

Thamesmead School



Candidate Information Pack Teacher of English

Thamesmead School
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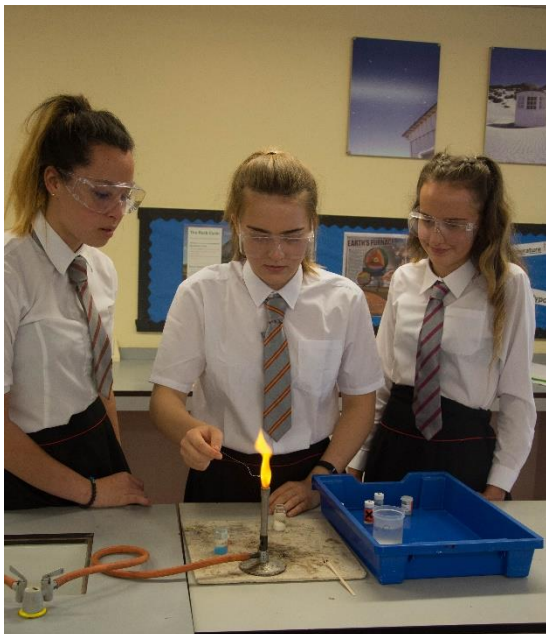
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Dear Colleague,

Headteacher: Mr Phil Reeves

Thank you for your interest in working at Thamesmead School, you will be joining a highly successful English Department. I hope the attached letter from our Curriculum Leader for English will demonstrate what a fantastic professional opportunity this is for any passionate and committed English specialist.

Thamesmead is a successful 11-16 school rated good by Ofsted in June 2017. We are a happy community of staff and students and you will see that if you wish to come and visit us as part of your application.

I joined the school as Headteacher in September 2017. I was impressed by the hardworking students, the calm atmosphere, and the friendly welcome that I received on my first visit and I can vouch for that being typical of the school now I have been Head for a year and a half.

Our staff like the strong and supportive team ethos that exists amongst those who work here. They like that we have high expectations of behaviour and standards from our students, and that we support our staff to uphold these. They like the work we have done to try and ensure workload remains manageable such as our shorter day, collaborative planning practices and the high quality assistance that is provided for teaching by our committed team of support staff.

As a school we have recently revisited our school vision and values to ensure that they will ensure the best education, support and outcomes for our students in this fast changing and demanding world. Our four shared goals are to:

- commit to excellence
- nurture individuals
- fulfil potential
- respect our community

To achieve these goals, we have introduced seven Thamesmead values for our students to aspire to:

- Aspiration
- Respect
- Independence
- Confidence
- Commitment
- Resilience
- Community

We are now working to embed these across our community as we lead the school into the next stage of its success. I hope that after reading all about us that you will want to apply to join our team and become a part of this journey.

I look forward to hearing from you in the near future.

Yours sincerely
Phil Reeves, Headteacher



Dear Colleague

I would like to thank you for your interest in our Teacher of English position at Thamesmead School. Our department is a dynamic, forward-thinking and greatly collaborative team of skilled teachers. We pride ourselves on the excellent quality of our teaching and learning, strong subject knowledge, and rigorous, thorough and highly effective curriculum planning. The performance of our students in the 2018 English GCSEs, wherein 89% achieved a Grade 4 or above and 45% a Grade 7 or above, are testament to the high calibre teaching that takes place within every English lesson, and we look forward to welcoming another member of the team to share in our successes.

Our English curriculum is a diverse and exciting mix of literature from the English heritage, modern American fiction, dramatic plays, world poetry, contemporary non-fiction and studies in spoken language. We deliver an engaging creative writing programme across both Key Stages. Throughout our pupils' five-year English career, they develop a deep appreciation of both the written and spoken word and learn how to craft their own creative works. Thamesmead pupils are nurtured into more than simply literary readers – they become literary thinkers and doers.

Working with us means working with both experienced and recently qualified teachers. An appealing benefit of our wide range of experiences and backgrounds is that we each play a unique role within the department, complementing and challenging each other to strive to even higher standards of teaching. Indeed, this community ethos is evident in our shared lesson planning, through which we not only save precious time in the working day, we share best practice and knowledge across the entire department, creating an atmosphere in which one can truly thrive as a practitioner.

