



TEACHER OF ENGLISH



*Stanchester Academy
Stoke-Sub-Hamdon
Somerset
TA14 6UG*

01935 823200

Website: stanchester-academy.co.uk

Email: office@stanchester-academy.co.uk

Principal: Mrs Amy Joynes

Recruitment Information Pack

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Dear Applicant

Thank you for expressing an interest in the post of **Teacher of English** at Stanchester Academy. This post is permanent, full time commencing on 1 September 2018 or as soon as possible thereafter at our Academy. Successful applicants should be able to teach English to Key Stage 4. Accompanying this letter is information about the Academy and the Department which we hope will provide you with everything you need to know to apply for the post. The Academy Website gives further details.

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy and enthusiasm. We believe this is an outstanding opportunity to join a diverse and successful team that works hard to enthuse students and instil in them high standards.

The successful candidate will:

- have a real passion
- be able to build relationships quickly, with humility and empathy
- show respect to others – students, parents and colleagues – in order to get the best out of them
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful Academy
- be able to inspire and motivate others, supporting a shared vision and direction for the Department
- use resources, intellect, creativity and innovation to be successful

At Stanchester Academy we aspire to be amongst the best, not just out of a healthy competitive spirit, but because it is our duty to foster and pursue this commitment for our learners and learning community.

We are proud to be an Academy known for a productive and welcoming atmosphere, valuing achievement but also strongly promoting personal development. School should be a preparation for later life, and learning self-respect, consideration for others, and the consequences of our own actions, all helps develop a sense of duty, citizenship and belonging.

Stanchester Academy is a rural comprehensive school set in a stunning location in South Somerset, close to Yeovil and within a mile of the A303. We benefit from exceptionally good road and rail links to major cities in the UK. Stanchester Academy is an exciting Academy with aspirations that match the high expectations we have of our students. The professional development of our staff drives learning and has helped to create the “buzz for learning” that can be found in all classrooms. We are known also for our commitment to the personal development of the individual child. For us, self-respect, consideration for others pride and belief help to develop a sense of duty, citizenship and community.

In 2016 Ofsted judged the school as ‘good’ and identified the relentless focus on standards and expectations on being pivotal in our success. A recent externally commissioned quality assurance review found “leaders are steering the Academy confidently and strategically towards outstanding”.

The Academy is frequently praised for its positive ethos where students feel valued and respected and where a healthy culture for learning exists across the school. GCSE results are consistently good, in 2017 thirteen subjects achieved over 75% A*- C or 9-4 with 10 subjects also achieving over 20% A*-A grade. The Academy exceeded National averages in all key measures and exceeded these for English and Maths with English achieving 80% grade 9-4 and 4.4% grade 9.

We are looking for someone with high expectations, a love of their subject and able to inspire and enjoy the challenges of this role. You need to be a team player, who will go the extra mile to support students and want to continually develop and pick up the best ideas from around the world in Education. We have a great record for supporting and developing NQT's, staff and leaders through our own highly valued CPD programme and links with training providers across the South West.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Yours sincerely

Mrs Amy Joynes
Principal



Application Process

Governors & senior staff will meet to shortlist from **Thursday 21 June 2018**. Interview candidates will be informed by telephone soon after.

If you have not heard by **Friday 22 June 2018**, please assume you have been unsuccessful on this occasion.

Interview Date: **Monday 25 June 2018**

Completed applications should reach the school by **Thursday 21 June 2018** by **12noon** and should include:

- I. fully completed Stanchester Academy application form (NB: CV's are not required);
- II. a letter of application (no more than 2 sides of A4) outlining:
 - Your approaches to student learning in English.
 - Additional areas to which you feel you could contribute in this thriving community school

We look forward to receiving your application by **12noon** on **Thursday 21 June 2018**.

Completed applications should be returned either via the TES portal or by post, marked '*Confidential*' to Mrs Liz Joynes, HR Manager at Stanchester Academy, Stoke-sub-Hamdon, Somerset, TA14 6UG or by email to LJoynes@educ.somerset.gov.uk or office@stanchester-academy.co.uk

Should you wish to arrange a visit to view the Academy, please do not hesitate to contact Liz Joynes who will also be happy to arrange this.

Stanchester Academy has an absolute commitment to safeguarding and promoting the welfare of children. The Academy follows the national and Somerset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service. Stanchester Academy is committed to equal opportunities and positively encourages applications from all sections of the community.

Information about the Department

Thank you for expressing an interest in the post of **Teacher of English** at Stanchester Academy. Please find below some information regarding the post which will, we hope, answer some questions you may have about the position.

Curriculum Organisation

Currently we follow the AQA syllabus for English Language and English Literature, all students take both subjects. At Key Stage 4 students have two English teachers, one of whom teaches Literature and the other Language and alternating each term, which starts from Year 9.

