



Les Quennevais School

Learning to be your best - through excellence and enjoyment



Teacher of English

APPLICATION PACK

www.lesquennevais.sch.je

WELCOME FROM THE HEADTEACHER



I am delighted that you have taken the first step in considering becoming part of Les Quennevais School, in Jersey. I hope the application pack and our website, Facebook page and Twitter will give you a sense of the thriving, supportive and engaging community we are.

For me there simply is no better place to work, and having been part of this school for 20 years, I am well placed to make such a statement.

Les Quennevais School is an 11-16 secondary school based in the west of the Island of Jersey. We are fiercely proud of our high reputation and the significant contribution we make to Island life. Our students are outstanding ambassadors and highly valued.

Educationally, Jersey is in a unique position, following UK guidelines in matters of Curriculum and Teaching and Learning, but free from OFSTED, performance related pay and League Tables, thus allowing us as professionals, to PUT children and good teaching at the heart of what we do, MEASURING THE THINGS THAT MATTER AND MONITORING for continuous improvement.

As a school it is vital that we give our students the best possible foundations for their future lives, by ensuring that they will be happy and fulfilled, part of an engaging and successful learning environment where they will realise their potential, rise to the challenge and develop a lifelong love of learning.

Our school has a powerful sense of identity and purpose with a unique atmosphere: happy, friendly, united, successful and forward thinking.

The ethos of our school is a major strength and is based on a set of shared and uncompromising values. We have exceedingly high expectations of behaviour and as a result we are proud of the excellent relationships we forge with our students, parents and members of the community.

We place our students and their needs at the centre of everything we do. We pride ourselves on the deep levels of support and guidance we offer to our students and place equal emphasis on the importance of developing young people who have a clear sense of purpose and an active moral conscience. We expect our students to behave as responsible citizens who will make a positive difference in the society of today and of tomorrow.

The intrinsic aims of the school are based around the pursuit of excellence and enjoyment in every area of school life. We are ambitious for our children and the potential that each of them has as an individual learner. We recognise the importance of providing a quality curriculum, rich in depth, challenge and full of opportunities to excel and exceed expectations. Our curriculum needs to be one that our young people will actively engage in fully and contribute to. This must be underpinned by quality teaching, delivered by teachers who inspire, challenge and motivate and demonstrate an interest in our students in and beyond the classroom.

You only get one chance at a secondary school education. It has to matter and we want to make a difference to every child who comes to us. Our school is based on traditional values, with a forward thinking vision, driving school improvement forward. The world beyond school for this generation is ever changing and uncertain. What the future will look like is an unknown. The rapid pace of technological change means that many of our children will be working in jobs that we can't even imagine and they will need to solve problems in the world that are yet to exist.

Our role is to ensure that each student leaves Les Quennevais School, fully equipped with the skills, the confidence and the qualifications they will need to succeed in an ever changing world.

We want their time with us to be full of memorable experiences that they can happily reflect on and draw upon, for many years to come. That is what makes our job so challenging and so rewarding because, as a school, we know we can make a difference to our children.

You now have an opportunity to become part of a staff team committed to putting children first and pursuing excellence and enjoyment with us.

A rare and exciting opportunity has arisen to join our outstanding English Department from September 2019.

We have a strong and proven reputation for developing exceptional practitioners and pride ourselves on delivering a rich, challenging and exciting curriculum with a genuine aim of making a difference for all our students.

If you are keen to be part of a special department that secured 85% 9-4 in English Language and 78% 9-4 in English Literature in 2018 and have a deep passion for your subject and a strong interest in immersing yourself in a culture of teaching and learning, we would very much like to hear from you. An ability to teach a second subject would be of interest, but is not essential.

Our English Department consists of:

Head of Department

2nd in Department

Literacy Across the Curriculum Co-Ordinator

Co-Ordinator of KS3 Interventions

2 full time and 2 part time Teachers of English

As a school we are working with architects and the local authority as we plan a move to a new school building in an alternative site in September 2020. This is a exciting period for the entire school community and something I hope you will relish being part of. It's not often as professionals, we have the opportunity to shape and create the physical environment for learning, which is so fundamental and crucial for students and their learning.

