

Parklands High
School



Learn, Respect,
Aspire, Achieve

Teacher of
English

Application
Pack



"Pupils' welfare continues to be at the heart of the school's work"
(Ofsted July 2018)

Dear candidate,

May I take this opportunity to introduce you to Parklands High School, an over-subscribed, successful, supportive and high achieving academy with 1090 students on roll. The school plays an active role in teacher training and in collaborating with other schools. It is also one of only 8 schools in the country to have been awarded the SSAT Leading Edge Framework For Exceptional Education in recognition of its innovative work in transforming learning behaviours.

At Parklands we aim to deliver an outstanding and exceptional educational experience to our student community. We are proud of our reputation as a forward thinking school which invests in the latest teaching and learning technologies and resources. Combined with an extensive network of pastoral support, we foster leadership skills and develop the attributes, personal qualities and social skills that will be essential to our students as they become adults in an ever changing world. Indeed, in 2018, Ofsted commented that *'Pupils are positive about their school. They enjoy lessons and extra activities and feel safe. They like their teachers, who they feel challenge them to achieve well. Pupils usually behave thoughtfully in school and the respect that they have for people's differences is strong.'* (Ofsted July 2018)

The core values of Learn, Respect, Aspire and Achieve underpin the Parklands' ethos and we believe that everyone, both students and staff, should strive to be the best that they can be. No matter what changes are ahead in terms of national policy, we maintain focus on offering a curriculum that stretches and challenges our students, preparing them for future careers and adult working life.

Parklands High School was graded **'Good'** at its last inspection in 2018. *'Pupils make good progress. Teachers' enthusiasm for their subjects engages pupils. Pupils' attitudes to learning are typically good.'* (Ofsted July 2018). The best schools are underpinned by strong foundations of basic discipline and respect and we have high expectations.

The English department work hard, collaboratively and supportively, constantly reflecting on their own practice. They are forward thinking, creative and supportive of change and new approaches. We are looking for a teacher who is inspired by the opportunity to work with colleagues who genuinely want to improve the experiences and outcomes for all students in their care and create an English curriculum which inspires and challenges students to perform at their very best.

Please take time to look at our website, www.parklandsacademy.co.uk and this application summary. They can only give you a glimpse into life at our school, but I hope it will inspire you to apply for this excellent career opportunity in a school community where you can make a significant impact and where we will welcome you warmly and support you professionally.

Yours faithfully,

Mr Steve Mitchell
Head teacher

The Post

Salary	Main/Upper Pay Scale (subject to experience)
TLR	N/A
Contract type and term	Full time, one year only (in the first instance)
Start date	ASAP

We are seeking a colleague with excellent qualifications, ideally with academic strength in physics. Candidates should be enthusiastic and dynamic with a strong ambition to build on our success to date. Applicants will be willing to work hard in collaboration with the team, be receptive to innovative practices, and be an inspirational and motivational practitioner. They will also be expected to take an active role in all aspects of the work of the English department and the school which is at an exciting stage in its improvement journey. Applicants with previous teaching experience would be expected to demonstrate evidence of excellent progression in the student groups they have taught.

The ethos of the department is one of engagement, enjoyment, excellent teacher/student relationships and expectations of high standards for all students and staff. We seek someone who will impart a love of English to students. Ideas and new initiatives are warmly welcomed. A sense of humour and the ability to be a team player are vital.

The successful candidate will:

- be an excellent teacher
- be a strategic and innovative thinker
- be committed to raising achievement and levels of progress for all learners
- be focused on improving teaching and learning
- be able to inspire and motivate students and colleagues
- be a team player with excellent interpersonal and communication skills
- have excellent subject knowledge
- be able to give quality feedback through marking of students' work and assessments.

Examination Results Summary

English Language	2016	2017	2018
Progress		+0.23	+0.33
% 9-5		60%	73%
% 9-7		23%	27%
% 9		5%	6%
% A/A*	19%		
% A-C	80%		

English Literature	2016	2017	2018
Progress		+0.48	+0.54
% 9-5		68%	68%
% 9-7		30%	29%
% 9		3%	6%
% A/A*	30		
% A-C	90		

Closing date 12.00 noon Wednesday 23rd January 2019

Proposed interview date Monday 28th January 2019

The application form can be downloaded from the website www.parklandsacademy.co.uk
Please complete this and return it to the school. In addition, please submit an accompanying statement to outline to what Key Stage you are able to teach each subject and how your experiences demonstrate that you meet the person specification.
Maximum 3 sides of A4, size 12 Arial font.

Please return applications by email, marked 'Teacher of English application' to admin@parklandsacademy.co.uk

For an informal discussion, please contact Miss L Pilkington, Assistant Headteacher, either by telephone or email to lpilkington@parklandsacademy.co.uk

Parklands High School is committed to safeguarding and the process of safer recruitment. As a result, this post is subject to an enhanced Disclosure and Barring Service check, and all shortlisted candidates will be expected to prove their identity at interview. The successful candidate will be expected to show original copies of qualifications and further proof of their identity.

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Teacher of English Job Description & Person Specification



Teachers' enthusiasm for their subjects engages pupils. Pupils' attitudes to learning are typically good." (Ofsted July 2018)

Job Title	Teacher of English
Department/Area	English
Responsible to	Headteacher, SLT Curriculum Manager, Curriculum Leader English.