For Key Stage 3 we have developed assessment criteria that links closely to the mark schemes for the GCSE's. Students complete either a reading or a writing assessment each term based on this criteria, and the criteria is used to guide learning objectives and in self, peer and teacher assessment. The criteria document aims to develop a clear, structured routine across the Department. Speaking and listening skills are embedded into the learning.

The school operates a two week timetable of 50 lessons of one hour each. Key Stage 3 students have 8 hours of English per fortnight, one of which is in the Library. During Library lessons students follow a structured scheme that aims to support reading comprehension as well as Literacy across the Curriculum. Years 7 and 8 participate in the accelerated reader programme. Key Stage 4 students have 9 hours of English per fortnight, 4 lessons with one of their English teachers and 5 lessons with their other English teacher.

Students are taught either in mixed ability groups or sets, this decision is made each year in consultation with the whole team and is based on the needs of the students in each year group. Each day students have 30 minutes of silent reading time. This occurs across the school in all subjects, and is arranged on a rotational basis to ensure that each subject is affected equally. The school places a lot of importance on Literacy.

Accommodation

There are 6 specialist English teaching rooms situated in close proximity to each other. One of the rooms that can be utilised in lessons. All rooms are equipped with a ceiling-mounted digital projector. The Intervention Team are also based in the same building as the English Department.

Resources/Equipment

The Department has a number of class sets of books to teach. At Key Stage 3 teachers are able to choose which books they would like to teach to each group. At Key Stage 4 students purchase their own copies of the book so that they can write their notes directly into them. Students are provided with a poetry anthology in Year 7 that they continue to use until Year 10 when they receive their GCSE poetry anthology. The Department has a large stock of non-fiction and fiction text extracts that can be used in all year groups.

We have a shared drive on the computer that contains long term plans, topic overviews, PowerPoints and example answers to show students resources for both Key Stage 3 and Key Stage 4 lessons that can be used. There are a number of computer rooms in the school containing PC's that can be booked for lessons.

Current Developments

Now that we have taught the new specification for a year, we have recently edited our assessment criteria for Key Stage 3 in order to ensure it matches the requirements for GCSE and this will be re-reviewed each year. Additionally, we have increased the level of challenge in Key Stage 3 in order to meet the demands of the GCSE.

Students read GCSE set texts from Year 8, they are studying non-fiction and fiction text extracts that are of a similar level of difficulty to the ones studied at Key Stage 4, and the subject terminology taught at Key Stage 3 is the same as that which is taught at Key Stage 4. All assessments are unseen and are formatted to reflect the different parts of the GCSE Exam papers. A recent review that the school has had recognised the increased level of challenge that we are offering to our students, and we aim to continue this success and develop it further.



Stanchester
Academy

We are currently ensuring that all Key Stage 3 modules have resources and opportunities that help them to prepare for the GCSE such as self and peer assessment aids, Home Learning menus, analysis of structure and evaluation to prepare for the 'To what extent...' question. Our aim at this point is to ensure that Key Stage 3 is as fully prepared for GCSE as they possibly can be so that a steady and consistent level of progress is made from Year 7 through to Year 11.

We are looking for a cheerful, enthusiastic and energetic teacher of English, who will be able to make a significant contribution to our team, and who will welcome the challenge and professional development offered by the post, as an opportunity to further their career. The person appointed to this position will be an excellent teacher, able to enthuse students and demonstrate a real passion.



Job Description for a Classroom Teacher

Accountable to: Curriculum Leader

Area	Accountability Statement
Teaching and Learning	<ul style="list-style-type: none"> Planning and preparing courses and lessons Teaching, according to their educational needs, the students assigned, including the setting and marking of work to be carried out by the student in school and elsewhere
Assessment Recording and Reporting	<ul style="list-style-type: none"> Assessing, recording and reporting on the development, progress and attainment of students Providing or contributing to oral and written assessments, reports and references relating to individual students and groups of students
Students' Personal Development	<ul style="list-style-type: none"> Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions Take on the role of Form Tutor Making relevant records and reports
Liaison	<ul style="list-style-type: none"> Communicating and consulting with the parents of students Communicating and co-operating with persons or bodies outside the school Participating in meetings arranged for any of the purposes described above
Performance Management	<ul style="list-style-type: none"> Participating in arrangements for the review of the teacher's own performance and that of other teachers
Monitoring, evaluation and CPD	<ul style="list-style-type: none"> Reviewing from time to time the methods of teaching and programmes of work Participating in arrangements for further training and professional development Act on advice and feedback given and be open to support
Educational methods	<ul style="list-style-type: none"> Advising and co-operating with other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
Discipline, Health and Safety	<ul style="list-style-type: none"> Maintaining good order and discipline among students and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere
Staff Meetings	<ul style="list-style-type: none"> Participating in meetings at the school which relate to the curriculum or the administration or organisation of the school including pastoral arrangements
Cover	<ul style="list-style-type: none"> Cover for absent colleagues, rarely and in circumstances that are not foreseeable



