



SHERBORNE

APPOINTMENT OF
TEACHER OF ENGLISH
January 2020



AN INTRODUCTION TO SHERBORNE

Re-founded by royal charter in 1550, Sherborne is a boys' independent school situated in the shadow of Sherborne Abbey.

The School community is a warm and vibrant one and we enjoy a rich heritage and ambitious outlook. The boys are talented, engaged and so, too, are the staff. The co-curricular provision is of outstanding breadth and quality.

Our distinctive features include:

- A **full-boarding environment** where boys live, work and study together seven days a week during term time. This generates a sense of community and purpose, and ensures there is plenty of time away from the classroom for boys to play, reflect, socialise and develop their talents
- An **all-boys education**. Shirburnians are allowed to be boys – something that we believe is essential to their growth
- A **strong partnership with Sherborne Girls**, meaning our boys can socialise with girls and occasionally study alongside them, while enjoying the benefits of a single-sex education
- A **unique location** in a beautiful market town that is peaceful and safe, without being sleepy, and has excellent transport links to London
- **Outstanding opportunities to excel**, whether academically or in co-curricular activities. We are ambitious for our boys: with our help, they go on to achieve great things as evidenced by the highly distinctive and diverse alumni record

Dr Dominic Lockett
Headmaster and Chief Executive



ACADEMIC EXCELLENCE

Academic excellence lies at the core of the educational experience provided at Sherborne. Our boys are challenged and supported to realise their full academic potential and we are proud of their achievements.

In 2019, 78% of all A level entries were A*-B grades and nearly half of the grades were A or A*. These excellent results allowed 96% of those who applied to university to secure a place at their first or second choice institution, of which over half were Russell Group universities. At GCSE 52% of our results were graded 7,8 or 9. Historically, boys at Sherborne have not only performed strongly in their public examinations, but also produced excellent "Value Added" scores too. This year our Sixth Form Value Added placed us within the top 14% percent of independent schools. In 2017 it was the top 8% and in 2016 the top 6%. Shirburnians, therefore, not only do well in their exams but they also make outstanding academic progress during their time in the School.

We expect our teachers to prepare and teach lessons of the highest quality, engaging and inspiring the boys to work hard and pursue excellence. Teachers also need to develop relationships such that boys cultivate the personal habits of mind and character that underpin a lifelong love of learning.

Our boys are individuals; teaching, feedback and monitoring progress must be tailored carefully to their need. This includes differentiating for individual learning needs and stretching our brightest, particularly those with aspirations towards Oxbridge.

We recognise that this quality of teaching requires support. We have a very generously funded INSET programme, lively ongoing professional dialogue, including our own in-house teaching strategies magazine and an appraisal system which emphasises professional development.

THE BOYS ARE FOCUSED AND HIGHLY CO-OPERATIVE LEARNERS
WHO ENJOY AND APPRECIATE THE TEACHING THEY RECEIVE.

ISI INSPECTION 2015





CO-CURRICULAR

At Sherborne, we aim to feed the boys' minds, bodies and spirits. Our co-curricular programme operates alongside, and in conjunction with, our academic curriculum to ensure variety, breadth and depth across all areas of the boys' development.

Sport is an integral part of the boys' lives and plays an important role in their personal growth and development. They achieve excellence not only in the major sports of Rugby, Hockey, Football and Cricket but also benefit from opportunities in a wide range of equestrian and water sports together with fives, shooting, golf, fencing, climbing, judo, cycling and other games.

Music is at the very centre of life for Shirburnians, and Sherborne is a community where music is celebrated and opportunities to develop new skills abound. We were named 'Top Independent School for Music' by *The Week* in 2015.

Drama has a special place in the School, with at least six productions each year. We are proud to number Sir Richard Eyre, Jeremy Irons and Hugh Bonneville among our alumni, helping to inspire every boy to develop his talents.

The CCF, Duke of Edinburgh and other outdoor education opportunities are highly popular and key to our aim of developing leadership qualities within each boy.

Countless other clubs, societies and activities provide the boys with a rich and stimulating environment. Every teacher is expected to contribute significantly to the co-curricular programme and there are a wide variety of ways in which to do this.





BOARDING AND PASTORAL CARE

We pride ourselves on delivering the highest standards of pastoral care. The close-knit House system is a central part of School life, and provides a strong support network for all our pupils.

Every teacher is attached to a boarding House and has the opportunity to support and nurture the boys in this home-from-home. Teachers are involved in accompanying House trips, attending House socials and undertake an evening duty in House each week.

Each teacher is also tutor to a small group of boys, meeting them each week. These meetings build good relationships between staff and boys and are essential to the long-term success of the School. Patience, consistency, discretion and empathy are some of the qualities a tutor should have in order to promote the boys' all-round development.