Concomitant with this collaborative approach is the potential to broaden and hone your leadership skills. Not only would you be responsible for overseeing the curriculum within Key Stage 3, you would also be given opportunities to plan Key Stage 4 schemes-of-work. Here, you would offer topical expertise to the rest of the team. You would help to elevate our already excellent lesson planning and home learning schemes. Additionally, this offers capacity for some experience in leadership beyond Key Stage 3.

You would join the team at an exciting time in our development. Using our performance in 2018 to reflect on our successes and areas for growth, you would be joining us at a time when our direction is clear and unified. Assessed as 'Outstanding' in our last three annual departmental reviews, we are constantly endeavouring to sustain and better the impact of our teaching and are eager to welcome another talented individual to help lead the team in our journey.

I hope that after looking at the information regarding our department and the post will encourage you to prepare and submit an application. If you would like to talk to myself further regarding the post, or wish to visit the school in advance of making an application you are very welcome. Please contact Zoe Midwinter on hr@thamesmead.surrey.sch.uk to do so.

I look forward to hearing from you.

Yours sincerely,

Amy On
Curriculum Leader for English



Job Description

Teacher of English

Purpose of the Post

To contribute to achieving the aims and objectives of the Curriculum Area and of Thamesmead School and to develop and teach an effective and stimulating curriculum, so maximising the attainment of the students.

Accountable to: Curriculum Leader

Accountable for: Students within teaching area

Key Accountabilities

- To plan, prepare and teach lessons of the highest quality.
- To use the resources of the subject in an effective and imaginative way.
- To motivate, enthuse, excite and challenge students to produce the highest quality work.
- To contribute to the writing and implementation of the subject's Development Plan.
- To respond to professional development opportunities and work within the school's Continuing Professional Development Framework, including ICT developments.
- To support departmental and school approaches to assessment, recording and reporting.
- To participate in the pastoral organisation of the school as a form tutor, as required.

Key Tasks

- Work within the subject's schemes of work and contribute to their review and development.
- Attend subject and other school meetings and so contribute to departmental and whole school improvement.
- Monitor individual student progress by using data and assessment procedures and by giving appropriate feedback to students, parents and line managers.
- Promote the school's ethos and behaviour management approach.
- Exploit opportunities to develop students' skills in ICT, literacy and numeracy and to contribute to students' personal, spiritual, moral, social, cultural development and race awareness.
- Contribute to the department's programme of events.
- Promote the general progress and well-being of individual students and of the Tutor Group as a whole.



Teacher of English

Person Specification

Category	Essential	Desirable	Evidence form
Education and Training	<ul style="list-style-type: none"> • Qualified Teacher Status. • Graduate or equivalent in appropriate subject. • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Good Honours Degree (First or Second Class) 	Application form
Experience	<ul style="list-style-type: none"> • Successful teaching practice or experience teaching English to students aged 11-16. • Up to date knowledge and understanding of current educational issues. • ICT competence and interest in using ICT in the classroom. 		Application form Letter of application
Knowledge	<ul style="list-style-type: none"> • Knowledge of statutory curriculum, assessment, recording and reporting requirements for English. • Understanding of the characteristics of high quality teaching in English. • Knowledge of strategies for raising student attainment. 	<ul style="list-style-type: none"> • How to use comparative data, together with information about students' prior attainment, to set targets for improvement. 	Interview References
Skills	<ul style="list-style-type: none"> • Good oral and written communication skills. • The ability to prioritise, plan and organise. • The ability to solve problems and make decisions. • The ability to take responsibility for continuous professional self-development. • The ability to inspire students and staff. • The ability to work under pressure and to meet deadlines. • The ability to analyse, understand and interpret relevant information and data. • The ability to use ICT appropriately. 	<ul style="list-style-type: none"> • Professional proficiency and experience in the use of ICT. 	Interview References
Attributes	<ul style="list-style-type: none"> • Self confidence and initiative. • Reliability, resilience and integrity. • Energy, enthusiasm and imagination. • Personal impact and presence. • Intellectual ability. • Be suitable to work with children. 	<ul style="list-style-type: none"> • Willing to contribute to the wider life of the school. • Interests and experiences outside teaching. 	Interview References



Reasons to work at Thamesmead School

- Thamesmead students and staff are **friendly and fun** to work with. They like coming into school, behave well in class and achieve **good results**. In 2018 82% of our Year 11 students achieved grade 4 or above in both English and Maths. They have achieved positive Progress 8 scores each year and our score places us in the top 15% of schools in England.



