



Chilton Trinity

*Aiming High, Achieving Together*

11 – 16 Mixed Comprehensive School

940 on roll

Chilton Street,  
Bridgwater,

Somerset, TA6 3JA

## INFORMATION FOR PROSPECTIVE CANDIDATES

**Assistant Team Leader of English - Permanent**

**Main Scale + TLR 2.2**

**(Possibility of UPS)**



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# The School

At Chilton Trinity we aim to be an inclusive learning community in which every student can work hard to achieve their very best. I make no apology in believing we have an absolute moral responsibility to equip students with the best possible exam results as we know, this sets them up for the rest of their life and opens doors. We balance this academic focus with opportunities for our students to have genuine life enriching experiences, underpinned by the highest expectations and an unconditional commitment to provide the best education possible for your child.

It is hugely important to me that every student in this school feels happy and safe. As we know this is how students learn best combined with a sharp focus on learning. We constantly remind students that there are no limits to what they can achieve if they have the right mindset. We aim to support and nurture students to develop confidence and resilience through a wide range of learning and enrichment activities, both in the classroom and in sport, music and the arts.

Chilton Trinity is a mixed comprehensive school for students aged 11 – 16 in Bridgwater, Somerset. The school was established in 1966 but in November 2014 moved into a brand new state of the art PFI building on the same site. The old school building was then demolished and a new car park stands in its place. We can admit up to 210 students in each year group. Our overall number at present is 940.

We are well-known as a caring school and our House system supports this by creating a family atmosphere that supports each child. We want a stimulating environment for learning and have high expectations on attitudes and behaviour, encouraging students to be the best they can with positive rewards for good behaviour. Our House system divides the school into four smaller families. We call them Jupiter, Mars, Neptune and Venus, each led by a Head of House and a House Learning Manager who both focus on academic monitoring and pastoral care. We ensure no student is invisible. The House System also encourages a highly competitive atmosphere, inter-house competitions throughout the year, promoting success, resilience and team spirit. Smaller Tutor Groups also help to establish strong links with tutors.

Trinity Leisure (1610) Sports facility is also located adjacent to our site and used by the local community throughout the day. On 1<sup>st</sup> March 2013 a new swimming pool opened for the first time to complement the fitness suites and Sports Hall that opened in 2012.

The school is popular and highly regarded in the local area. In our most recent Ofsted Inspection (September 2018) we were delighted to be judged to be "good". We have an Academy Order and will join the Clevedon Learning Trust (CLT) in April 2019. This is an extremely exciting stage in the school's development, joining the CLT will make us even stronger in the future and will allow us to continue to develop strong links with our primary schools.

I am delighted you have taken the time to find out about our school and it is a privilege to be the Headteacher at Chilton Trinity as we move into an extremely exciting time for the school. We are hugely proud of our school and of the achievements of our students. We have a beautiful building and excellent facilities, but our greatest asset is our students.

Please do not hesitate to call us if you would like to look around before deciding whether to apply or if you would like clarification on any matter.

If you do decide this post is for you I look forward to receiving your application.



Mr J Lamb - Headteacher

## Leadership Team

Headteacher	Mr J Lamb
Deputy Heads	Mr T Newell
Assistant Heads:	Mr R Suik
	Ms K Wood (SEND/CO/DSL)
	Mr R Payne
Associate Assistant Heads:	Mrs B Hampton
	Mr R Hopes

# About our students

There are numerous opportunities for students at Chilton Trinity to participate in all aspects of school life.

Our students play a big part in supporting Year 6 students with their transition from Primary School. Each Year 6 student has their own Ambassador from Year 9 who helps and guides them through the transition process.

There is a strong element of Student Leadership in the school with students involved in decision making at all levels, such as in staff interviews, reviewing policies and planning fundraising events. Recently students have been successful in changing and improving the eating areas within the school, introducing more charity events and in the design and implementation of our new school uniform.

House competitions, ranging from football to public speaking are held weekly throughout the year. Students compete to win the Croad Trophy, which is presented to the House with the most points at the end of the year. Sports Day is very competitive with all students cheering on their House. Students from all Houses have the opportunity to become a House Leader.

Students take part in a variety of Music and Drama activities. There are opportunities for them to participate in concerts and assemblies. We have recently staged a fabulous Winter Wonders Christmas Concert which is followed by our school musical 'Legally Blonde' this term.

Students take part in a variety of sports activities, in lessons, in House competitions or by representing the school. Our school teams are hugely successful at both local and county level. Individual students have also represented the County and the South West in hockey, basketball, swimming, rugby and football.

Our students value the way the school works restoratively and recognise the positive impact this has on behaviour and relationships of students. We also work closely with parents to ensure they are fully involved in school life.

There are various opportunities for students across all year groups to participate in trips abroad. For example, a trip to Berlin, the Africa Expedition, Ski Trip and the Language Study visits to either France or Spain are always extremely popular.

