



KINGSBRIDGE COMMUNITY COLLEGE

Teacher of English

Candidate Information



Working together so children can lead great lives

Dear Candidate,

Thank you for your interest in Kingsbridge Community College and the position that we have available from September 2019. I am delighted that you are considering joining our accomplished team and I hope that the information pack along with the College website gives you all of the information that you need to apply for the post. Kingsbridge Community College is an inspirational place to work and visitors to the school all comment on the commitment, behaviour and academic qualities of our young people, the fantastic resources and College buildings, and the strong supportive relationships evident between staff and students.

This is an opportunity to join the College at an exciting point in our journey, in January 2017 we merged our Multi Academy Trust, to form Education South West, with 10 schools spanning primary, all-through and secondary: nearly 5,000 students and 600 staff in total. The aim of the Trust is simple: to work together so that children can lead great lives. We are currently graded outstanding by Ofsted, have been a Teaching School since 2011 which has allowed us to lead in the development of school-to-school partnership, support, and innovation through our ever increasing number of Alliance partners. In October 2016, following a competitive application process, we became one of the first national Research Schools in partnership with the Institute for Effective Education (IEE) and the Education Endowment Foundation (EEF). In becoming a Research School, we have been recognised as being a leader in our ability to be able to bridge the gap between education research and everyday classroom practice and we now fulfil the exciting role of supporting schools across the South in developing innovative ways of improving teaching and learning and providing support, training and expertise to support schools in improving classroom practice through the use of the very best available research and evidence.

In the summer of 2016, we achieved a set of strong results at both GCSE and A Level with our GCSE results placing us within the top 100 comprehensive schools nationally and placed second in the whole of the South West and in 2017 we improved upon these outcomes amid challenging changes to both examinations and subject content. Outcomes for the College for 2018 are well above national, reflecting the changes made to the examinations system nationally and the impact of the newly reformed qualifications. We are extremely proud of the achievements of all our young people and our aim to ensure that we are *"an outstanding learning community where individuals thrive"* can be seen in the fabulous progress made by all students irrespective of their starting point. That said, we are far more than a successful, academically focused school: we place great value in ensuring that we educate the whole child, providing the very best environment for learning - one that is inclusive, inspiring and engaging, one that provides every student with rich opportunities and experiences and one that broadens their horizons and helps ensure that they get the very best start in their adult lives. We are immensely proud of our students, who leave us as at the end of their time at KCC as well educated, adaptable, courageous, compassionate and curious young men and women.

We are fortunate to be able to attract a high calibre of staff to Kingsbridge Community College, our staff are friendly and supportive and we offer a whole range of professional development opportunities no matter what stage you are at in your career. We want all of our teachers to be exceptional and so offer unrivalled professional development and support. Many of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We offer internal and external training through our National Professional suite of qualifications including the Olevi Developing Teacher and Outstanding Teacher programmes, NPQML, NPQSL and Teaching Leaders - your professional development is important to us.

Working in the attractive market town of Kingsbridge, in the very heart of South Devon, in an area of outstanding natural beauty, surrounded by exquisite estuaries, a stunning coastline, wild and enchanting moorland and lush, green rolling countryside is a joy. I feel immensely privileged each day in leading Kingsbridge Community College and hope that you too would like to be part of this thriving learning community.

The deadline for applications is **9.00am on Friday 26th April 2019** and interviews will take place week commencing **Monday 29th April 2019**.

If you feel that KCC is the place for you, I would welcome your application.

Yours sincerely



Kenny Duncan
Principal

THE DEPARTMENT



The English Department is a highly successful team of lively and experienced teachers. DCSF Raiseonline data for KS2-4 progress shows us in the top 10 percent or higher of all schools nationally for each of the last 3 years. This is a great place to teach English!

The vast majority of students are entered for both GCSE Literature and Language (AQA) and results are excellent. The College also offers English at Sixth Form.

