



IDSALL SCHOOL

# IDSALL SCHOOL TEACHER OF ENGLISH



[www.idsallschool.org](http://www.idsallschool.org)

Idsall is a large successful 11-18 mixed comprehensive school with about 1,300 students. The school occupies extensive and attractive grounds on the edge of the market town of Shifnal, bordering on open countryside.

Lying close to the boundary with neighbouring authorities, Idsall attracts students from outside its designated admissions area - some from Telford and others from Staffordshire.

Our school buildings are well-maintained and provide large airy work spaces which are well-equipped to support delivery of exciting lessons. We have completed extensive redevelopment over the last few years, adding state-of-the-art learning environments in art, science, technology and ICT. New canteen facilities and upgraded toilet facilities have transformed our school. Classrooms are fitted with electronic whiteboards and multi-media projectors and have full access to broadband internet resources and a school-wide computer network. All our teaching staff have been equipped with laptop computers to facilitate delivery of high-quality lessons.

An attractive feature of the school is our large modern Library and Resource Centre which is a focus for many learning activities and private study both during and after the normal school day.

Our facilities for sports and physical education are outstanding. We have a very large multi-purpose sports hall as well as a separate gymnasium which was recently refurbished. Our Sports Centre has a large, state-of-the-art fitness suite with new fitness-training machines. Outside, we have a floodlit all-weather sports area and floodlit tennis courts. There are extensive playing fields for football, rugby, cricket, athletics, hockey and rounders.



## 'IDSALL - AN EXCITING PLACE TO LEARN'

We have a well-deserved reputation for our high standards in teaching and academic achievement. At Idsall School, we aim to provide a great variety of opportunities; academic, social and cultural, in order to challenge students to develop and achieve their personal best.

We ensure that every student gets the best possible opportunities and education allowing them to succeed and flourish. Learning is at the heart of all we do. Through high quality teaching, we ensure every students' talents and abilities are catered for, allowing them to not only excel academically but also to become independent in their learning and prepare them for the next stages of their life.

We value and strive to develop both the academic learning skills and personal skills of our students so that they can be a positive member of the local and global community. Our teachers and support staff are highly skilled in understanding the needs of every child, and are committed to providing each of them with the very best learning experience in an environment where they feel secure and happy.

Our academic results speak for themselves. In 2019, at GCSE 82% of students gained at least 9-4 (A\*-C) in English, and 81% of all students gained at least 9-4 (A\*-C) in Maths. Overall, nearly 21% of all grades were 9-7 (A\*-A); while at A Level 50% of grades were A\*/B. In 2020, we are very pleased with our Centre Assessed Grades awarded to both GCSE and A Level students. They reflected the hard work shown by our students in a difficult period.

More importantly we are a very happy school. The relationship between staff and students is exceptional; although very busy and, at times, pressurised, it is a pleasure to work and study in such a friendly environment. Expectations of teachers and pupils are high, but this



serves both to stimulate achievement and provide reward.

## Learning



In Years 7 to 9, Idsall School offers a curriculum that is structured with clear objectives of what we want students to know and do by the end of each course. This curriculum is aimed at developing our students' personal learning and thinking skills as well as encouraging their resourcefulness, resilience and

teamwork. English, mathematics and science are complemented by physical education, the arts and humanities, modern foreign languages, design and technology and ICT.

Teaching at Idsall School is constantly developing to ensure that all students are supported to achieve their personal best. We have consistently high expectations of both ourselves as teachers and our students. We maintain high levels of student engagement through the use of stimulating and imaginative learning strategies that develop resilience, confidence, collaboration and curiosity.

Regular checks are made to track each student's progress against their own personal learning targets. Students receive regular feedback on their work and progress. This feedback is designed to support the student to recognise what they have done well and what they could improve on to achieve the next steps in their learning. Progress is discussed with students by tutors and the results are reported termly to parents in a clear format showing strengths, and identifying areas for improvement. Additionally, when work is marked, teachers will identify how well a student has done and importantly, how that work can be improved. We thus constantly strive to ensure that a student reaches his or her full potential.

Students are placed in groups or bands for most subjects based on prior attainment levels and grades achieved in progress tests completed during the year.



In Key Stage 4 (Years 10 and 11), the range of subjects and courses available to students opens up to allow each student to make choices which they find interesting and relevant to their future careers. An options booklet provided during year 9 sets out details of all the courses on offer, and students make a guided choice to construct their personal programme of study in full consultation with parents and staff.

The opportunity to progress to A Level studies in our own successful Sixth Form is a tremendous advantage for Idsall students, and is a stimulus for them to aim for the highest grades at GCSE. Sixth Form students make a valuable contribution to the life of the school, helping to run clubs and organise charity events, and supporting the younger children in our school community.



**“Great oaks from little acorns grow”**

"Our School comprises a community of students, staff, governors and parents. Our motto reflects our belief that we want everyone within our School to reach their full potential".