We are, however, acutely aware a building does not define a school, it is the culture, the atmosphere and the people who make it thriving, supportive and pleasant to be part of. That bit, we have right – and we are looking forward to a 'new recruit' adding to what is recognised across the Island, a very special school to be part of.

Good luck in your application.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sarah Hague', with a stylized, cursive script.

Sarah Hague
Headteacher

JOB TITLE: TEACHER OF ENGLISH

SALARY RANGE: £35,975 - £53,078 - MAIN PROFESSIONAL SCALE

The purpose of this role is to provide high quality teaching and learning, achievement and engagement of students in line with our vision and values as we pursue our school aim of excellence and enjoyment.

Responsible to the Curriculum Leader of English

KEY RESPONSIBILITIES - ENGLISH

- to help develop and implement policies and practices for English which reflect the school's commitment to high achievement and effective teaching and learning
- to support the Subject Leader for English in the development of appropriate syllabi, assessment, teaching and learning strategies and resources
- to support in monitoring the progress made towards achieving targets for English

Teaching and Learning

To help sustain effective teaching, evaluate the quality of teaching and standards of students' achievements and set targets for improvement.

- to plan and deliver effective lessons, ensuring curriculum coverage, continuity and progression for all students
- to check, mark and assess students' work and report on progress
- to support the subject leader in the choice of appropriate teaching and learning methods, to meet the needs of individual students
- to work with the subject leader in establishing clear practices for assessing, recording and reporting on student achievement
- to ensure that as a teacher you are aware of your contribution to students' understanding of the duties, opportunities, responsibilities and rights of citizens
- establish a partnership with parents to involve them in their child's learning, as well as providing information about curriculum, attainment, progress and targets
- support the subject leader in development of effective links with the local community, including business and industry, in order to extend the curriculum, enhance teaching and develop students' wider understanding
- to contribute to the orderly atmosphere of the school
- to attend staff, parents meetings
- to act as a tutor
- to carry out supervision duties



Efficient and Effective Deployment of Resources

- to help identify appropriate resources and ensure that they are used efficiently, effectively and safely
- to support the subject leader in identifying resource needs
- use accommodation to create an effective and stimulating environment for the teaching and learning
- willingness to work with others to ensure that there is a safe working and learning environment in which risks are properly assessed

Other

- to unequivocally support and promote the values and aims of Les Quennevais School
- be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the schools systems have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school
- work in accordance with the Schools Health and Safety Policies and Procedures to undertake such other duties as laid down in the Teachers' Task
- carry out any other duties required by the Headteacher

Les Quennevais School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment



PERSON SPECIFICATION

TEACHER OF ENGLISH

Part A

EXPERIENCE, SKILLS & ABILITIES

- Experience of teaching KS3 and 4
- Evidence of good/outstanding teaching
- A high level of organisational skills
- The ability to create a stimulating visual environment in the classroom
- Knowledge of the changes to the new GCSE specification
- Excellent written and communication skills, including appropriate ICT skills
- A secure knowledge of the importance of data as a means both to measure and to extend progress
- A level of understanding of Literacy techniques

Part B

QUALIFICATIONS AND TRAINING

- Good Honours degree in relevant subject
- Qualified Teacher Status

PERSONAL QUALITIES

- Commitment to safeguarding and promoting the welfare of children and young people
- Motivation to work with children and young people
- Able to form good relationships with students, staff and parents
- A commitment to lifelong learning and a willingness to contribute to furthering their own learning through the schools extensive in-house CPD programme
- Personal drive and energy to motivate and inspire staff and students



THE TEACHERS' TASK

The Department for Children, Young People, Education and Skills and the representatives of the Teachers' Unions have agreed the following statement of the Teachers' Task in order to define more clearly the nature of teachers' employment. It is their view that in this important work of educating Jersey's children, it is imperative that both teachers and Headteachers recognise the duty they owe to those children and the community. To this end the teacher is expected to maintain a professional commitment to their task and the Headteacher is pledged to a responsible and humane interpretation of this agreement.

