



# Recruitment Pack

**ENGLISH TEACHER**

QE School, Crediton

Closing Date: Friday 14 April 9am

**Ted**  
**Wragg** TRUST

# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

## Our Values



### Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

### Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

### Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

## How will we succeed?



# Queen Elizabeth's School

## Letter from the Headteacher

Welcome to Queen Elizabeth's School or QE, as it is often affectionately known. Thank you for taking the time to find out more about the role of a teacher at QE. I hope the information in this pack is helpful and I look forward to receiving your application. We are interested in hearing from all excellent teachers, especially those with the desire and expertise to teach A level.

QE is a place where all people are empowered. Our curriculum challenges students, inspiring their curiosity and creativity. We believe in the power of a broad and balanced curriculum and ensure a range of subjects are available. Through excellent teaching we aim to develop knowledge and understanding of the world and instil the values of respect, reflection and resilience in our learners. Our vision is to be a place where all people in our community progress and are engaged and fulfilled. You will need to embody our ethos, vision and values in everything you do. We are an inclusive school that is absolutely committed to providing the best possible educational experience and delivering exceptional outcomes for all our young people.

Our 'QE Principles of Teaching' document explains what good practice looks like at QE. We believe that the best way to support all colleagues to become excellent teachers is through coaching and encouraging staff to be reflective practitioners who are intent on continuous improvement. We will support your career progression with a tailored programme of professional development opportunities.

We believe in an approach to learning that equips students with a 'growth mind-set', intrinsic motivation and the skills of how to learn and be successful. Our students are well behaved, friendly and respond exceptionally well to good teaching. The overwhelming feeling in our school is one of friendliness. Our staff are fantastic and determined to deliver our core purpose - Educating to Empower.

This is an exciting opportunity at a key time in the school's history. As you will see below, you will be joining a well-established team of professionals. You will be expected to fully contribute to this team and deliver excellent lessons. We are a thriving 11 - 18 school, so the ability and willingness to teach A level is a distinct advantage.

I look forward to hearing from you; please visit our website for more information about the school and contact us if you have any questions. Please do get in touch via Mrs Anna Field, Personnel Assistant [anna.field@qe.devon.sch.uk](mailto:anna.field@qe.devon.sch.uk)

Yours sincerely

**Paula Smith - Headteacher**



# Key Details

**Job Title:** English Teacher

**Location:** Queen Elizabeth's, Crediton

**Salary:** Teacher pay range

**Closing Date:** Friday 14 April

**Interviews:** W/C 17 April

**Required From:** September 2023

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



## How to apply

If you would like an informal conversation about this role please contact Anna Field, [anna.field@qe.devon.sch.uk](mailto:anna.field@qe.devon.sch.uk)

Please use the application form available on the Trust website and email it to: [anna.field@qe.devon.sch.uk](mailto:anna.field@qe.devon.sch.uk)



# Queen Elizabeth's School

## About the English Department

This is a fantastic opportunity to join QE at an exciting time in the school's development. The school received a 'Good' Ofsted rating in May 2023, and achieved excellent outcomes in the 2022 GCSE and A Level results (GCSE English Language P8 +0.47; English Literature P8 -0.01); however, we have ambitions to become even better! We expect to appoint a teacher who shows evidence of commitment, enthusiasm and ability to communicate with and excite students; someone who is an excellent team member who can contribute positively to the department and school. There are currently twelve teachers in the English Learning Area, some of whom are part time. Within the Department structure, there is a Director of English and Performing Arts, Key Stage 4 English Co-ordinator and Key Stage 3 English Co-ordinator.

English as a core subject clearly makes a major contribution to the curriculum, providing courses for all levels of ability. All English Classes in Years 7 -9 are taught in mixed ability groups. KS3 students follow a varied curriculum designed to develop their skills in reading, writing and oracy, whilst simultaneously fostering a love of a range of literature and inspiring creativity. They begin studying for GCSE in the summer term of year 9. Years 10 and 11 are organised in carefully constructed ability sets. Students in year 10 and 11 follow the AQA specifications in English Language and Literature. The English Learning Area also makes a major contribution to Sixth Form courses. In Years 12 and 13, we offer A-Levels in English Language and English Literature (AQA specifications).

# Queen Elizabeth's Principles of Teaching

Principle of Better Practice	So that..
<b>1. High expectations for behaviour and routines</b>	
<ul style="list-style-type: none"> <li>a) Teachers demonstrate effective classroom management</li> <li>b) Teachers consistently apply the Ready to Learn policy</li> <li>c) Teachers ensure that there is a high student participation rate</li> <li>d) Teachers reinforce effort and provide recognition</li> <li>e) Teachers ask questions that promote student participation</li> </ul>	<ul style="list-style-type: none"> <li>a) Minimal lesson time is wasted dealing with low-level disruption or disorderly transitions</li> <li>b) Students can think hard about their learning free from distractions</li> <li>c) All students are engaged</li> <li>d) Students understand the connection between effort and achievement</li> <li>e) A high number of students are asked and answer questions</li> </ul>

