



**SOUTHLANDS
HIGH SCHOOL**

Endeavour for Excellence

Clover Road, Chorley, PR7 2NJ

T: 01257 414455 | E: mail@southlands.lancs.sch.uk

f [SouthlandsHighSchool](#) | t [@SouthlandsHS](#)

www.southlands.lancs.sch.uk

Teacher of English

Permanent



Candidate Information Pack

Are you an inspirational, creative and driven teacher who endeavours to be better in all areas of your practice? If the answer is yes, Southlands High School is the place for you to be successful and our students deserve you.

Southlands High School, a school in the newly formed Mosaic Academy Trust with Standish High School, is seeking to appoint a Teacher of English for Key Stages 3 and 4. The successful candidates will join our ever-growing English faculty which will record improvements in examination results in 2018 and beyond.

This post will be a permanent contract for the suitable candidate from September 2018 or sooner if possible. Salary is on the Main Pay Spine/Upper pay scale point dependent upon experience.

Candidates should be hugely enthusiastic, passionate about their subject and have an excellent knowledge of English and how to effectively deliver it to instil a love of English in young people. The ability to develop very positive working relationships with students and staff and to be a team-player is essential.

All candidates should complete the application form and attach a letter indicating their suitability for the post.

Closing Date Monday 18th June at 9.00am

Interviews will take place on Wednesday 20th June 2018

Please return the completed application form either by email to jane.thompson@southlands.lancs.sch.uk or by post to

Mrs J Thompson, Southlands High School, Clover Road, Chorley, Lancashire PR7 2NJ

Southlands is an Equal Opportunities Employer welcoming applications from all sections of the community.

This post is covered by the Rehabilitation of Offenders Act 1975. If successful you will be required to apply to the Disclosure and Barring Service (DBS).

General Information for Applicants

Southlands High School is on a journey to excellence. Our motto 'Endeavour for Excellence' demonstrates that we expect all stakeholders, staff and students to work hard. Southlands High School is striving to be 'Better' than ever before as a successful and inclusive school that works in close partnership with families and the community to achieve the best for our young people.

In December 2017, we were designated as a converter academy within the Mosaic Academy Trust with Standish High School (Standish High School as the lead) and look forward to going from strength to strength in our partnership. The Mosaic Academy Trust as an organisation seeks to value each and every member of the community and to become a family of schools that will welcome other schools and be a Trust whose chief aim is to become stronger as a whole than by the sum of its parts. The Trust has a Trade Union Recognition Agreement in place.

In 2017 Southlands High School was the 8th most improved school in Lancashire and the fastest improving school in Chorley. We expect to continue our journey of improvement.

We strive to meet the needs of the individual child so that they feel safe, secure and happy and enjoy their time at Southlands. We also aim to provide the highest standards of teaching and learning so that students are able to progress and fulfil their potential. We believe that every child should be given opportunities to develop their leadership skills as part of their growth and development in order to prepare them for adult life. Many of our students go on to be very successful in all aspects of life with a number attending some of the leading universities in the country. We are committed in our drive for academic excellence whilst offering a wide range of extra-curricular activities and opportunities so that our students can achieve educational success and develop fully as individuals.

We recognise that all students have the right to the highest quality education that will equip them with the qualifications they need to progress to college, university or their chosen career. Every decision we take to create our successful school comes from a firmly held staff belief that we can always strive to be 'better' than before.

The school was last inspected by Ofsted in June 2013 and was judged as good in every aspect. Parental responses to our latest Kirkland Rowell survey consider the school outstanding and student responses to the Pupil Attitude Questionnaire were also very good. Our school priorities for 2017-18 clearly focus on our culture for improvement: improving student outcomes, the development of teaching, learning and assessment, strong personal development, behaviour and welfare and effective leadership at all levels.

There are 815 young people on roll. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school.

At Southlands we are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our Southlands Standard.

Hopefully, this has inspired you to take a serious look at Southlands.