There are clear schemes of work for Key Stage 3 and 4, and the Department works closely together in formulating modules and standardising assessment; it is committed to excellence. A wide range of extra curricular activities is organised by the department: trips to see productions in either London or Stratford; and more local trips to other productions and events.

The Department currently has eleven specialist English teachers. It is important that the successful applicant can demonstrate a passion for their subject and impart this enthusiasm to students. In September 2010 the English department moved into a newly built £2million English & Literacy Centre with dedicated classrooms, ICT facilities, a large department office and additional facilities for one-to-one tuition. There are 8 English rooms, all with whiteboards and visualisers and a Sixth Form English teaching room.

THE POST

We have a post available from September 2019 to teach English at all key stages including A Level. Whether you are just starting in the profession or have more experience, we don't mind – we just want the best to help us continue to be one of the leading English departments in the country, and to develop others through our Teaching School status.

If you have imagination, drive and the desire to be successful, can demonstrate a passion for your subject and share this enthusiasm with students, we want to hear from you.

We are committed to safeguarding and promoting the welfare of children. Posts are subject to enhanced disclosure. At our last Ofsted we were designated outstanding in all 43 categories. Our value added over the last three years in the vast majority of categories has continued to be significantly positive, and we have continued to develop, becoming an academy and then a teaching school in 2011. If you are the kind of person who strives for excellence, and likes to do things well, who wants lots of opportunities to develop your own practice and try new things – then this is the place for you.

Be prepared to have a lot of fun along the way!

PERSON SPECIFICATION

CATEGORY	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none">• Successful experience of teaching subject in placement or a previous school.	<ul style="list-style-type: none">• Experience of teaching at A Level.
Knowledge/Skills/ Understanding/ Qualifications	<ul style="list-style-type: none">• Ability to teach subject to GCSE.• Degree and QTS.• Ability to communicate effectively: orally and in writing.• High level ICT skills.	
Personal Qualities	<ul style="list-style-type: none">• Adaptable, flexible.• Able to take responsibility and show initiative.• Enthusiastic and inspiring.• Able to command respect.• A team worker.	

A COLLEGE WITH A NATIONAL REPUTATION

We all came into teaching in order to make a difference to the lives of young people, and to help them develop the skills and attributes they need to go on and lead great lives. We have the resources, support and wider networks that will enable you to do this, and offer you the wider opportunities to develop your leadership not just at the College but across the system. Our ambition is simply to be one of the best schools in the country, and we are at the forefront of shaping the school-led system.



As an outstanding school we converted to an academy in January 2011 and in September of that year we were honoured to be in the first 100 schools in the country to be designated a Teaching School. We have 40 schools in our Alliance. We are also the Hub Leader for Challenge Partners, a national organisation of over 260 schools, in the South West. We are appointed as one of only 32 licence holders to run National Professional Qualification programmes including NPQH, NPQSL and NPQML. Our charitable company, Leading Schools South West, has now trained over 600 teachers on these programmes.

Since we became one of the first designated National Research Schools in 2016, Kingsbridge Community College has been working closely with the Education Endowment Foundation (EEF), Institute for Effective Education (IEE) and our other partners to develop evidence based approaches to teaching and learning across the Southwest of England, helping schools and teachers to make better use of evidence to inform their teaching and learning.

In January 2017 we merged our Multi Academy Trust, to form Education South West, with 10 schools spanning primary, all-through and secondary: nearly 5,000 students and 600 staff in total. The aim of our Trust is simple: to work together so that children can lead great lives. It is only the start of the next chapter in our development.

Our ambition and dynamism are far-reaching. It means that you have unprecedented opportunity to work with colleagues in other schools, lead professional development programmes and develop the skills and profile you need for your next promotion.

THE COLLEGE'S FACILITIES

The College is situated on the edge of the town with wonderful views over the surrounding countryside. Extensive building programmes have resulted in enviable facilities.