The following provides a definition of the Teachers' Task:

1. Teach effectively to meet the needs of all pupils and to ensure discipline and safety within the school community.
2. Plan, prepare, evaluate and modify as necessary personal teaching methods, work programmes and teaching materials in accordance with the CYPES curricular policies and school schemes and standards.
3. Mark and maintain records of pupils' work in accordance with CYPES and school policies.
4. Promote the general progress and welfare of pupils in classes or groups or individually as part of the school's pastoral and counselling arrangements.
5. Assess and record pupils' personal and social needs, development, progress and attainment.
6. Provide or contribute to oral or written assessments and report on individual pupils and groups; consult and inform parents, co-operate with appropriate outside agencies in accordance with CYPES and school policies.
7. Contribute to and participate in corporate planning, self evaluation, in-service training and professional development in assigned areas of the curriculum and pastoral arrangements; participate in related staff meetings and school events.
8. Advise colleagues, co-operate with them on teaching programmes, methods, equipment and materials within assigned areas of the curriculum ensuring that appropriate administrative tasks are undertaken.
9. Contribute and participate in the school's pastoral, tutorial and guidance arrangements and undertake an appropriate share of the organisation and conduct of parental consultation and staff meetings.
10. Contribute as required to the appointment, induction, professional development and assessment of junior colleagues, including new entrants to teaching.
11. Accept an appropriate share of the administrative and organisational tasks within the school, including providing support for teachers, undertaking additional curriculum or pastoral responsibilities or holding senior posts.
12. Ensure the safety and good order of pupils by carrying out an appropriate share of supervisions whenever pupils are authorised to be on school premises or elsewhere when the school is in session.
13. Undertaking an appropriate share of all collective responsibilities including substitution for an absent colleague subject to guaranteed non-teaching time.
14. Supervise support staff as required.
15. Order and allocate appropriate equipment and materials in accordance with DfESC and school policies and schemes.
16. Co-operate as required with teachers in other schools and colleges on curricular, pastoral and administrative matters.

STAFF PLEDGES



ALWAYS MODEL THE BEHAVIOUR YOU WANT TO SEE

Respect, ambition and resilience should be modelled at all times in everything we do; how we communicate, how we work together and support each other. It also means doing all of the things we see below;



ALWAYS BE CONSISTENT

Whenever we set the expectations for anything we do, we aim high, provide clarity and ensure we model that expectation the same way; fair and accurate.



ALWAYS HAVE POSITIVE INTERACTIONS AND SOLUTIONS

We always need to work positively with others and focus on the solution rather than the problem. We are here to make our school the best it can be. If there is a problem, it's our problem and we are all part of the solution.



ALWAYS BE PUNCTUAL

Be ready, prepared and on time.



ALWAYS REMEMBER WE CONTRIBUTE TO THE BIGGER PICTURE

Everything we do should matter. Education is too important to be left to chance. We should do everything to the best standard we can, because it's this that makes our school better. Our contributions; all the things we see and the hundreds we don't, matter.



PROMOTING OUR CORE FRAMEWORK

Our core values, mission and vision permeate every aspect of school life; the way we work and learn, the way we plan and respond, the environment and atmosphere in lessons and around the school. These values are reflected in everything we do and are deeply understood by all members of the school community.

OUR VISION

Learning to be your best - through excellence and enjoyment

OUR MISSION

Realising individual potential through a culture of excellence

OUR VALUES



WHY WOULD YOU WANT TO COME AND TEACH AT LES QUENNEVAIS SCHOOL?

