



**Appointment of Teacher of English
Upper School
to start September 2018**

The Perse School is looking to appoint a high achieving English graduate to join this large, highly regarded, dynamic and creative department.

Full details about the School, its locality, teacher benefits and current teaching staff profiles can be viewed and downloaded from the school website: <http://www.perse.co.uk/job-vacancies/>

The Department

English and Drama are delivered together in a single department at the Upper, and – together – these subjects occupy a central position in the school’s curriculum. Whilst each member of the department is a specialist in either English or Drama, at the same time all colleagues share a passion for both subjects, and most staff contribute in some way towards the delivery of both English and Drama. The department offers an enviably wide range of creative writing, drama, public speaking, literacy and study tour opportunities to all pupils and every member of the school will come into contact with our activities at some point in their time with us: for many this will have life enhancing consequences.

The department today inherits the celebrated Perse ‘Play Way’ tradition of teaching English and Drama, which nurtured such eminent figures as the seminal critic F.R. Leavis and the influential director Sir Peter Hall. At the same time, we are keen to address the exciting contemporary challenges of our subjects, setting out to introduce all our pupils to the many facets of English and Drama today, enthusing them about reading, writing, speaking and listening, drama, literary appreciation and response, and the opportunities of the post-digital age. We aim to enable all members of the school to flourish academically in our subjects, inspiring them to degree level and beyond whilst experiencing some of the cultural riches of language, literature and the theatre.

Beyond the curriculum, the department organises a wide range of activities in which all pupils can participate, including an extensive programme of in-house drama productions, debating and public speaking events, trips to the theatre and other cultural events, clubs, societies and competitions. We were delighted to welcome the Poet Laureate Carol Ann Duffy to address a meeting of our Literary Society. We regularly aim to take one of our in-house Drama productions on tour to the Edinburgh Fringe Festival. Sixth Formers studying A level English Literature are able to join our literary excursions to New York and Dublin (in alternate years). As part of the school’s Enrichment programme, members of the department run options in Debating and Shakespeare performance (the RADA Certificates).

The English and Drama department is composed of fourteen specialist teachers, and two Graduate Assistants. One member of the department also serves as the School’s Theatre Director in Residence. The department’s staff also make a major contribution to the development of English and Drama on a national level: several colleagues manage core aspects of the development, delivery and examination of Awarding Body specifications.

English subjects are at the core of the curriculum throughout the school. At Key Stage 4 all students follow the Edexcel IGCSE specifications in both English and English Literature. In Years 10 and 11 English is taught in sets according to ability. Drama is a popular non-examined option in Year 9 and an examined option in Year 10. There are four classes in each Sixth Form year group, following the OCR specification in English Literature. Each year, members of the Upper Sixth go on to study English subjects at university (including Oxford and Cambridge) or to pursue a Drama course.

The department occupies its own suite of classrooms in the school's new South Building and makes frequent use of the school's Lecture Theatre and Loft. Productions are also staged in a number of external venues in Cambridge and from March 2018 they will be staged inside the School's spectacular new Peter Hall Performing Arts Centre. The new facility will include an auditorium to seat in excess of 300 that can be used flexibly with studio / rehearsal space; control, projector and dimmer rooms; wardrobe and props stores; green room and dressing rooms; workshop; production office and a box office.

Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the school's website:

Department: <http://www.perse.co.uk/upper/subjects/>

GCSE: <http://www.perse.co.uk/upper/curriculum/exam-results/>

A Level: <http://www.perse.co.uk/sixth-form/academic-success/exam-results/>

Timetable

The School operates to a ten-day timetable cycle, consisting of 80 periods. Most members of staff teach about 58 periods per cycle including games and enrichment sessions. Newly qualified teachers receive period remission in their first year for training and induction.

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for: a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school. The Perse supports unqualified teachers in achieving Qualified Teacher Status and the Post Graduate Certificate of Education qualification whilst working at the School.

Newly Qualified Teachers

The School is fully accredited to participate in the ISC NQT Induction Programme in order to provide qualified teacher status.

2016 ISI Inspection Report

The Pelican, Prep and Upper were inspected during the spring of 2016. The inspection report can be viewed at <http://www.perse.co.uk/about-us/our-approach/inspection-reports/>

Applications

Applications are to be made using the School's **online application form**, available from the School website <http://www.perse.co.uk/job-vacancies/>

Any queries regarding the application process should be directed to the HR Co-ordinator at recruitment@perse.co.uk.

Safer Recruitment

The Perse School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website.

Interviews

Candidates will be invited to spend a day at the School and to meet the Head and Deputy Heads as well as the Director of English and Drama and Head of English and the department. Candidates will be asked to teach a lesson as part of the selection process and further details will be available from the Head of English, Simon Dickens. The closing date for applications is **19 February at 2.00pm** and interviews will be on **27 February**.

JOB DESCRIPTION

POST TITLE: Teacher of English

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Accountability

The Teacher of English is ultimately accountable to the Head through the Senior Deputy Head but day to day accountability will be to the Head of Department.

The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

Curriculum

- Teaching throughout the school in a manner appropriate to students' ages and abilities;
- All members of the department are specialists in either English or Drama, but with a passion for both subjects, and staff contribute towards the delivery of the subjects both within and beyond the curriculum;
- Assessing and recording students' progress in accordance with departmental and school policies;
- Preparing students for university applications in related subjects;
- Promoting and teaching IGCSE/GCSE/A Level/Pre-U;
- Attending and contributing to departmental meetings;
- Developing and sharing teaching and learning resources;
- Monitoring the work and progress of pupils, including those with specific learning needs;
- Maintaining professional skills through INSET and our Professional Development programme;
- Being proactive in exploring innovative ways of delivering ICT through the curriculum;
- Producing displays to create an attractive learning environment.

Extra-curricular

- Contributing to the extra-curricular life of the school through Drama, Games, the Enrichment Programme or other appropriate commitment.

Pastoral

- Taking part in the pastoral life of the school as a form tutor;
- Contributing to the PSHE programme.

Safeguarding

- Promoting and safeguarding the welfare of children and young persons for who you are responsible and with whom you come into contact.

Review

- The job specification will be reviewed biennially as part of the professional development cycle. Any changes may only be made by agreement with the Head of Department and Senior Deputy Head.

PERSON SPECIFICATION

Qualifications

- High Class Honours Degree in English or related subject.
- PCGE desirable but by no means essential.

Skills and Experience

- The capacity to inspire pupils of all abilities and enhance pupil learning.
- Proven communication and interpersonal skills.
- High level of literacy, attention to detail and ability to use initiative.
- High order administrative skills, effectively manages commitments and deadlines.
- ICT competence and willingness to learn and use new technologies.

Personal competencies and qualities

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Positive attitude to use of authority and maintaining discipline.
- Empathy for pupils, parents, staff and the community.
- Shares in the values that define the School community: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another.
- Works collaboratively and supportively with colleagues within school and with colleagues in other organisations.
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams.
- Ability to motivate and encourage participation in activities both inside and outside the classroom and a willingness to take part in / organise trips and visits.
- A generosity of spirit and a willingness to contribute to the extra-curricular life of the School.
- Committed to continual personal and professional development.