



MALVERN

COLLEGE

PART-TIME TEACHER OF ENGLISH

Appointment to take effect from September 2020

GENERAL

Malvern College is a leading independent school for girls and boys aged 13 to 18. Our focus is on encouraging academic excellence, personal growth and all round achievement in our pupils and providing outstanding pastoral care through the impressive House system. It is a vibrant hub of activity where pupils participate in an enormous range of co-curricular activities that support and inform their individual academic programmes.

The school is proud of its high academic standards and its pastoral care. There is a broad curriculum which is intended to give all pupils breadth and depth in a range of disciplines. We have offered the International Baccalaureate as an alternative to A levels since 1992 and approximately 50% of our Sixth Form choose each course of study. Results are excellent and pupils consistently secure places at Russell Group universities, including Oxford and Cambridge and an increasing number of pupils go to Ivy League or top universities in the US and Canada. Malvern College is a SAT centre.

There are 650 pupils at Malvern College, around 250 at The Downs Malvern and around 200 at Abberley Hall, our affiliated prep schools. We are a traditional full boarding school with 75% of our pupils boarding and weekends are busy with a full programme of activities. We seek to prepare those who study at Malvern for a world that is fast-changing, and our House system engenders a sense of community and collective purpose. Pupils eat in their Houses, creating the family feel for which Malvern is well-known.

Situated on the slopes of the Malvern Hills and close to the centre of Great Malvern, the beautiful 250-acre main College campus commands striking views across the Severn Plain towards the Cotswolds.

The excellent facilities include an Arts Centre, a Music School, a newly redeveloped Theatre, two tournament quality Rackets Courts, a Library, extensive sports grounds, two all-weather pitches and a Technology Centre. A newly refurbished Science Centre was officially opened in 2015 which, alongside state-of-the-art laboratories and equipment, also has a lecture theatre. Our other facilities include a fantastic sports complex which has a twenty-five metre pool, an eight-court sports hall, squash courts, gym, dance studio, climbing wall and rifle range. In addition, a hospitality suite allows the College to host a variety of functions throughout the year.

The Malvern brand is globally strong: we have sister schools in Qingdao, Chengdu, New Cairo and Hong Kong.

Our school community is vibrant and staff are committed and enthusiastic; all applicants are encouraged to view our website www.malverncollege.org.uk

ENGLISH DEPARTMENT

For many years, English has been one of Malvern's flagship departments. It is singled out not only in *The Good Schools Guide* but also in the most recent school inspection report: "Pupils' attainment is very high... Results in the IB and A level examinations are excellent... The *Reading Ladder Scheme* in Year 9 is particularly impressive... the teachers are fully committed to all the other activities which characterise this successful English department, such as creative writing, visiting authors and theatre trips."

In addition to the Head of Department, there are currently twelve (full/part time) teachers of English. There is close liaison between the Drama, Modern Languages, and English departments.

Over 200 pupils take specialist English courses in the Sixth Form. All IB students currently take English at either the Higher or Standard level. The department adopted the new OCR syllabus for A Level from September 2015. Normally, there are two A Level English Literature sets each year, three IB A1 English Higher sets and six A1 English Standard sets (either English Literature or English Language and Literature). The department regularly prepares candidates who are applying to Oxford and Cambridge.

All pupils are taught English in the Lower School (Years 9 – 11) with extra provision for those whose native language is not English delivered by our EAL department. In the Foundation Year (Year 9), there are currently six sets, most of which are of mixed ability. Some streaming is applied in the Remove (Year 10) when IGCSE English begins. From 2016, all pupils will sit for two GCSEs: the Edexcel IGCSE English Language course and the Cambridge (CIE) IGCSE Literature course. There are currently six sets in the Remove. In the Hundred (Year 11) either one or two further sets are added to cater for new arrivals to the school that year in what we style the 'Pre-Sixth Form.'

Extra-curricular elements led by the department include creative writing; debating and public speaking in internal, local and national competition; the literary society; writing club; author visits and academic lectures; the Reading Competition and regular theatre trips.

THE APPOINTMENT

The successful applicant will be passionate about their subject and have the skills to communicate this enthusiasm to our pupils in teaching English throughout the school. They will also want to impact positively on pupil achievement and development by contributing outside the department to both the pastoral and co-curricular spheres of our pupils' education and our desire to develop the 'whole child'.

PURPOSE OF THE ROLE

- To provide pupils with high-quality English teaching and a vibrant, stimulating learning environment
- To help maintain the high profile of English throughout the College and to help drive the further development of English as a curriculum subject
- To contribute fully to the life of the school
- In addition to teaching there may be the opportunity to participate in the normal supervisory and co-curricular duties, including fulfilling a commitment to the sporting, pastoral and boarding life of the school.

