Appointment of

Teacher of English

Closing date: Sunday 23 February 2020

Interviews w/c 24 February 2020

Rastrick High School

February 2020

At Rastrick High School we pride ourselves on providing a challenging and creative education.

Children from all backgrounds are welcome at Rastrick High School and we want our students to be inspired and engaged in their learning. Everyone is encouraged to develop their own talents and to contribute to the school, life in the local community and beyond.

We are committed to developing the best teaching possible. We want every lesson to be 'outstanding' and never less than 'good'. As a result, our student outcomes are among the top comprehensive schools in Calderdale and the wider region.

Throughout our school we continually adapt the curriculum to support students from all backgrounds and abilities. We offer a broad range of subjects and pathways along with an excellent range of enrichment activities that aim to produce well-rounded, confident young people. From classroom seating plans to cross-curricular activities and Independent Learning Days, we aim to provide each individual with a learning journey that promotes and sustains a thirst for knowledge.



With around 1600 students and 200 staff, the School continues to grow and we are investing in our facilities and environment accordingly. As a result, this is an exciting time to be joining the school and contributing to its success.



Music and the Arts are central to the life of the School. We offer up to 30 Year 7 students who demonstrate musical talent places on our well--established Talented Musician Development Programme.

This enhances the high quality academic provision offered to all students by our nationally recognised staff, and includes specialist music tuition and regular performance opportunities.

The School has a proven record of sporting success at local, regional and national level. We have links with the National Citizenship Service and the Duke of Edinburgh's Award scheme.

Come and see us in action: visits to Rastrick High School are strongly encouraged and very welcome. Please call 01484 710 235 or email rhs@rastrick.calderdale.sch.uk to arrange a time to come in.

The opportunity



We are committed to offering Rastrick staff the opportunity to advance their career within a supportive academy environment. You will be part of a school with a proven track record in developing skilled practitioners and nurturing excellent future leaders, with unrivalled opportunities for progression.

Whatever your level of experience, or ambition as a teacher or leader, the School offers a structured induction and performance review programme for all staff including weekly CPD focused on improving and developing teaching. Additionally, we offer thorough induction support for Newly Qualified Teachers and a Leadership Development Programme for more experienced members of staff.

Further support includes:

- A strong student support team made up of teaching and non-teaching staff, which is focused on creating a calm atmosphere so that students are ready and able to learn
- Opportunities to share and develop good practice through weekly CPD sessions, developed to focus on the delivery of outstanding teaching
- Twice-weekly briefing sessions for all staff where accessible and time-relevant pedagogical resources are provided

In all aspects of school life we aim to '**chase perfection, catch excellence**', and this underpins our entire ethos

What we are looking for

We are interested in individuals who are passionate about their subject and about making a difference. We want to bring people on board who can help us challenge our staff and students and create an exceptional place of learning. We have a strong focus on high standards and aspirations.



Rastrick teachers share the ability to motivate and inspire students to achieve their targets, demonstrate strong leadership skills and enjoy working as part of a team.

You will have a proven record of accomplishment in terms of leading within a department and of delivering teaching with which is 'mostly outstanding and never less than good'.

If that sounds like you, and you want to be challenged in a supportive environment, with good humour and a shared belief that every child can and will reach their potential then please apply to be part of our team.

Benefits

- Onsite car parking
- Cycle to work scheme
- Pay portability - the School will guarantee a teacher's pay portability for classroom teachers, providing the individual is able to demonstrate successful performance in their previous role.
- Onsite Nursery - **Smarties Nursery** is conveniently located at Rastrick High School. It employs a qualified teacher in the pre-school room. It has developed teacher-friendly care packages which include childcare vouchers, term-time only options and bespoke childcare for exceptional evening duties.



Smarties Day Nursery was rated Outstanding by Ofsted in January, 2018. It has also been awarded Step 2 of the Steps to Quality QA scheme, and has qualified for Millie's Mark, in recognition of the fact that 100% of staff working directly with the children are qualified in paediatric first aid.

The nursery is open from 7.00am to 6.00pm.
Childcare vouchers are accepted and Staff fees are all tax and NI free under the Workplace Crèche Scheme rules. There are free funded places for children of 2, 3 and 4 years.

www.smarties.rastrick.org

Where are we?