External Examinations	<ul style="list-style-type: none">• Participating in arrangements for preparing students for external examinations, assessing students for the purposes of such examinations and recording and reporting such assessments• Participating in arrangements for students presentation for, and conducting, such examinations
Leadership and Management (if appropriate)	<ul style="list-style-type: none">• Contributing to the selection for appointment and professional development of other teachers and support staff, including the induction and assessment of new teachers• Assist the Principal in carrying out threshold assessments of other teachers for whom there is management responsibility• Co-ordinating or managing the work of other staff; and taking part in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
Administration	<ul style="list-style-type: none">• Participating in administrative and organisational tasks related to the duties described above, including:<ul style="list-style-type: none">✓ The direction or supervision of persons providing support in the classroom✓ Attending assemblies✓ Registering the attendance of students✓ Supervising students during duties before, during or after school sessions.



Person Specification

Standard Scale Teacher

We are seeking a highly skilled colleague who will be dynamic and committed to the department and the school.

The qualities, skills and experience we are looking for include:

- Qualified Teacher Status.
- Strong Evidence of CPD.
- Detailed knowledge of the specialist subject curriculum for Key Stage 3 and Key Stage 4.
- Excellent teaching skills.
- Ability to teach the specialist subject to Key Stage 3 and Key Stage 4.
- Good ICT skills.
- Ability to improve attainment and achievement.
- Ability to work well in a team.
- Ability to plan and organise own workload.
- Ability to work effectively under pressure.
- Excellent decision-making skills.
- Excellent inter-personal skills.
- Excellent communication and presentation skills.
- Commitment to the wider life of the school.
- Good health and attendance record.



Benefits of Working at Stanchester Academy

High Quality Professional Development
<ul style="list-style-type: none">• INSET Programme with personalised pathways
<ul style="list-style-type: none">• New staff/PGCE induction programme with Mentor
<ul style="list-style-type: none">• In-house Middle leader training programme
<ul style="list-style-type: none">• M Level Accredited NQT induction programme
<ul style="list-style-type: none">• M Level Accredited 2nd year teacher programme
<ul style="list-style-type: none">• Opportunities to run workshops for staff in school and within teaching partnerships
<ul style="list-style-type: none">• Encouragement of individual action research through appraisal
<ul style="list-style-type: none">• Opportunities to mentor/coach student teachers on ITT
<ul style="list-style-type: none">• Annual Teach Meet
<ul style="list-style-type: none">• Established Reading Group
Support for Teaching
<ul style="list-style-type: none">• Investment in resources, facilities and the environment
<ul style="list-style-type: none">• Outstanding ICT infrastructure including Wi-Fi, resources
<ul style="list-style-type: none">• Strong departmental support structure
<ul style="list-style-type: none">• Ipad sets available for Teaching and Learning activities
<ul style="list-style-type: none">• Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
<ul style="list-style-type: none">• Designated support for reprographics, trip management, student behavioural support, SEND needs
<ul style="list-style-type: none">• Dedicated team of school learning supervisors
Links with other Schools
<ul style="list-style-type: none">• Mid Somerset Consortium
<ul style="list-style-type: none">• Taunton Teaching Alliance
<ul style="list-style-type: none">• South West Teaching Alliance
<ul style="list-style-type: none">• Somerset Challenge – Primary Schools Partnership of nine feeder schools with whom we have excellent cross-phase academic collaboration Y5-6 curriculum and transition
Health and Well-being
<ul style="list-style-type: none">• 1610 Sports Centre attached
<ul style="list-style-type: none">• Free Annual Flu Jab
<ul style="list-style-type: none">• Our own specialist HR Manager
<ul style="list-style-type: none">• Membership of Care-first providing free welfare counselling, free Occupational Health consultations
<ul style="list-style-type: none">• Long service recognition with one day off per year after 10 years and 2 days off per year after 20 years' service
Supporting Families
<ul style="list-style-type: none">• Supportive to colleagues for time off during periods of family illness/crisis
<ul style="list-style-type: none">• Supportive of requests where possible to attend graduations, special family events and house moves

Practicalities – Little extra touches

- Free refreshments of coffee, tea, milk etc at each CPD Event
- Quality free seated lunch provided on INSET Days
- Learning Lunches for Reading Group and Teaching and Learning Group
- Afternoon meal provided before evening events
- Food allowance whenever on duty (£2.20 per day)
- Water dispenser in main staff room
- Generous business travel allowance
- Free on-site parking

Strong Staff Community

- Staff Social Committee
- Staff Work Room with PC's and Printer
- Large main staff room – we hold 3 weekly whole staff briefings
- Amazing involvement in charity events, national days, productions, including volunteer stewarding at Glastonbury
- Duke of Edinburgh / Ten Tors
- PFA Events
- Department social events



Welcome to Stanchester Academy