# January 2018

Dear Applicant

# Post as Head of English Faculty (TLR 1b £9,474)

Thank you for your interest in this key post as a permanent full time Head of English Faculty which is available from 9 April, 4 June or 1 September 2018. The post arises as the result of the retirement of the current post holder.

St Mary Redcliffe and Temple is a successful and heavily oversubscribed 11-18 co-educational, Church of England, comprehensive school of over 1650 students, serving families from the whole of greater Bristol and beyond. We are located at the heart of the city and have a diverse student community with considerable parental support. 48% of students in the main school are from black and minority ethnic backgrounds and 15% of students have been recorded as being entitled to free school meals (Ever6). We educate relatively high numbers of Children in Care. Our diversity is a strength and something we celebrate. **The** Redcliffe Sixth Form Centre currently houses around **600** students taken from our own school and from many other schools across the City.

The School is proud of its academic record and **84%** of GCSE grades were at grade C/Level 4 or above (up from 78%). **87% of students achieved a Level 4 or above (equivalent to a C) in English and Maths.** Sixth form results are also high with a 99% pass rate and 81% at grade C or above. 32% got A\* and A grades (up 5%). Most sixth form students continue on to Higher Education, including 9 taking up Oxbridge places.

The School was judged in January 2012 and again in April 2015 to be outstanding by Ofsted in each and every category. Ofsted judged Leadership and Management, Behaviour and Safety of Pupils, Quality of Teaching, Achievement of Pupils, and Sixth Form Provision, all as Outstanding. We were judged outstanding in three church school (SIAMS) inspections (2007, 2012 and March 2017).

Ofsted remarked that “Church school status makes an important and distinctive contribution to the school’s exceptionally positive values and beliefs. Leaders and the highly effective governing body ensure that students’ spiritual, moral, social and cultural development are given the highest possible priority.” “The promotion of students’ spiritual, moral, social and cultural education is extremely impressive and contributes enormously to the welcoming ethos of the school. Equality of opportunity is vigorously promoted; discrimination in any form is not tolerated. Students are highly reflective about matters of faith and personal responsibility; their social awareness is remarkably perceptive.”

We are a National Support School (since July 2013) and a National Teaching School (since March 2014). I am a National Leader in Education. The 2015 Ofsted comments capture our passionate commitment to providing opportunity for all staff to develop. “Staff are encouraged to develop leadership roles, including working with, and helping to improve, other local schools. All leaders contribute extremely well to improving teaching and learning.” “The school invests heavily and

productively in ensuring that staff and leaders have every opportunity to develop their expertise for the benefit of students. Professional development for staff is extremely well planned and implemented; it is linked closely to teachers’ targets for improvement.”

Our Christian ethos is at the centre of our distinctiveness and success. We believe that daily worship helps us get our priorities right. The School has a clearly identified set of values that are reflected in our pastoral and curriculum practice. The School is committed to developing students as whole people and lifelong learners. To facilitate this St Mary Redcliffe and Temple School has developed the Alive model, which seeks to develop competencies, values and skills in our students to support their development as ‘fully alive’ learners. The role of the tutor is key and teachers are expected to be tutors in one of our Houses in the main school. Students in Years 8-11 are in mixed age tutor groups, which contribute to the ‘family’ atmosphere of the School.

The School was fortunate to be part of ‘Building Schools for the Future’ Wave 4 and we moved into a significant new block in early November 2010. This houses Music, ICT, Technology, Science, Art, English, Maths, Learning Resource Centre, PE and staff facilities. In addition we have a sports hall, as well as a gym and a swimming pool. Humanities and Languages are housed in a refurbished 1980s building which is also the base for Year 7 students. We also have a large Sixth Form block.

The English team are 14 successful, committed teachers who enjoy working collaboratively. There is a culture of reflection on the quality of teaching and learning. The English team seek to deliver lessons which challenge all students by using a full variety of active methods and excellent questioning technique. The student lies at the heart of the assessment process and there are a wide range of formative, evaluative and summative approaches to support them in their learning.

The department is well supported by a Faculty Administrator and has a large number of dedicated rooms which are mainly situated together. Leadership within the department consists of the Head of Faculty, who line manages a Second in English (TLR 2b), and staff members responsible for English at KS3 (TLR 2a), Media and Film at KS4 and KS5 (TLR 2a), and Drama/Theatre Studies. The Head of Faculty is responsible for coaching and quality assuring good leadership in these areas. In addition, a member of the English team is our Literacy Progress Coordinator (TLR2a) with a whole school brief, line managed by the Assistant Headteacher responsible for Achievement Interventions.

The Head of English post is an exciting role for someone with an enthusiasm for well thought through curriculum development and a grasp of how to help staff understand and build on students’ prior knowledge to maximise progress. We would welcome a colleague with a passion for English teaching who loves to see students of all abilities enjoying the subject, learning actively and making rapid progress. We provide a variety of development opportunities including outreach to other schools. We want a reflective practitioner able to share best practice, enhance and develop existing systems, and inspire a team. We are seeking to appoint a candidate with effective leadership skills, who is also able to teach English to all the Key Stages and all abilities. The ability to teach at least one type of English A Level to KS5 standard is also essential.

**In addition to your application form, please return a separate additional sheet (no more than one side of A4) addressing the follow questions:**

1. What are the key features of an outstanding faculty?
2. Share one thing you have implemented that had a significant positive impact on student progress and explain why.

The closing date for receipt of application forms by my PA is as advertised, i.e. by 10am Monday 15 January 2018. When providing details of your referees you must include their e-mail address. Please return your application form and separate additional sheet (and a Teaching Experience Sheet) by email direct to **jobs@smrt.bristol.sch.uk**.

Interviews will be scheduled during week commencing 22 January 2018 (likely to be Monday 22 January 2018). If you have not heard from us by the end of January 2018, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for most of our posts we are unable to provide feedback on unsuccessful applications.

Yours sincerely



Elisabeth Gilpin

Headteacher