We have built over £14 million of buildings in the last 12 years in more than 6 different projects. This has resulted in all departments teaching in modern, specialist facilities. It also tells you about our drive and ability to get results: all these developments were as the result of successful bids, and all the building processes were managed by ourselves – on budget and on time.

STAFF AND STUDENTS OF THE COLLEGE

Kingsbridge is a Community College with over 1400 students on roll, including 360 in the Sixth Form. There are 97 full time or part time teachers, and over 110 support staff.

Relationships between staff and students here are excellent. We see evidence of this in the time which staff devote to giving students individual help out of classes and the time and energy they commit to trips. Our students are generally well motivated and responsible, and we receive many plaudits when they are out and about on visits. We are a fully comprehensive college, with plenty of able students who go on successfully to universities including Oxford and Cambridge.

CONTINUING PROFESSIONAL DEVELOPMENT

We are very clear in our belief that the staff are our best resource, and invest a lot of time and resources in continuous professional development. We place a great deal of importance on supporting trainee teachers and NQTs. All of our NQTs have an individual department based mentor as well as mentoring from a senior member of staff in the College and a regular seminar programme. We do our very best to offer all our staff a continuous training programme as their career enters different stages from NQT through to preparation for middle and senior leadership, and then on eventually to headship. Our policy is to train our own staff who can then lead others. All our staff are in learning triads using coaching skills to help develop each other's expertise. If you have an aspiration, we will help you to fulfil it.

THE CURRICULUM

We have an admission number of 203 students in each year group which we organise into seven mixed ability tutor groups. They are taught in mixed ability groups at Key Stage 3 except in English, Maths, MFL and Science; as they move up through the College we add extra teaching groups. Students opt for French or Spanish in Year 7. We moved to a 3 year KS4 in 2014/15.

We have a very clear vision of what makes teaching and learning at Kingsbridge distinctive. Learning here is exciting, inspiring, engaging and effective. We train all our staff in using collaborative learning strategies based on the work of Dr Spencer Kagan and in coaching.

Our Sixth Form offers a wide programme of A2, AS, National Diploma and NVQs. We are very proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form which prides itself on being a thriving community of its own.

EXTRA CURRICULAR



We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme.

We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year. Other clubs and activities range from chess to rocket building! We hold a Challenge Week at the end of the Summer Term where all students opt for residential or daily

activities, with options ranging from residential in France, Holland and Spain to cycling across Devon and Dorset staying in YHA's along the way.

There are many other trips and visits which enhance the curriculum including a Technology residential in London to look at all aspects of design, English and Drama residential in London and Stratford, a Media Studies residential in Manchester and Hollywood, Geography and Biology field trips and so on. In recent years we have had expeditions to South America, Africa, China, Borneo and India. Staff would not give up this time if they did not enjoy working at Kingsbridge with our students, and we are enormously appreciative of their time and goodwill.



QUALIFICATIONS

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

APPLICATION

Please complete:

- Application Form
- A letter explaining your vision for this role and how you will achieve it.

Please note that you will be asked to sign any application documentation submitted electronically on appointment. *We are committed to safeguarding and promoting the welfare of children. Posts are subject to enhanced disclosure.*

CLOSING DATE

Completed applications can be sent by email to: emma.mcquitty@educationsouthwest.org.uk as soon as possible but by: **9.00am Friday 26th April 2019** at the latest.



KINGSBRIDGE COMMUNITY COLLEGE

Job Description

Post Title: **Teacher of English**
 Responsible to: **Head of English**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

Job Purpose

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

Accountabilities:

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons and sequences of lessons to meet students' individual learning needs.
3. To use a range of appropriate strategies and follow College policies for tutoring, teaching, behaviour management and classroom management
4. To do all you can, involving parents and other agencies, to ensure that as a result of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the College.

UPS2: UPS2 teachers are expected to make a sustained and substantial contribution to the College based on threshold criteria.

UPS3: UPS3 teachers play a critical role in the life of the College. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

Performance Management

Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

Name:		Date:	
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Signed:	(Principal)	Signed:	(Member of Staff)
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