Year 7 Students also have the opportunity to go camping for the week in Porlock and participate in a variety of outdoor activities. For many students the Camp is a highlight during their time at Chilton.

# Advert

## Assistant Team Leader of English

Start: January 2019 (or sooner if possible)

Main Scale + TLR 2.2 (possibility of UPS)

We are looking for an English Teacher who is enthusiastic, committed and an inspiring classroom teacher with a passion for English and keen to assist the leadership of one of our highest performing subjects.

Chilton Trinity

- Is popular and highly respected within and beyond the local community
- Moved into a brand new state-of-the-art PFI building in November 2012 with fantastic facilities across all areas of the curriculum
- Was judged by Ofsted (September 2018) to be "Good"

Our English results have been consistently over 70% 4-9 for the past 4 years, and there has been an increase in 5-9 grades from 2017 to 2018. English continues to be one of our flagship departments.

The ideal candidate will:

- Have the ability to be an inspirational and outstanding teacher
- Have a commitment and strong motivation to improve student attainment
- Be innovative, creative and flexible
- Be committed to working restoratively, promoting Chilton Trinity's inclusive culture of high expectations and outcomes for all
- Be enthusiastic to work collaboratively within the team.
- Have the resolve and resilience to make a real difference to the lives of our students.

Please telephone to speak to the Headteacher, Mr J Lamb as soon as possible if you are interested in this position. More information and an application form can be found on our website: [www.chilton-trinity.co.uk](http://www.chilton-trinity.co.uk)

All applications including application form and covering letter should be submitted as soon as possible. The deadline for applications is Monday 15<sup>th</sup> October 2018 at 9.00am however, applications will be considered as soon as they are received. Completed applications should be emailed to [EKing@educ.somerset.gov.uk](mailto:EKing@educ.somerset.gov.uk)

### **Interviews w/c Monday 15<sup>th</sup> October 2018**

*We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and undergo appropriate checks, including enhanced DBS.*

# Job Description

**Reports to:** Team Leader – English

**Start date:** As soon as possible

**Salary:** MPS + TLR 2:2

## **The Role:**

- To provide outstanding Teaching and Learning of English to ensure high attainment for students at KS3 and KS4.
- To assist the Team Leader of English in leading and managing the delivery of English across the whole school

## **Key Responsibilities:**

- To provide a stimulating classroom environment that helps students to develop a passion for English.
- To teach English to both Key Stages across the ability range
- To deliver consistently outstanding lessons and outcomes for students
- To liaise with the Team Leader to monitor and track the progress of all students, taking sole responsibility for specific cohorts of students, as agreed with the Team Leader.
- To provide intervention sessions for targeted students after school and during Revision Conferences
- To assist the Team leader in leading and managing the department
- To assist in the development of resources that support all staff in delivering the Team Schemes of Learning
- To take responsibility for the induction of new members of staff, particularly NQTs.
- To lead on the development of PGCE students within the Department
- To assist the Team Leader in raising and further developing the profile of English across the school
- To assume responsibility for leading the English team in the absence of the Team Leader.
- To comply with the school's Health & Safety policy
- To safeguard and promote the welfare of students at all times, acting at all times within the school's Safeguarding procedures.
- To achieve any performance criteria or targets related to the TLR post, measured through the School's annual Appraisal cycle.
- To liaise with Feeder Primary Schools in connection with English transition from KS2.
- Plan and deliver challenging, well organised lessons which promote progression and lead to raised attainment

## **Professional Attributes**

- Maintain an up to date knowledge and understanding of the professional duties of teachers
- Contribute to the development, implementation and evaluation of school policies and practice
- Hold positive values and attributes, especially high expectations of students
- Adopt high standards of professional behaviour
- Communicate effectively with students, parents/carers, and colleagues
- Recognise the contribution that colleagues, parents/carers can make to the development and well being of students
- Have a commitment to collaboration and cooperative working

- Evaluate their own performance and be committed to improving their practice, especially through coaching/mentoring

### **Professional skills**

- Plan and deliver challenging, well organised lessons which promote progression and lead to raised attainment
- Establish a purposeful and safe learning environment
- Manage learners' behaviour by establishing a clear and positive framework in line with school policy
- Plan opportunities for students to develop literacy/ numeracy/ ICT skills
- Make effective use of assessment approaches to set challenging learning objectives and monitor progress
- Provide feedback on students' attainment, progress and areas for development
- Support students to reflect on their learning, identifying progress and areas for improvement
- Plan, set and mark appropriate homework tasks, including those in out of school contexts
- Work as a team member, and with other colleagues, to share the development of best practice within the school

This Job Description will be complemented by an annual CPD programme, which will detail individuals' development needs, and the support targeted to enable continued professional development.