- Thamesmead School is a **supportive community**. Respect is one of our seven Thamesmead values and our staff are kind, caring and respectful to each other. We work hard with our students to ensure they understand the importance of showing respect to all members of our community, and naturally this includes the classroom.
- At Thamesmead we place a **high emphasis on Professional Development** and provide a full and varied CPD programme for all teachers. Through a combination of independent pedagogical research and a structured programme, our aim is for **all staff to be informed and reflective practitioners**, leading and developing best practice that ensures successful outcomes for all students. There is **an ethos of support in the school**, where everybody's principal aim is to provide the best education for the students as we can.



- We have a **comprehensive NQT programme** that ensures new teachers have a **lighter timetable**, a **dedicated subject mentor** and timetabled **weekly mentor slot**, a **professional induction programme** to the role, and school, as well as access to the training we offer through our SCITT provision.
- Many of our staff members have been **internally promoted**. We offer a range of opportunities to staff to take on additional responsibility and be challenged professionally. Staff have been **promoted internally at every level**, including to the leadership team. We offer an annual secondment to the Leadership Team and **provide development projects with a financial incentive**.

- We encourage staff to be exam markers, recognising how this helps you **become better GCSE teachers** and provide support to enable this work to be completed.
- We encourage collaboration and partnership with other schools. We enjoy **positive links** with many of our neighbouring schools, as well as those further afield including those in the primary and sixth form phase, and those in the independent sector. This creates many **opportunities for our staff** to work with colleagues in other organisations.
- Children of staff are given **priority in our admissions policy**. If you have worked in our oversubscribed school for two years or more you are given priority in our admissions policy over applications from those in local proximity of the school.



- We run Thamesmead SCITT. If you already hold QTS, there may be **opportunities to mentor** subject specific trainee teachers and to gain Level 1 and Level 2 certification in Mentoring. There may also be the chance for you to **develop your practice** via involvement in wider work of the partnership through conducting visits, observations and quality assurance of training programmes. As a newly qualified teacher, you will have access to specific support including induction and our Professional Studies programme.
- We have an **accessible and approachable Leadership Team**. Our doors are open to staff and students and we provide visible support throughout the school. We have set up a 'change' group so that staff can provide input into the strategic development of the school.
- **Staff wellbeing** is of upmost importance at Thamesmead School. Strategic decisions are made to support staff in obtaining a good work life balance: consideration has been given to timings regarding marking load, assessment logging and meeting schedules to ensure staff are not overloaded. There is a wellbeing day in December to help break up the long autumn term, every effort is made to accommodate absence for special occasions such as graduation or nativity plays. Finally, with the **school day ending at 2.30**, there is time in the afternoon for staff to complete lesson preparation or take part in student or staff based extracurricular activities. Thamesmead celebrates the successes of staff on a weekly basis via the 'Start of the Week' award; gives mindfulness advice weekly via email and provides frequent break and lunch time treats for staff!



- There are **opportunities to suit a variety of interests** from the adventurous to the sedate, either working with students on activities such as Duke of Edinburgh, World Challenge (visiting such places as Namibia and Costa Rica), the yearly school production (past productions include Oliver and Annie) alongside other performance

related and sporting activities throughout the school year. Alternatively, for those who would like to spend time team building and bonding with staff, we have a variety of activities organised throughout the year including couch to 5k running group, football matches, curry nights, meditation, yoga and book club.

- We place a great emphasis on **encouraging students in the Arts**. Up to 10% of our places are offered to students based on their aptitude in Drama and Music. We encourage students to both study, and be involved in the Arts subjects within and on top of their timetables through the many clubs, productions and opportunities on offer.

How to Apply

Application Process

The application process for this role is a three stage process:

- Application form
- Presentation
- Interview

To be considered for this role you must complete an application form which can be downloaded from www.thamesmead.surrey.sch.uk/recruitment We are unable to accept CV applications.

Once the closing date has been reached all applications will be reviewed. The candidates who best demonstrate the skills listed in the person specification in their application will be invited to interview.

Thamesmead School reserves the right to progress no candidate to the next stage of the process, or not to appoint to the role, if candidates fail to demonstrate essential criteria in the person specification.

To arrange a tour of the school, to ask any questions or to submit your completed application form, please email hr@thamesmead.surrey.sch.uk or contact Zoe Midwinter, HR Manager on 01932 219 448.

Closing date: 23rd April 2019

Interview date: w/b 23rd April 2019

Start date: 1st September 2019

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Thamesmead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).