



The Gryphon School

LEAD PRACTITIONER OF ENGLISH & TEACHER OF ENGLISH

SEPTEMBER 2020



The Gryphon School
Bristol Road
Sherborne
Dorset
DT9 4EQ



The Gryphon School

LEAD PRACTITIONER OF ENGLISH & TEACHER OF ENGLISH RECRUITMENT INFORMATION PACK

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February 2020

Dear Applicant,

Thank you for showing an interest in the post of Lead Practitioner of English or Teacher of English at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us.

We are seeking to appoint ambitious, creative and inspiring teachers with energy, enthusiasm and a love of English. These are permanent, full-time posts for candidates with an ability to teach English to A level. The Teacher of English role is suitable for an NQT.

This is a great opportunity to join an English Department that is large, creative and dynamic. There is a real passion for literature, language and literacy. Levels of progress are very good and the GCSE Grade 4+ pass rate in best English (Language or Literature) in 2019 was 83%, beating the national average by over 10%. The English courses are amongst the most popular at A Level again with excellent results.

We are seeking to appoint ambitious, creative and inspiring teachers with energy, enthusiasm and a love of English.

The successful candidates will have:

- a strong subject knowledge and passion for all aspects of the written and spoken word
- the ability to embrace and contribute to the vision and direction of the team
- the ability to play a full role in maintaining and enhancing the current high standards in the Department
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- the ability to be a team player who will go the extra mile to support students and who will enjoy the challenges of this role

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. Since September 2017, we have been designated as a teaching school and are very excited about the opportunities that this new status will bring. In a recent national publication, The Real Schools Guide, The Gryphon was rated as one of only two schools in Dorset as 5 star; based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

Our 2019 GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The percentage of exams awarded level 7 or above (equivalent to an A or

above in previous years) was over 21%, and the proportion of grades at level 4 and above is now 77% against a national average of 67.1%.

Additionally our A level results were excellent resulting in an ALPs score of 3. Three of our 6th formers gained places at Oxford and six will be studying medicine whilst 40% gained places at Russell Group universities.

In November 2015 our inspection as a Church School (SIAMS) judged us to be Outstanding. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a “good school” and we enclose a copy of their letter to me outlining our many strengths. Our focus for this year, which reflects our Church School status, is that we should be a “10:10” school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for team members with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

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

Very best wishes,

N J Edwards

Nicki Edwards
Headteacher



THE APPLICATION PROCESS

We look forward to receiving your application by **9.00am on Monday 02 March 2020.**

Interview Date : **Wednesday 11 March 2020.**

You are asked to provide the following:

- A completed Gryphon application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to Caroline Rabbetts, PA to Headteacher, The Gryphon School, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to her at:

Gryphon.HR@gryphon.dorset.sch.uk

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset 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.

The Gryphon School, part of the Sherborne Area Schools Trust, is committed to equal opportunities and positively encourages applications from all sections of the community.





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ENGLISH DEPARTMENT – USEFUL INFORMATION

Our large team of 13 full time and 3 part time English teachers is dedicated, enthusiastic and inspiring. We like to benefit from each other's extensive skills at every opportunity and sharing of best practice is a key feature of all of our meetings. Over the years we have established and maintained a high level of success in public examinations, at GCSE and A level. We have consistently attracted large numbers to study at post 16, including a significant proportion of boys. The Department has clear Schemes of Work including a broad range of literature and language resources. We encourage staff to capitalise on their own enthusiasm, skills and knowledge and are keen to support career progression within the Department structure. Film Studies is also an important strand of the Department with several specialist teachers supporting the teaching of the GCSE and A Level courses.

The English Department keeps good stocks of set texts and other resources in our centrally located office as well as in our twelve

classrooms. The School has a very well-equipped Learning Resource Centre which is in constant use by English staff. All classrooms are fitted with interactive whiteboards and multi-media facilities. E-learning is a priority and there is Wi-Fi across the site; iPads are used extensively and students are encouraged to use the latest technology to make notes, interact in lessons and access revision resources.

