



# Teacher of English

## Permanent Full-Time

Closing date: Tuesday 23 April  
Interviews: Friday 26 April



Dear Candidate

I am delighted that you have requested further information regarding the position of Teacher of English at The Spires College.

The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that I believe is essential for a successful school and we all strive to ensure that every member of our community feels valued, but also contributes positively to College life. Our primary focus is, and will always be, developing superb

teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning as well as their teaching. At our most recent inspection, the college was graded 'good' in all areas. The report offers a good balance between celebrating our students' successes and academic progress, with praising the College's ethos of care and inclusivity: "A good and rapidly improving school with a culture of respect and aspiration". We are, of course, determined to continue this improvement journey because we want the very best for our students.

The English Department is a great team. They are forward thinking, collaborative and supportive. The successful applicant to this post will be ambitious to play a role in enhancing the quality of teaching and learning in English, ensuring that all of our students receive the excellent education that they deserve. This may be as a NQT, bringing a wealth of innovation and energy, or as an experienced teacher, bringing a highly developed understanding of pedagogy and practice.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit The Spires College to help you decide if this is the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

**Alex Newton**  
**Principal**





## The College

The Spires College is a co-educational, 11-18 college with a bilateral stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay. There are currently around 1000 students on roll. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

Torbay is an area with a Selective Grammar School system: parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 220 PAN). Students who have reached a designated pass mark in the '11+' test can apply to our selective stream to access a challenging academic curriculum.

We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. All full time teachers have their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised professional learning programme based on individual needs and interests, and every teacher is involved in research and professional reading.



## The English Department

I have been Head of Department for nearly four years and feel very proud of our team and what we have achieved to date. We have endeavoured to design a challenging and enriching curriculum for our students; it has a clear moral purpose, with a primary aim of ensuring equitable access to the knowledge and skills needed to compete on an equal footing with others from all walks of life.

We are a collaborative and supportive department of eleven teachers, including a Deputy Head of Department, Literacy Lead and two members of SLT. Teachers have their own classrooms in our English 'pod' so we enjoy both an individual space and a real sense of community. We have a full-time English Mentor working in the pod with small extraction groups; she is dedicated to supporting all students in accessing the curriculum and overcoming barriers to learning.

We have an ongoing focus on developing teaching and learning across the department and use our Subject CPD time to share practice and plan strategies together; we are committed to balancing teacher workload with the highest standards of practice. Whilst, as a result, our practice is continually evolving, this is an evidence based response to the needs of our students, not a knee-jerk reaction to external pressures.

We have seen significant improvements in our results recently and the successes of our students motivate us to continue making progress.

In Key Stage 3 (Years 7-8), students have eight hours per fortnight of timetabled English lessons and this continues in Key Stage 4 (Years 9-11). In Key Stage 5, A Level students have nine hours per fortnight whilst GCSE retake classes have four hours. Both English Literature and English Language are offered at A Level. We currently follow AQA English Language and English Literature specifications at Key Stages 4 and 5. Students are set on KS2 English ability from Year 7.

Appointing new colleagues is always an exciting opportunity to develop our team and I look forward to meeting you in the near future.

**Susie Ray**  
**Head of English**



## Job Description Teacher of English

<b>Dates:</b>	Apply by 23 April 2019 To start 1 September 2019
<b>Accountable to:</b>	Head of English
<b>Salary:</b>	MPS/UPS
<b>Contract Type:</b>	Full time; permanent

### Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the college to respond to changing priorities and also support and enhance individual professional development. It is the practice of the college to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

### Overall Purpose and Accountability

- ▲ To meet the requirements of the Teachers' Pay and Conditions document and to support students in attaining at the highest levels.
- ▲ To support and uphold the ethos, principles, policies and rules of the college in all respects and at all times.
- ▲ To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners.
- ▲ To support the Head of Department to develop an inclusive approach to English so that all students are stimulated to accomplish their optimum performance.
- ▲ To assist the Head of Department to maintain standards of teaching and learning across the English curricula.
- ▲ To teach across all key stages.

## Key Accountabilities

### Teaching and Learning

- ▲ Meticulously plan and teach engaging and challenging lessons.
- ▲ Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons.
- ▲ Set and mark appropriate homework.
- ▲ Use regular, measurable and significant assessments of teaching.
- ▲ Complete all reporting on time.
- ▲ Closely monitor progress and attainment of their students and use it to inform planning and teaching.
- ▲ Provide content for and where necessary deliver high quality student interventions.
- ▲ Ensure that all students achieve college targets.
- ▲ Work alongside the Head of Department on self-evaluation, department improvement planning and Quality Assurance processes.
- ▲ Support the Head of Department in the implementation of high quality Schemes of Learning.
- ▲ Maintain regular and productive communication with parents about students' progress.
- ▲ Organise and participate in exciting and motivating trips and events.

### School Culture

- ▲ Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships.
- ▲ Help develop a college culture and ethos that is utterly committed to achievement.
- ▲ To become an effective Form Tutor (teachers will usually be required to perform the role of form tutor).
- ▲ Create and sustain a positive learning culture.

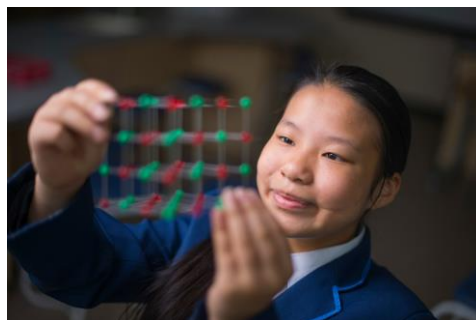
## Person Specification

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Beliefs	You hold a belief that the students of The Spires College must have access to the best educational experience possible.
	You are committed to raising standards in the school and believe in the potential of all young people to achieve highly.
	You are passionate about your subject and want to share this enthusiasm with others.
Qualifications	A good honours degree in English or a related subject.
	A teaching qualification.
	QTS.
	Qualification in an additional or related subject area.
	An up to date knowledge of the emerging issues in education and record of appropriate CPD.
Skills and Attributes	You are a good practitioner in the classroom and keen to continue learning.
	You are capable of planning and delivering innovative lessons and Schemes of Learning.
	You have the ability to inspire high levels of student performance.
	You can work under pressure and prioritise according to need.
	You have good communication skills.
	You can use data effectively.
	You have good behaviour management skills.
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective.
	You have a sense of humour and good interpersonal skills.
	You have high levels of energy and enthusiasm.
	You are ambitious and keen to prove yourself.
	You are a committed, highly competent, reflective and resilient individual.
Experience	You have experience of teaching English through Key Stages 3 to 5.
	You have experience of using data to inform actions.
	You have experience of the role and responsibilities of a form tutor.



## How to apply



Please complete an application form, which includes space for a supporting statement (please use font size 11 or 12 and double spacing for this). Your supporting statement should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Nadine Osborne, the Principal's PA, **by 3 pm Tuesday 23 April** preferably by email to: [nosborne@thespirescollege.com](mailto:nosborne@thespirescollege.com).

If you do not receive an acknowledgement of your application before midday of the day after the deadline, please contact the college.

**Interviews will be held on Friday 26 April.**

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Principal's PA via the email above or telephone number below.

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