I look forward to receiving your application form.

Kerry Millar

Headteacher

EXAM RESULTS

Overall Progress 8	2016	2017
Attainment 8	41.6	42.2
Overall	-0.74	-0.41

Southlands	2016	2017
5 A* - C including English and Maths	33%	32%
English and Maths Grade 4 and above	39%	50%
2 A/A*	22%	24%
5 A/A*	7%	9%

English Grade 9 – 4 (A* - C)	48%	66%
English Grade 9 – 7 (A* - A)	11%	14%
English Grade 9 – 5	-	51%

Maths Grade 9 – 4 (A* - C)	49%	56%
Maths Grade 9 – 7 (A* - A)	10%	10%
Maths Grade 9 – 5	-	40%

Southlands Subjects	Grade 9s – 2017
English Language	1.5%
English Literature	1.5%
Maths	0.7%

The English Faculty

The English Faculty at Southlands comprises an experienced and enthusiastic team of six specialists. We have, over recent years, benefited from the stability and professionalism of a strong team dedicated to raising standards through high expectations, a strong work ethic and positive relationships with students, consolidating our position as one of the leading academic faculties in the school. At the root of everything we do is the commitment to provide the very best quality of teaching and learning opportunities in which all learners are challenged and their needs addressed, regardless of their individual starting point. Tracking and monitoring progress of groups of students as well as individuals is a fundamental part of daily practice, informing lesson planning, structure and delivery. All faculty members play a crucial role in driving forward new initiatives and work closely together as a team to share good practice in all areas of the curriculum.

The faculty carries a key role in supporting literacy development across the curriculum and members have been directly linked to other subject areas in order to ensure a common approach to delivering specific skills and exam techniques, along with providing practical advice on the new SPaG requirements. In addition, a programme of intervention is provided at both key stages, targeting those students performing below national expectations at subject and whole school level. It is our philosophy that the achievement and progress of each child in English is the responsibility of all faculty staff, regardless of teaching group; to this end additional revision sessions, carried out outside school hours in the period leading up to external examinations, is inclusive of all students. The faculty is accommodated centrally in newly refurbished rooms, all of which are fully equipped with touch screen technology.

You will be joining a faculty in which literacy, assessment for learning and encouraging learner independence are deeply embedded within the learning process in an atmosphere of mutual trust. The sharing of skills, resources and the provision of new experiences has a crucial part to play in achieving this positive ethos. The continuing success and cohesion of any faculty is primarily dependant upon teamwork and cooperation. The English faculty at Southlands work closely together in a supportive capacity, exchanging and sharing ideas, assuming responsibilities and being flexible as the situation requires. If appointed you would become an integral part of that team and must be willing to provide your own support and involvement with other team members.

We pride ourselves on our extra-curricular activities. As a teacher you will be expected to take an active involvement in such activities. These opportunities have included school productions, theatre trips, reading and writing competitions, the 'Rotary Public Speaking', debating competitions, 'Primary Quiz' rounds, the 'Spelling Challenge', the 'Throne of Words' interviews, Keele University competition and many more. Much is expected of you at Southlands but much is given in return. We firmly believe in the importance of staff development at all levels. We have for many years been involved in the ITT scheme and continue to provide opportunities for new and existing staff to develop current skills whilst learning new ones. This is an excellent opportunity for a highly motivated, dedicated teacher who is ready to embrace a new challenge.