In English the pupils are usually taught in mixed ability groups, although we have some smaller groups in all Key Stages to cater for students with particular needs. Class size is usually between 27 and 30 in KS3, between 20 and 30 at KS4 and between 10 and 25 at KS5. Short intervention schemes are often used by our Nurture & Learning Support Department to ensure that all students are making progress. The Schemes of Work, which are regularly updated, list core activities and assessments alongside other suggestions to allow staff the flexibility of personalised interpretation of lessons. All Schemes follow National Curriculum guidelines where necessary, including a renewed focus on the teaching of spelling, punctuation and grammar. We use a wide range of texts at KS3 and have detailed resources to support their delivery. It is essential that we encourage our students to be adept, independent readers. Assessment in Years 7-9 is currently being re-developed with a focus on core skills like effective written and spoken communication, comprehension and SPAG. We feel that we are centrally placed to provide quality literacy teaching throughout our curriculum.

Currently at Key Stage 4 our students study new AQA GCSEs in English and English Literature, aiming for Grades 1-9. Traditionally our results exceed the national average in terms of attainment and this paves the way for our healthy uptake in Year 12. WJEC GCSE Film Studies is also offered as an option subject, with students studying films as diverse as Slumdog Millionaire and Juno.

At post 16 we offer two year linear courses in AQA A Level English Literature and AQA A Level English Language, as well as WJEC Film Studies. Approximately 100 students commence a course in one of the subjects in Year 12 and



each group is taught by two teachers, allowing new teachers to have opportunities to teach A Level courses. We like to feel that the popularity of English throughout the School has an important bearing on our A level success.

A wide range of opportunities is offered to our students including visits to poetry days, Theatre trips and taking part in public speaking competitions like Youth Speaks. One of our current debating team was selected to deliver a TED talk in May 2019. The Department, and the School as a whole, benefits from strong links with other schools, locally and throughout the South West, often attending joint Inset sessions, at which areas of expertise, training and information are shared.

The English Department has also been awarded the Prince's Teaching Institute Mark in recognition of 'increasing challenge within the curriculum, further enthusing pupils with activities beyond the curriculum, developing the staff's own specialist knowledge and developing subject-based links outside school'.

The persons appointed to these positions will be an excellent teacher, able to enthuse students and demonstrate a real passion for English. At The Gryphon, a main scale teacher currently teaches 43 out of 50 one-hour periods over a two-week timetable, including five PPA periods.

If you would like to discuss this post please do not hesitate to contact Nicki Edwards, Headteacher, nicki.edwards@gryphon.dorset.sch.uk or Prue Bendell, Head of English prue.bendell@gryphon.dorset.sch.uk



The Gryphon School Person Specification

Teachers of English

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.



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The Gryphon School – Support for Staff – What we provide.....

High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2nd year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

Links with other schools

The Gryphon is outward looking and a lead member of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Member of the Sherborne Area School's Trust (SAST)
- North Dorset – five secondary schools, a Special school and a PRU
- Close links with local independent schools
- Teaching school status

Health and well-being

- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Support from the School Chaplain
- Dedicated INSET time for staff well-being
- Health & well-being focus in INSET sessions

Supporting families

- The Little Gryphons Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Generous business travel allowance
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc



LEAD PRACTITIONER OF ENGLISH & TEACHER OF ENGLISH

Start Date: 01 September 2020
Closing Date: 9.00am on Monday 02 March 2020
Interviews: Wednesday 11 March 2020
Salary: Teachers' Pay Scales
Contract: Permanent, Full-time

We are seeking to appoint ambitious, creative and inspiring teachers with energy, enthusiasm and a love of English. The Teacher of English role is suitable for an NQT. These are wonderful opportunities to join a large, creative and dynamic team with a real passion for literature, language and literacy. Levels of progress are very good and the GCSE Grade 4+ pass rate in best English (Language or Literature) in 2019 was 83%. The English courses are amongst the most popular at A Level again with excellent results.

The successful candidates will:

- Have a passion for all aspects of the written and spoken word
- Have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- Have the ability to embrace and contribute to the vision of the Department and school
- Be able to build relationships quickly
- Have a positive approach
- Have a real interest in educational issues, approaches and alternatives from around the world
- Be proactive and confident
- Use resources, intellect, creativity and innovation to be successful
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- Have the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became a founder member of the Sherborne Area Schools' Trust (SAST), a thriving multi-academy trust established in June 2017 of thirteen schools serving the West and North Dorset area as well as students from South Somerset. You will find Sherborne to be a centre for educational excellence as a beautiful rural country town that has easy road and rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast. We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and England.

We are a very proud school and attract students from around North and West Dorset as well as South Somerset. We also pride ourselves on our support and care for everyone and each other and offer well-developed and high-quality professional development opportunities, health and well-being packages and a superb working environment.

Our special culture and ethos focuses on high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our students.