It is impossible to list all the reasons why you should work at Les Quennevais School, but some key ones are listed below:

- It is an inclusive school, where everyone is valued
- Staff and students are community spirited and raise thousands of pounds each year for charity
- Exam results for the past 2 years have broken records as the highest achieving 11-16 school in Jersey's history
- Students far exceeded UK national averages in a wide range of subjects including English and Science
- The school was rated "Outstanding" by inspectors in a recent review
- Staff morale is high—in a recent survey 100% of staff were proud to work at Les Quennevais School
- 96% of parents were extremely satisfied with their child's progress

Moving to a new location is daunting, but it is worth taking the leap! Some colleagues who have taken this step have shared their experiences, to give you some idea of what to expect:

Nikki Hankinson, Head of Science since September 2018



I had been at my last school (an Academy in Nottinghamshire) since qualifying. I had worked there for 13 years and was on SLT and a Head of House. At first the thought of leaving was daunting. Not only was I leaving the security of 'home' and a school where I had spent a long time building a reputation and relationships, but I was also coming to a different and new role. I can honestly say though I don't regret it!

Jersey is a beautiful place and there are a lot of benefits to living here. Everyone was so helpful when I relocated, from the school to my landlords (who helped me settle in) and even the taxi drivers and people in the Tax Office—believe it or not!

Everybody wanted to help and make it easier for me. I still can't quite believe how friendly and polite people are all the time.

Coming from South Yorkshire, it is a real pleasure when I look out my window at the sea every day and the drive to and from work on a sunny day just lifts your spirits. Plus the commute is a lot shorter and a lot less frazzled than I was used to.

I am so glad that I came to work for Les Quennevais, the school is extremely friendly and supportive. They have made me feel really welcome and valued. The value that the school places on you here, and the support that everyone is willing to give, means that staff morale is very high and people love working here. This school really is a team and a strong part of the community.

Working for a school here, rather than an Academy means that I have more autonomy over my Department and has given me the chance to trial things and look at aspects differently. I love that Les Quennevais is all about getting the best out of the child. But that you as a staff member are supported to do that in the right way. I also love that I can take ownership for my subject and the development of it too. Jersey is an unique place and we are hoping to use the locality more to support the learning of our students. Be it from the massive differences in tides to the Jersey Cows and dairy, or the differing habitats that there are here.

Class sizes are smaller here, and I can honestly say my work/life balance has improved. I still work hard and hard work is recognised here. But I also get the chance to enjoy the Island and what it has to offer. Regular flights home mean I don't have to worry about losing contact with friends and family. In fact plenty of people want to come here to visit. I am really looking forward to my first full Summer here now.

Dave Morris, Head of Year 10 since September 2016



- Being 5 minutes from the beach
- Walking home from work
- Spending more quality time with my family

These are certainly things I am still getting used to after my move here, having worked for 13 years at the same school, a small academy in the Midlands. Moving to Jersey has been the move of a lifetime for both myself and my family.

When I was lucky enough to be offered the job at Les Quennevais School I knew I was embarking on something special. Excellence permeates all aspects of school life and you only have to spend a short amount of time with our students and staff to realise the enthusiasm they hold for our community. I was bowled over during the interview process by the way in which everyone was so keen to talk about the school. This really is a 'family'! Furthermore, the continuous professional development offered by the school, is allowing my teaching to thrive.

Obviously you do ask yourself the questions; How is this going to work? How do you make the move? What about the wife and kids? Where will I live!? However the guidance and support provided by the school makes the process as easy and straightforward as possible.

Family life here has exceeded our expectations. Jersey is the perfect place to raise a young family with stunning beaches to explore and so many attractions to visit. Our children love nothing more in the summer than heading to the beach after school for a barbeque! However, most important of all is the quality time we now have together and far removed from our life in the UK.

Quite simply I feel privileged to work and live on such a beautiful island and in such an outstanding school.



NEW LES QUENNEVAIS SCHOOL UNDER CONSTRUCTION

RELOCATION DATE - SEPTEMBER 2020

The much needed new school is currently under construction and the Project Team are working very hard to fit out the new building with the latest, state of the art fixtures, fittings and equipment needed for a 21st century cutting edge school.

The new site is three times larger than our current site which allows space for all departments to have the space they need to deliver a modern curriculum.



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<https://www.facebook.com/lesquennevaisschool/>



<https://twitter.com/LesQuennevaisSc>

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