JOB DESCRIPTION: MPS/UPS TEACHER

Post Title:	<u>TEACHER</u>
Purpose:	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To monitor and support the overall progress and development of students as a teacher/Form Tutor. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their personal excellence. To contribute to raising standards of student achievement and attainment. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. To promote actively the school's policies by engaging in teamwork in pursuit of the school's vision statement.
Reporting to:	Curriculum Leader
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Head/Deputy, teaching/support staff, external agencies and parents.
Disclosure level	Enhanced
Working Time	195 days per year. Full Time
MAIN (CORE) DUTIES	
Operational/ Strategic Planning	<ul style="list-style-type: none"> To assist in the development of appropriate specifications (syllabuses), resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department. To contribute to the Curriculum area taught in, and the department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities.
Curriculum Provision:	To assist the Curriculum Leader/Assistant Curriculum Leader and SLT to ensure that the curriculum area provides a range of teaching which complements the school's aims.
Curriculum Development:	To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Vision Statement and aims.
Staffing Staff Development:	<ul style="list-style-type: none"> To take part in the school's staff development programme by participating in arrangements for further training and professional development. To continue professional development, including subject knowledge and teaching methods.
Recruitment/ Deployment of Staff	<ul style="list-style-type: none"> To engage in the Performance Management Review process. To ensure the effective/efficient use of classroom support To work as a member of a designated team and to contribute positively to effective working relations within the school.
Quality Assurance:	<ul style="list-style-type: none"> To help to implement school quality procedures and to adhere to those. To contribute to the process of monitoring and evaluation of the curriculum area/department. To seek/implement modification and improvement where required. To regularly reflect and evaluate methods of teaching and programmes of study. To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
Management Information:	<ul style="list-style-type: none"> To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems, registers, etc. To complete the relevant documentation to assist in the tracking of students. To track student progress and use information to inform teaching and learning.
Communications	<ul style="list-style-type: none"> To communicate effectively and professionally with the parents of students as appropriate. Where appropriate, to communicate and co-operate with external agencies. To follow agreed policies for communications and confidentiality in the school.



Management of Resources:	<ul style="list-style-type: none">• To contribute to the process of the ordering and allocation of equipment and materials.• To assist the Curriculum Leader/Assistant Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.• To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students
Marketing and Liaison:	<p>To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.</p> <ul style="list-style-type: none">• To contribute to the development of effective subject links with external agencies.

MPS/ UPS Person Specification

	Essential	How Identified
1. Education & Qualifications	<ul style="list-style-type: none"> a) Appropriate Degree b) Qualified Teacher Status c) Recent participation in relevant professional development d) Obtain Local Authority CRB Clearance and satisfactory references 	<ul style="list-style-type: none"> a) Application form b) Application form c) Application form, references d) Application by successful candidate & referees
2. Relevant Experience	<ul style="list-style-type: none"> a) Evidence of successful teaching experience or teaching practice 	<ul style="list-style-type: none"> a) Application form, letter, references, interview/presentation.
3. Specialist Knowledge	<ul style="list-style-type: none"> a) Knowledge of effective teaching and learning strategies with the ability to teach English to GCSE level b) Subject specific knowledge and knowledge of latest curriculum development c) Knowledge of Assessment for learning procedures and subject specific assessment procedures d) Ability or potential to use and interpret data e) ICT skills 	<ul style="list-style-type: none"> a) Application form, letter, references. b) Application form, letter, references. c) Letter, Interview/Presentation, references. d) Interview/Presentation, references. e) Interview/Presentation references.
4. Interpersonal Skills	<ul style="list-style-type: none"> a) Ability to relate to teachers, other professionals, parents and pupils. b) Ability to find solutions and overcome problems. c) Ability to liaise with members of Department other Faculties & Senior Leadership teams within school d) Possess both tact and determination coupled with excellent interpersonal skills. 	<ul style="list-style-type: none"> a)-d) Application form/letter , references, interview/presentation.
5. Other	<ul style="list-style-type: none"> a) Ability to relate to and promote the ethos of the school. b) Willingness to undertake training as required. c) Excellent attendance and punctuality. d) Ability to work under pressure and meet deadlines. e) Commitment to raising of standards and achievement. f) Ability to be able to work effectively as a form teacher and to support the development of pastoral work within school. 	<ul style="list-style-type: none"> a) Letter , interview b) Interview/letter c) Letter , references, interview. d) Interview/letter e) Interview/letter f) Application form/letter , references.