As a school community we **value**:

- Each other, ourselves and our differences
- Kindness, honesty and respect
- Hard work and determination to be the best we can be
- Independent learning, organisation and self-reliance
- Courtesy and good manners

As a school we **aim** to:

- Be a school where everybody feels safe and happy
- Be a school where students work hard to achieve their maximum potential
- Deliver high quality teaching and learning that is valued and enjoyed
- Monitor and assess progress regularly to improve performance and produce a positive culture of high achievement and celebration
- Offer students activities and opportunities that develop a sense of self-worth, healthy well-being, enjoyment and belonging

**We will not accept:**

- Bullying in any form
- Behaviour that hinders the learning of others



## JOB DESCRIPTION AND PARTICULARS OF APPOINTMENT

### Teacher

**Name:**

**Job Title:**                    **Teacher**

**Accountable to:**        **Head of Department / Line Manager - SLT**

#### Post overview

- To fulfil the Professional Standards for a Teacher (Core), in the context of being a teacher as part of a department team and as a form tutor as part of a year team.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher and as a form tutor including the personal development dimension.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student progress and attainment.
- To actively promote the school's ethos of participation in extra-curricular activities.
- To promote and uphold the highest standards of safeguarding across the school and beyond.
- To meet all requirements as appropriate of the Teachers' Standards and Idsall expectations including policy and practice.

Accountabilities	Roles and responsibilities
<b>Leading Learning</b>	<ol style="list-style-type: none"> <li>1. To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere</li> <li>2. To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required</li> <li>3. To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students</li> <li>4. To ensure that ICT, literacy, numeracy are reflected in the teaching and learning experience of students</li> </ol>

	<ol style="list-style-type: none"> <li>5. To undertake a designated programme of teaching</li> <li>6. To ensure a high quality learning experience for students which meets internal and external quality standards</li> <li>7. To prepare and update subject materials</li> <li>8. To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus</li> <li>9. To maintain discipline in accordance with the school's procedures, and to encourage good punctuality, behaviour, standards of work and independent study</li> <li>10. To undertake assessment of students, underpinned by the principles and practice of AFL and as requested by external examination bodies, and school procedures</li> <li>11. To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the department</li> <li>12. To assist the Head of Department to identify resource needs and to contribute to the efficient and effective use of physical resources</li> <li>13. To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students</li> <li>14. To contribute to the department's development plan and its implementation</li> <li>15. To plan and prepare courses and lessons</li> <li>16. To contribute to educational enrichment activities</li> <li>17. To help to implement school quality procedures and to adhere to those</li> <li>18. To contribute to the process of monitoring and evaluation of the subject area in line with school procedures</li> <li>19. To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school</li> <li>20. To assist the Head of Department to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives</li> <li>21. To assist in the process of curriculum development and change to ensure continued relevance to the needs of students, exam boards and the school's objectives</li> </ol>
<p><b>Staff Development and Additional Duties</b></p>	<ol style="list-style-type: none"> <li>1. To take part in the school's CPD programme</li> <li>2. To continue personal development including subject knowledge and teaching methods</li> <li>3. To engage actively in the Performance Management Review process</li> <li>4. To ensure the effective and efficient deployment of classroom support</li> <li>5. To work as a member of a designated team and to contribute positively to effective working relations within the school</li> <li>6. To communicate effectively with the parents of students as appropriate</li> <li>7. To communicate and co-operate with bodies outside the school where appropriate</li> </ol>

	<ol style="list-style-type: none"> <li>8. To follow agreed policies for communications in the school</li> <li>9. To take part in Open Evenings and Parent Consultation Evenings</li> <li>10. To contribute to the development of effective subject links with external agencies</li> <li>11. To be a form tutor to an assigned group of students and to contribute to the pastoral programme</li> <li>12. To promote the general progress and well-being of individual students and of the tutor group</li> <li>13. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life</li> <li>14. To evaluate and monitor the progress of students and keep up-to-date student records</li> <li>15. To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved</li> <li>16. To communicate with the parents of students and with bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff</li> <li>17. To apply the classroom behaviour code so that effective learning can take place</li> <li>18. To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example</li> <li>19. To promote actively the school's policies and to comply with the school's Health and Safety policy and undertake risk assessments as appropriate</li> <li>20. To carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation</li> <li>21. To comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description</li> </ol>
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**Responsible to:** Head of Department, Head of Year, SLT

**Responsible for:** The provision of a full and rich learning experience and support for students ensuring students make good progress.

This job description should be read alongside the requirements of the DfE's School Teachers' Pay and Conditions Document 2019 (section 2, part 5, paragraphs 5.1 to 5.3) and is based on the "National Standards of Excellence for Headteachers" published by the Department for Education in January 2015 which sets out in greater detail the general requirements for headteachers and the standard terms of their employment.

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and in addition, as a term of your employment, you may be required to undertake various other reasonable duties, and whatever is deemed a reasonable request and/or necessary to the effective running of the school requested by the Headteacher.

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

Signed by Line Manager: \_\_\_\_\_ Dated: \_\_\_\_\_

Next review date: \_\_\_\_\_

## The Process

To apply for the role, please write a letter of application to support a fully completed application form and names of two referees to:

**The Head  
Idsall School  
Coppice Green Lane  
Shifnal  
Shropshire  
TF11 8PD**

Please mark the envelope 'FAO: Mrs Seona Davies in the top left-hand corner. Applications are also accepted via email to [jobs@idsall.shropshire.sch.uk](mailto:jobs@idsall.shropshire.sch.uk)  
Closing date for applications is **12 Noon on 30<sup>th</sup> March 2022**. Interviews will be **held from 4<sup>th</sup> April 2022**.