Working Time	
<p>a. 190 days (or part time equivalent) of teaching a designated timetable plus 5 days (or equivalent) in which the teacher may only be required to perform other duties.</p> <p>b. Any other session as directed by the Headteacher</p> <p>Prompt attendance and leadership/participation as appropriate in:</p> <p>c. Staff Briefings - 8.30am and any other designated meetings.</p> <p>d. Agreed pre-school, break, lunch time and post school duties</p> <p>Calendar:</p> <p>g. Full participation at directed time events on the annually published calendar.</p> <p>h. Attendance at calendar sessions, meetings and INSET will be agreed at the start of the academic year.</p> <p>i. Attendance at optional CPD opportunities.</p>	
Safeguarding	To report all information and concerns to the Designated Safeguarding Lead. This should be completed promptly, factually, and in line with the school's confidentiality requirements.
Health and Safety	To comply with the school's Health and Safety Policy and report all information and concerns to the designated representative. This should be completed promptly.

Main Duties

1) Principal responsibilities:

Under the direction of the Curriculum Leaders for English,

- To contribute to teaching and learning in both subjects including production of shared resources.
- To participate in the development and implementation of appropriate syllabi, materials and schemes of work reflecting the school's published aims, policies and procedures. This includes the School SEF and development plan, teaching and learning policy and behaviour policy.
- To maintain accurate and complete assessment records and use them constructively to inform learning and to report to parents as required.
- To participate in the process of student target-setting, developing and implementing schemes of work and maintaining progressive learning outcomes in lessons.
- To attend and contribute to department meetings, TLC sessions and INSET training as required.

2) Additional specific responsibilities:

- To be the form teacher of an assigned form.
- To undertake the pastoral care and guidance of each individual in the form and monitor their academic progress.
- To deal with and administer all routine business connected with the form, including returns as required.
- To take responsibility for the conduct of Form time.
- To provide or contribute to reports and keep records as appropriate.
- To check and comment on reports to parents as needed.
- To keep a general eye on the personal appearance and behaviour of the form and insist on a high standard.
- To attend and contribute to assemblies when required and actively supervise the form's movement both to the place of assembly and whilst it is in progress.
- To attend House meetings.

3) General duties:

- To have responsibility for safeguarding and promoting the welfare of the young people for whom you are responsible and all those you may come into contact with.
- To mark the register of all groups in accordance with the procedures determined by the attendance policies.
- To carry out a share of supervisory duties in accordance with published schedules.
- To share responsibility for good order and discipline in the school.
- To participate in appropriate meetings with colleagues and parents or carers.
- To participate in Appraisal and School Self Evaluation arrangements.
- To adhere to published school policies.

- Be courteous to colleagues, students and parents and provide a welcoming environment to guests.
- Discharge your duty of care for your own and others' health and safety.

4) Please note:

- The above responsibilities are subject to the general duties and responsibilities contained in the "School Teachers' Pay and Conditions Document".
- This job description does not direct the particular amount of time to be spent on carrying out any of your duties and no part of it may be so construed.

Other duties will be required as and when necessary to the post from time to time. The job description is current at the date shown but, in conjunction with the post-holder, may be revised by the Headteacher to reflect and anticipate changes in the job. These would be commensurate with the grade and job title. Such variations that are made to the duties and responsibilities will not change the general character of the post.

All aspects of the post will be evaluated by appropriate means including discussions with those staff the holder is responsible to, including the Headteacher and members of the SLT.

Please advise the school of any disability you may have or develop so that the school may endeavor to make any necessary reasonable adjustments to the job and the working environment.

Person Specification

Teacher English Department

	Essential	Desirable	How Assessed
QUALIFICATIONS			
Qualified teacher status	✓		A/C
A recognised degree or equivalent	✓	(✓)	A/C
EXPERIENCE OF TEACHING			
Successful English KS3/KS4 level teaching in an 11-16 school- either in placement or employment	✓		A/I/R
PROFESSIONAL UNDERSTANDING			
Assessment for learning		✓	A/ I/R
Planning		✓	A/ I/R
Differentiation / personalisation to include the needs of SEND students		✓	A/ I/R
Behaviour management strategies		✓	A/ I/R
ICT literacy		✓	A/ I/R
Awareness of health and safety issues in the teaching of English	✓		A/ I/R
APPLICATION FORM AND LETTER			
Letter should be clear, concise, accurately written and presented in an organised way:	✓		A
Letter should outline a clear educational philosophy and relate directly to the requirements of the post and the school as outlined in the Job Description, this Person Specification and other documentation	✓		A
Application form should be fully completed, accurate and legible	✓		A
Candidates will have to demonstrate their suitability to work with children	✓		A/I/R
KNOWLEDGE, SKILLS AND ATTRIBUTES			
Candidates should be able to show that they have:			
excellent subject knowledge and effective classroom practice	✓		A/I/R
knowledge and understanding of current educational issues, including national policies, priorities and legislation		✓	A/I/R
knowledge and understanding of current curricular, teaching and learning issues relevant to the needs of the school		✓	A/I/R
understanding of strategies for school improvement		✓	A/I/R
ability to use ICT to enhance learning and to administer professional duties	✓		A/I/R
self-confidence, self-motivation, personal impact and presence	✓		A/I/R
the ability to relate well to students, parents and staff	✓		A/I/R
effective communication and exceptional interpersonal skills	✓		A/I/R
high levels of commitment, enthusiasm and motivation	✓		A/I/R
a clear understanding of the needs, values and aspirations of all students being educated in this school	✓		A/I/R
a good sense of humour	✓		A/I
willingness to make a substantial contribution to the school's vision and future development	✓		A/I R

Note: We will always consider your references before confirming a job offer in writing.

Key: A = Application (including letter) C = Certificate I = Interview R = Reference