KEY AREAS

- To teach English throughout the College (Years 9 – 13) and to encourage independent learning where appropriate

- To be involved with any other aspects of school life associated with the English curriculum
- To participate in the organisation of Schemes of Work and in all aspects of the management of the curriculum
- To be a fully integrated member of the departmental team
- To encourage and support the use of ICT within the English Department
- To take part in CPD to enhance and maintain knowledge and understanding of the subject and curriculum
- There may also be the opportunity to support pupil development in the role of Academic and/or House Tutor and by taking on meaningful co-curricular roles

LIMITS OF RESPONSIBILITY

- To be ultimately responsible to the Headmaster through the Head of English
- To adhere to school and departmental policies
- If appropriate, to undertake a pastoral role, including that of either Lower School or Sixth Form Tutor, in accordance with school policy, reporting to the Deputy Head: Pastoral and Housemaster/mistress

CRITERIA FOR SUCCESS

- Evidence that high standards of teaching and learning in the English Department are being maintained and exceeded wherever possible
- Improving, where necessary, or maintaining positive departmental “value added” results
- Maintaining positive relationships with staff and pupils
- Developing knowledge and cascading this throughout the department and wider teaching staff as appropriate
- Actively supporting the ethos of the school.

BENEFITS OF WORKING AT MALVERN

- Excellent opportunities for Continuous Professional Development
- Fee concessions for Malvern College and for the affiliated prep schools
- All teachers are issued with a laptop, and the majority of teachers have their own classroom
- Opportunity to take on additional responsibilities
- A voice on professional matters via the President of the Common Room or the Conditions of Service Committee
- Free on-site parking
- Membership of the TPS or appropriate alternative
- Private Health Insurance
- Cycle to Work Scheme
- Subsidised membership of the Sports Complex and facilities for staff and their immediate family
- Free membership of the College library
- A beautiful campus with the Malvern Hills nearby
- A strong, supportive staff community

MALVERN QUALITIES

All staff are expected to model and promote our Malvern Qualities which are:

- Resilience
- Self – Awareness
- Open-mindedness

- Kindness
- Collaboration
- Risk-Taking
- Curiosity
- Ambition
- Independence
- Integrity
- Humility

GENERAL REQUIREMENTS

Malvern College is committed to safeguarding and promoting the welfare of its pupils and expects all employees to share this commitment. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 (as amended) and Keeping Children Safe in Education (as amended) and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements. All employees must attend appropriate training in accordance with College and local Safeguarding Board stipulations.

In accordance with the provisions of the Health and Safety at Work Act 1974 (as amended) and the Management of Health and Safety at Work Regulations 1999 (as amended) you must take reasonable care not to endanger yourself or other persons whilst at work. You must co-operate with the College to enable it to comply with its legal duties for Health and Safety.

It should be noted that the list of duties and responsibilities is not necessarily a complete statement of the duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

APPLICATIONS

Applicants may contact the Head of English, Dr Bradley Wells, to discuss the post if they wish. Dr Wells can be contacted by email: bradley.wells@malverncollege.org.uk

Full details of working at Malvern College and our Application form can be found on our website: www.malverncollege.org.uk/Job-Vacancies

Applications, consisting of a covering letter together with a completed application form, should be submitted via either the TES website, sent to the Headmaster c/o Human Resources, Malvern College, Malvern, Worcestershire WR14 3DF or via email to humanresources@malverncollege.org.uk by no later than **Wednesday 22nd January 2020**.

The selection process is currently scheduled to be held during w/c 3rd February 2020 which will involve spending a day at the school and:

- An observed lesson
- An interview with the Head of Department and one of the Academic Leadership team
- An interview with the Headmaster and/or Senior Deputy Head
- An interview with Deputy Head: Pastoral and one of the Pastoral leadership team
- An interview with the Head of Human Resources
- A tour of the College
- Lunch either in House or with the Department

You will also be required to provide proof of your identity, right to work in the UK and qualifications during the selection process.

Malvern College exists to provide a quality all round education for pupils aged 13 - 18 and is committed to safeguarding and promoting the welfare of children and young people. Candidates must be prepared to undergo child protection screening and an Enhanced DBS check.

We will seek references on short-listed candidates that will include questions about past disciplinary actions or allegations in relation to behaviour with children and may approach previous employers for information to verify particular experience or qualifications before interview.

January 2020