## 2. Quality of instruction

<ul style="list-style-type: none"> <li>a) Teachers give highly effective explanations</li> <li>b) Teachers provide clearly defined outcomes</li> <li>c) Teachers present new knowledge in small steps</li> <li>d) Teachers model excellence and how to achieve it</li> <li>e) Teachers ask a high quantity of process and factual questions</li> </ul>	<ul style="list-style-type: none"> <li>a) Students quickly grasp ideas</li> <li>b) Students have total clarity about what they are learning and what success looks like</li> <li>c) Each step can be mastered before students move on</li> <li>d) Students know what excellence looks like as well as how to achieve it</li> <li>e) Students are given opportunities to practise new material</li> </ul>
--	--

## 3. Literacy: vocabulary, reading, oracy, writing

<ul style="list-style-type: none"> <li>a) Teachers explicitly instruct Tier 2 and Tier 3 vocabulary</li> <li>b) Teachers provide challenging subject based reading</li> <li>c) Teachers plan, prompt and model structured talk activities</li> <li>d) Teachers break down, scaffold and model complex writing tasks in their subject</li> </ul>	<ul style="list-style-type: none"> <li>a) Students use academic vocabulary fluently in speech and writing</li> <li>b) Students can comprehend challenging academic texts</li> <li>c) Students can eloquently verbalise their knowledge and understanding</li> <li>d) Students can independently plan, draft and edit extended writing</li> </ul>
---	--

## 4. Making it stick

<ul style="list-style-type: none"> <li>a) Teachers regularly use low stakes testing</li> <li>b) Teachers guide students as they begin to practise new material</li> <li>c) Teachers give students opportunities to practise independently</li> <li>d) Teachers use visuals and other resources to support explanations</li> <li>e) Teachers ask questions which make links with prior learning</li> </ul>	<ul style="list-style-type: none"> <li>a) Students can embed learning into their long term memory</li> <li>b) Students can develop fluency and accuracy in new areas of learning</li> <li>c) Skills and knowledge become automatic for students</li> <li>d) Students can successfully understand and remember key aspects of learning</li> <li>e) Students are encouraged to draw on prior knowledge</li> </ul>
---	---

## 5. Inclusive classroom

<ul style="list-style-type: none"> <li>a) Teachers have a clear understanding of all learners' requirements</li> <li>b) Teachers develop and apply personalised strategies in the classroom</li> <li>c) Teachers do not rely solely on resources or interventions</li> <li>d) Teachers reflect critically on the impact of teaching on all learners and adapt strategies in response to feedback</li> </ul>	<ul style="list-style-type: none"> <li>a) All students can access learning within lessons</li> <li>b) All students encounter the appropriate level of challenge within lessons and can make progress</li> <li>c) Inclusion is embedded in every aspect of the classroom</li> <li>d) Students' needs are responded to flexibly and strategies are reviewed regularly for impact</li> </ul>
---	---

## 6. Effective feedback

<ul style="list-style-type: none"> <li>a) Teachers give students high quality feedback</li> <li>b) Teachers accurately gather information on student learning</li> <li>c) Teacher provide students with opportunities to act upon feedback</li> <li>d) Teachers plan and ask questions that provide a picture of student learning</li> </ul>	<ul style="list-style-type: none"> <li>a) Student actions are refocused/directed to achieve a goal (ReACT)</li> <li>b) Teachers know which topics to re-teach that were not grasped first time</li> <li>c) Students can swiftly develop further knowledge and skills</li> <li>d) Teachers can identify gaps in student learning</li> </ul>
--	--



# Person Specification

Descriptor	
<b>Expertise</b> <ul style="list-style-type: none"> <li>• Knowledge of how to, and ability to, motivate young people and adults</li> <li>• Supporting students' progress (in a holistic sense)</li> <li>• Analysis and interpretation of progress and assessment data</li> <li>• Ability to deliver consistently outstanding teaching</li> <li>• Interpersonal skills that promote school improvement</li> <li>• Effective communication skills that improve relationships with key stakeholders; staff, parents, students, governors and the wider community</li> </ul>	
<b>Qualification</b> <ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Teaching qualification</li> <li>• Qualified Teacher Status</li> <li>• Recent and relevant professional development</li> </ul>	
<b>Experience</b> <ul style="list-style-type: none"> <li>• Teaching</li> <li>• Working with young people</li> <li>• Teamwork</li> <li>• Communication</li> <li>• Safeguarding young people</li> </ul>	
<b>Personal qualities and beliefs</b> <ul style="list-style-type: none"> <li>• Passionate belief in the potential of all young people</li> <li>• Highest possible standards of practice in relation to the safeguarding of young people</li> <li>• Total respect for all members of our community and ability to model this respect</li> <li>• Highly effective team worker</li> <li>• A solution focused thinker</li> <li>• Inspirational</li> <li>• Reflective practitioner</li> <li>• Belief in 'growth mindset' (as defined by C. Dweck)</li> <li>• Belief that the concept of continuous improvement is a real and powerful process</li> <li>• Commitment to learning as a lifelong endeavor and able to model this to the wider community</li> <li>• Energy and enthusiasm</li> <li>• Creative and not risk averse</li> <li>• Belief that education empowers people</li> <li>• Belief that education is a moral enterprise and not an exercise in gaming the latest government's league table</li> <li>• Belief that comprehensive education is a powerful force for good in society</li> </ul>	

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



**Dixons Academies Trust** – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



**Cabot Learning Federation** – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



**Reach Academy Feltham** – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.



# Recruitment Pack

Thank you for your interest!

**Ted**  
**Wragg** TRUST