*The Job Description is current as date shown, but in consultation, may be changed by the Headteacher to reflect or anticipate changes in the role, with the salary and post title.*

## Assistant Team Leader of English - Person Specification

	<b>Attributes</b>	<b>Essential/ Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Honours Degree (or equivalent) in English or a related subject</li> <li>Qualified Teacher Status</li> </ul>	Essential Essential
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of successful teaching in either their current post or teacher placement</li> <li>An ability to use assessment information to enable students to make progress</li> </ul>	Essential Essential
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>A proven track record of record of improving Teaching &amp; Learning</li> <li>To have experience of raising attainment in a challenging classroom environment</li> <li>To be a proven outstanding practitioner</li> <li>To have completed at least 2 years as an English teacher post NQT qualification</li> <li>To have evidence of Continual Professional Development leading to improvements in the quality of Teaching and Learning</li> <li>To have evidence of effective and systematic behaviour management with clear boundaries, sanctions, praise and rewards</li> <li>A thorough knowledge and understanding of all aspects of the National Curriculum in relation to this post</li> <li>Understanding of whole school curriculum issues</li> <li>Evidence of taking an active role in the provision of high quality CPD for staff e.g. mentoring</li> </ul>	Essential Essential Essential Essential Essential Essential Essential Desirable Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Able to work closely with the Team Leader and other members of the team to implement the Department's agenda for learning and teaching</li> <li>Self-motivated and enthusiastic</li> <li>A good team player with resilience and a desire to be part of a lively school community</li> <li>Adaptable, flexible and creative</li> <li>Proven ability to share outstanding practice with colleagues</li> <li>Good use of data to track and monitor progress of students</li> <li>Evidence of successful intervention work leading to improved outcomes</li> <li>Good communication, planning and organisational skills</li> <li>Demonstrates resilience, motivation and commitment</li> <li>Acts as a role model to staff and students</li> <li>Ability to be pro-active and show initiative</li> <li>A passion for English and a desire to promote learning</li> <li>Strong interpersonal skills and proven positive relationships with students, staff and parents, and other members of the school community</li> <li>The ability to lead and manage staff effectively</li> <li>A desire to apply for Team Leader of English posts in approximately 3 years</li> </ul>	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Desirable Desirable

<b>Child Protection</b>	<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of the children</li> <li>• Ability to form and maintain appropriate relationships and boundaries with children</li> <li>• Prepared to undertake child protection screening – checks with past employers and checks from the Disclosure and Barring Service and Independent Safeguarding Authority</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p>
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Other Essential Requirements:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people

Equal Opportunities:

To assist in ensuring that Chilton Trinity's equalities policies are considered within the school's working practices in terms of both employment and service delivery

# How to apply:

The closing date for this vacancy is Monday 15<sup>th</sup> October 2018 at 9.00am.

Potential applicants are welcome to telephone 01278 425222 if they have any questions about the post. The Headteacher, Mr J Lamb, can be contacted through his PA, Mrs Emma King, should you wish to discuss any details about the post or the school, or if you would like to arrange to visit before submitting an application.

Please complete and sign the Somerset County Council Standard Application Form – only applications submitted on this form will be considered. Accompany the completed form with a letter of application – maximum of two sides of A4 (font size 12). In your letter please explain how your experience to date matches the person specification and equips you for this post. Also outline in brief what you feel you can bring to this school and how you can contribute to its future development.

Please email completed applications to [eking@educ.somerset.gov.uk](mailto:eking@educ.somerset.gov.uk)

We will contact your referees for a reference before the interviews and for shortlisted candidates the references will be taken into account in deliberations at the conclusion of the final panel interviews.

Chilton Trinity is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

Candidates are asked to bring to interview some type of photographic identification, this could be either a passport or driving licence.

The school is an equal opportunities employer. Our policy is to ensure that no job applicant or employee receives less favourable treatment because of race, colour or nationality, sex, marital status, religion or disablement. We have a smart dress code for all staff. The site is non-smoking.

*We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and undergo appropriate checks, including enhanced DBS.*

# Local Area

Somerset is a stunning county, full of varied landscape and thriving market towns, there are also some amazing places of natural beauty including Exmoor, the Blackdown Hills, the Quantocks and the Somerset Levels.

Bridgwater is in easy distance of Exeter, Taunton and Bristol, ideal for shopping and entertainment.

If you are looking for a place to bring up your family, pursue a more active lifestyle, or both, Bridgwater and the surrounding area is situated perfectly.

An unmissable event every November is Bridgwater Carnival, which regularly attracts more than 130,000 visitors. Bridgwater also provides an attractive location for businesses, with two motorway junctions within three miles of the town centre, this is reflected in the growing number of industrial parks around the town.

You can visit the town website on: [www.bridgwater.net](http://www.bridgwater.net)

You can visit the Somerset tourism website on: [www.visitsomerset.co.uk](http://www.visitsomerset.co.uk)