THE SCHOOL'S BOARDING ETHOS IS INVALUABLE IN CHARACTER BUILDING, FOSTERING INDEPENDENCE AND ENCOURAGING A HEALTHY LIFESTYLE. THE BOARDING EXPERIENCE MAKES A STRONG CONTRIBUTION TO THE PERSONAL DEVELOPMENT OF BOARDERS

ISI INSPECTION 2015



SPIRITUAL LIFE

As a community based upon Christian values and with a heritage stretching back to our Benedictine foundation in 705, the spiritual life of Sherborne permeates much of what we do and who we are.

We have twice-weekly whole School services in the historic Sherborne Abbey as well as various other services in our own School Chapel. Additional voluntary services are exceptionally well attended; we regularly have well over fifty boys attending our voluntary Friday night Eucharist.

Boys and staff of all faiths and none are welcome at Sherborne. Members of the teaching staff are expected to attend some compulsory services and to support the Christian values which underpin School life.



LIVING AND WORKING AT SHERBORNE

Located in one of Dorset's most picturesque towns and set amidst rolling countryside, our School is inseparable from the town that shares its name.

Working in a boarding school is a privilege but it is also demanding, with days that sometimes extend into the evening. In some ways however, the pace is more gentle than in a day school and there is time within the day to meet friends for a cup of coffee or do a bit of shopping in the shops of Cheap Street.

The Common Room is enormously supportive and we have a comprehensive induction programme for new staff which extends throughout the first year. We run an NQT programme accredited by Istip and a PGCE course in conjunction with the University of Buckingham.

The School has its own generous salary scale and all staff are entitled to reduced fee membership of the gym and swimming pool.

During term time, staff are able to take meals in the Dining Hall.



A UNIQUE EDUCATION IN A UNIQUE LOCATION



SAFEGUARDING

All young people deserve the right to live and learn in a safe and happy environment.

All Sherborne School staff share the responsibility to promote and safeguard the welfare of children and young people for whom they are responsible or with whom they come into contact. In doing so, staff are expected at all times to adhere to and ensure compliance with the School's Safeguarding Policy. If any member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or the Headmaster.

We have a strong Safeguarding culture and all staff are required to attend regular training and updates.

As Sherborne School is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to receipt of a satisfactory criminal record check from the Disclosure and Barring Service before this appointment is confirmed. This will include details of cautions, reprimands or final warnings. This post is also subject to receipt of two satisfactory written references, one of which must be from your current or most recent employer.



THE ENGLISH DEPARTMENT

There are currently six highly qualified and experienced full-time members of the English Department. One teacher's hours are split 50/50 with Learning Support. All members of the department contribute on a day-to-day basis with ideas for development of the subject, using each other's areas of expertise. Each teacher contributes across the full age and ability range: from Year 9 to Oxbridge level.

In the lower school, AQA 9-1 English Language is currently offered, with AQA Literature being introduced from September 2020. The current Fourth Form follow OCR 9-1 English Literature. Teaching for GCSE begins at the start of the Third Form (Year 9) and continues throughout the first three years.

English enjoys a generous provision within the curriculum. There are seven sets, set by ability, and each has four 45min lessons per week. The Fourth Form have an extra lesson, taking their allocation to 5 x 45min lessons, with two lessons per week dedicated to English Language. In the Third Form, one lesson per week is a reading lesson in the school library where boys can pursue their own literary interests. The current Third Form also follow a bespoke Literacy course, taught in a single lesson each week in addition to their English lessons. Some of these lessons are taught by English teachers; members of other departments also contribute, to emphasise the importance of accurate expression in all aspects of the boys' lives.

In the Sixth Form we follow the OCR English Literature specification. There are usually about 15 boys studying English in the Sixth Form and examination results reflect the high standards that are expected and achieved. There are a number of boys each year who require teaching to Oxbridge entrance and a good number of boys go onto to study English at university. The department also contributes to the Sixth Form enrichment programme, offering lessons to Sixth Formers on 'how to write well' and teaching the OCR English Language AS over two years as an optional fourth subject.

The department is housed within its own courtyard in the Courts, although there are two additional classrooms in the Carrington building. Together, the department has seven well-resourced teaching rooms, complete with computers and SMART panels.

The department runs two societies: Sessions, for creative writing, and the Cecil Day-Lewis Society for literary criticism. The department also benefits from close ties with the school library, with author visits occurring on a regular basis.

The department is eclectic and passionate, with a huge variety of interests and skills; sound pedagogy and innovation are both encouraged. Consequentially, the atmosphere of the department is enthusiastic and positive. It is a department that teachers and students enjoy being part of, and all members are willing to contribute to its continued success.





