofsted 2017)

The Area

Exmouth is a town of 40,000+ inhabitants situated at the mouth of the River Exe. As with so much of the South West, employment in Exmouth is largely in the service sector and the College is by far the largest employer in the town. Employers also include primary schools, Exmouth Hospital and a thriving retail and tourist trade.

Exmouth is a very pleasant place to live. It is situated at the start of the Jurassic Coastline which has been officially ranked alongside the Great Barrier Reef and the Grand Canyon as one of the natural wonders of the world. East Devon is an area of outstanding natural beauty.



The town has a marina and the two mile beach front offers a variety of water sports. An indoor tennis centre is attached to the College campus and is used on a daily basis by both the College and the public. Exmouth also has other excellent sporting facilities including a large Sports Centre with two heated pools, fitness suites, squash and badminton courts. The town has a wide range of hotels and restaurants, a number of pubs and night clubs as well as shopping facilities.

On the outskirts of Exmouth is Woodbury Common. It is a huge and beautiful moorland, ideal for walking, riding, mountain biking and picnics. The common is also the home of Woodbury Golf and Country Club offering two golf courses, one to championship standard. Exeter, the capital city of Devon, is just 10 miles from Exmouth and offers a wealth of shopping, sporting, cultural and historic attractions.

Teachers have positive relationships with their classes and have high expectations of behaviour. Most pupils respect their teachers, and so interruptions to learning are rare.
(Ofsted 2017)

Introduction to the English Department

Staffing

Welcome to the English Department, a large and supportive department comprising 22 members of staff. The majority of our staff are full-time, but some are also post-holders in other areas of the College.

Accommodation and Resources

Although Exmouth Community College is a large school, English are based predominantly on the Green Close site so you feel part of a much smaller community. The teaching of A-Level English takes place on the Gipsy Lane site and this is a short walk across the bridge. Facilities are good, with each English room being equipped with computer, DVD drive and projector. There are two computer rooms in the English block and access to additional computer facilities can be arranged through the college booking system. Most full time members of staff have a consistent teaching room, although this is not always possible all of the time.

As a department we work collaboratively to share planning and the creation of resources. The resources are ever-evolving and staff are welcome to add and update documents to unit folders on an ongoing basis.

Curriculum

The curriculum is planned by the relevant key stage co-ordinator, to ensure consistent coverage for all students, but creativity and innovation are welcomed in the delivery of the units. Our KS3 curriculum is mostly taught through texts, of which there is a large and varied selection. We are always keen to expand our range to keep up to date with current reading trends. We subscribe to Accelerated Reader and build 15-20 minutes into every KS3 lesson for reading and quizzing. At GCSE, we follow Eduqas Language and Literature. We also run A-Level Literature and an A-Level Language course, in which students achieve excellent results.

Results

The attainment of our students is good and consistently above national averages. We are now committed to improving our rates of progress between KS2 and 4, especially for disadvantaged students. We are therefore looking for someone who can engage and inspire pupils to achieve greater progress in 2018 and beyond, especially as we now work within such a challenging new GCSE specification. Our value added at Post 16 is consistently positive.

We welcome applications from vibrant and inspiring teachers who actively seek new ways of securing pupil progress.

Extra Curricular

We have a creative and enthusiastic department and this can be seen in the teachers' commitment to providing enrichment opportunities for students outside of the classroom. Trips and activities are encouraged across the Key Stages. We publish students' creative writing by facilitating their entry into competitions, while working closely with the library to enjoy visits from authors such as Malorie Blackman and Carol Ann Duffy. We also take part in national initiatives such as the Carnegie Medal process. For some years now, we run public speaking competitions for our students with the local rotary. We also work closely with the Budleigh Writers' group.

Our department is successful, cohesive and forward-thinking. If you feel that you have the subject knowledge, energy and professionalism to work within the department, then we would welcome your application.

Job Description

| | |
|-----------------------------|-------------------------------------|
| Title: | Teacher of English |
| Type of Appointment: | Permanent |
| Start Date: | 1 September 2018 |
| Salary: | MPS/UPR |
| FTE: | 1.0000% |
| Reporting to: | Head of English |
| Responsibility for: | No line management responsibilities |

Purpose of the Job

The College is currently seeking a qualified teacher to take on a role teaching English. The successful applicant will be expected to provide outstanding teaching and learning of English to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the English Department.
- Contribute to the effective working of the English Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of English.
- Ability to initiate curriculum innovation and develop resources.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

| Attributes | Essential | Desirable | How Identified |
|---|-----------|-----------|---|
| Qualifications | | | |
| Qualified to degree level in English Language or Literature | ✓ | | Application, Certificates. |
| Qualified teacher status | ✓ | | |
| Ability to teach GCSE | ✓ | | |
| Ability to teach A Level | | ✓ | |
| Teaching Experience | | | |
| Successful experience of teaching English in a placement or a previous school | ✓ | | Application, Interview, Assessment/ Observation, Reference. |
| Experience of raising attainment in a positive classroom environment | ✓ | | |
| Teaching Standards | | | |
| Set high expectations which inspire, motivate and challenge students | ✓ | | Application, Interview, Assessment/ Observation, Reference. |
| Promote good progress and outcomes by students | ✓ | | |
| Demonstrate good subject and curriculum knowledge | ✓ | | |
| Plan and teach well structured lessons | ✓ | | |
| Adapt teaching to respond to the strengths and needs of all students | ✓ | | |
| Make accurate and productive use of assessment | ✓ | | |
| Manage behaviour effectively to ensure a good and safe environment | ✓ | | |
| Fulfil wider professional responsibilities | ✓ | | |
| Personal Qualities | | | |
| Adaptable, flexible and creative | ✓ | | Application, Interview, Assessment/ Observation, Reference. |
| Excellent written and oral communication skills | ✓ | | |
| Confident user of ICT | ✓ | | |
| Awareness and understanding of data protection and confidentiality | ✓ | | |
| Able to take responsibility and show initiative | ✓ | | |
| Enthusiastic and inspiring | ✓ | | |
| Ability to command respect | ✓ | | |
| Ability to work actively, productively and flexibly as part of a team | ✓ | | |

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Understand and recognise the principles of equality and diversity
- Commit to the safeguarding and welfare of all students
- Commit to regular and on-going professional development
- Commit to high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

To Apply

Please complete the Teaching application form available from the College website.

Your completed application form should be submitted before 10am on the closing date.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources
Exmouth Community College
Gipsy Lane
Exmouth
Devon
EX8 3AF

Questions?

For further information about this post please contact Amanda Day:

Email: amanda.day@exmouthcollege.devon.sch.uk

Phone: 01395 255687



Exmouth Community College

Gipsy Lane, Exmouth, Devon EX8 3AF

Principal: A J Davis BSc(Hons)

Recruitment Enquiries

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