JOB DESCRIPTION: TEACHER

The successful applicant will have an enthusiasm for the subject and for teaching, and is likely to take responsibility for a number of classes across the age and ability range of the pupils in the School. He or she should expect to:

- work independently as an effective, classroom practitioner, directing and being responsible for the learning of each allocated set of pupils, for each academic year.
- develop and maintain effective working relationships with pupils, teaching staff, Senior Leadership Team and housemasters.
- be able to design every lesson individually, to a high standard, conforming to the scheme of work laid out in the department's working document.
- communicate articulately, positively and sensitively to pupils of different ability and age, developing a working relationship of mutual trust and respect.
- use an appropriate range of resources and strategies in teaching to facilitate good learning.
- organise and manage time effectively to meet the demands of the teaching week.
- monitor the progress of all pupils, giving constructive feedback.
- be aware of different pupils' educational needs and direct teaching and learning appropriately.
- be accountable to the Head of Department for all routine activities throughout the working week and give feedback on any pupil, staff or organisational issue.
- be accountable to the Head of Department and Senior Leadership Team for external examination results.
- work as part of a team in the development of new course material its implementation.
- show evidence of and a continuing interest in professional and personal development.
- share resources and "best-practice" with the rest of the department.
- cover lessons for absent colleagues within and beyond the department.

In addition, the post-holder will be expected to contribute to the co-curricular life of the School and tutor a small group of boys. Duties will include an evening in a boarding house each week as well as occasional duties in the dining hall, the Abbey, at weekend socials, accompanying trips and acting as a 'Proctor' around the town. This is not an exhaustive list of duties expected by the School, but does give a good flavour of its expectations. All teachers are expected to fulfil any reasonable request made by the Headmaster.

PERSON SPECIFICATION

The Headmaster wishes to appoint a dynamic and well-qualified graduate to teach English across the full age range. This is a full-time post. All teaching appointments are probationary for a period of one year.

The successful candidate will be able to teach English Language and Literature to A Level and will also possess an obvious passion for the subject. The capacity and imagination to inspire, guide and challenge boys of all ages and abilities is essential.

We are looking to appoint a person who in interview and by virtue of their qualifications and experience best demonstrates that he/she:

- is suitably qualified for the responsibilities of the post;
- has the ability to fulfil the responsibilities of the post with energy, enthusiasm and excellence;
- has strong interpersonal and communication skills;
- has good listening skills and respect for all boys;
- has the ability to explain clearly and has good presentation skills;
- has the ability to form relationships and to motivate teenage boys;
- has the ability to generate enthusiasm for the work of the Department,

and that he/she has the ability to achieve high standards in:

- teaching effectively throughout the age and ability range;
- subject knowledge and application;
- classroom management;
- assessment, recording and reporting students' progress, and:
- is willing to be involved in the co-curricular life of the school;
- has a commitment to personal and professional development;
- has a sense of humour.

The offer of appointment at Sherborne School is conditional upon the provision of a self-declaration of physical and mental fitness to discharge the responsibilities of the post. Please note that all areas of the School, both internal and external, operate a no-smoking policy (including accommodation and company vehicles).

SALARY AND PENSION

Salary will be dependent upon experience. Sherborne School has its own salary scale. Reasonable relocation expenses will be offered.

All teachers automatically become members of the Teachers' Pension Scheme, unless they specifically request to opt out. Further details are available upon request.

Teachers are entitled to take holiday during the usual Sherborne School holiday periods; holiday cannot be taken during Sherborne School term time. In addition, teachers may be required by the Headmaster, upon reasonable notice, to work for varying short periods after the end and before the beginning of any term.

HOW TO APPLY

A letter of application together with a completed application form and the names, with contact details, of two referees should be sent to the Recruitment Manager, Mrs Samantha Belgeonne, at Sherborne School, Abbey Road, Sherborne, Dorset DT9 3AP.

Electronic applications should be sent to: hr@sherborne.org

Applicants selected for interview will be informed within a week of the closing date for application. Applicants who have not heard from the School by this time must assume that, on this occasion, their application has been unsuccessful. Candidates short-listed for interview will be required to bring to interview proof of ID, qualifications and their right to work in the UK.

Closing date: 9am on Tuesday 12 November 2019

Interviews to take place on Wednesday 20 November 2019

MANY THINGS HERE ARE SIMPLY WORLD CLASS.
HIGH ACADEMIC EXPECTATIONS AND OUTSTANDING
PASTORAL CARE ARE, AND MUST REMAIN, THE BEDROCK
OF A SHERBORNE EDUCATION. OUR MUSICAL, ARTISTIC
AND SPORTING PROVISION IS OUTSTANDING AND ALL
OUR BOYS HAVE ACCESS TO AN EXTRAORDINARY
RANGE OF CO-CURRICULAR OPPORTUNITIES.

DOMINIC LUCKETT - HEADMASTER AND CEO

For further information please contact:

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