Rastrick is a village in Calderdale, West Yorkshire, close to Brighouse, Elland, Halifax and Huddersfield. The school accessible from Junctions 24 and 25 of the M62, and is just 25 minutes from Leeds and 35 minutes from Manchester.

The nearest railway station is Brighouse, which is less than a mile away. The school is covered by a number of bus routes provided by several operators.

Rastrick High School
Field Top Road
Rastrick
Brighouse HD6 3XB

Tel: 01484 710 235
Email: rhs@rastrick.calderdale.sch.uk
Web: www.rastrick.calderdale.sch.uk

Safeguarding Recruitment Statement

All positions at Rastrick High School meet the requirements of exemption under the Rehabilitation of Offenders Act 1974, successful applicants who are offered positions with the school will be subject to a criminal record check (Enhanced Disclosure) from the Disclosure and Barring Service (DBS) before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information regarding the CRB is enclosed with this application form.

Teacher of English

Job Description

Salary: MPS / UPS
Start date: April 2020

Core Purpose:
- *To deliver high quality curriculum provision through effective teaching and learning*
- *To carry out the professional duties of a qualified teacher as identified in the DfE Teachers' Standards*

Reporting to
- Director of English

Liaising with
- Director of English, Achievement Leaders, Achievement Managers, Learning Support Assistants

Teaching
- Plan work in accordance with the curriculum area programmes of study and so that it addresses the personalised learning needs of every student.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery.
- Work in collaboration with associate staff attached to any teaching group.
- Take account of students' prior levels of learning and achievement and use them to set targets for future improvements
- Maintain positive relationships by adherence to the advice given to staff in the Climate for Learning Policy.
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the Climate for Learning strategies.
- Provide students with the opportunities to develop the skills required in order to learn.
- Listen to the views of students about their preferred methods and styles of learning.
- Enable students to use their preferred methods and styles of learning where appropriate.
- Set appropriate and demanding expectations for students' learning, motivation, and presentation of work.

Assessment and Reporting
- Maintain notes and plans of lessons undertaken and records of students' work in line with the School's Teaching and Learning policy.
- Mark, monitor and return work as directed in the school marking policy
- Complete formal assessment through the MIS system in line with policy and as specified in the published calendar.
- Attend the appropriate Parents' Evenings to keep parents informed about the progress of their child.
- Be familiar with the code of practice for identification and assessment for Special Educational Needs and keep appropriate records and personalised learning plans.

Care and Guidance	• Undertake responsibility for a tutor group or for any other arrangement for the care and guidance of students as is required by the School, including tutor, student, interviews and coaching and mentoring. • Be the first point of contact for parents. • Monitor (and set targets for) for students to improve motivation, behaviour or achievement as and when required. • Be prepared to undertake responsibility as required for the delivery of the PSHCE programme through the delivery of SMSC content in tutor time. • Promote good attendance and monitor in accordance with the School's attendance policy.
Professional Standards	• Support the ethos, vision, principles and values of the School. • Treat colleagues, students and all members of the community, with respect and consideration. • Treat all students fairly, consistently and without prejudice • Set a good example to students in terms of appropriate dress, standards of punctuality and attendance. • Support the aims of the School through attendance at and participation in events such as open evenings, option evenings and the like (as appropriate to responsibilities). • Support the ethos of the School by upholding the code of conduct, uniform rules, etc. • Take responsibility for own professional development and participate in arrangements as adopted by the School for the assessment of his/her performance and that of other teachers. • Reflect on own practice as well as the practices of the School with the aim of improving all that we do and achieving excellence. • Read and adhere to the various policies of the School and implement School Improvement Plan. • Participate in the development and management of the School by attending various team and staff meetings. • Undertake duties as prescribed within the School's policies • Ensure that all deadlines are met as published in the school calendar or deadlines set by the Director of English. • Undertake professional duties that may be reasonably assigned to them by the Headteacher. • Be proactive and take responsibility for matters relating to health and safety.
Knowledge and Understanding	• A clear understanding of current educational issues, theory and practice. • Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements. • Have a secure and detailed knowledge of the specialised subject. • Have an understanding of effective strategies to deliver their specialised subject.
Planning and setting expectations	• Identify clear teaching and learning objectives, content, lesson structure and sequences appropriate to the subject matter and the subject being taught. • Set appropriate and demanding expectations for students learning and motivation. Set clear targets for students learning building on prior attainment. Identify students who have Special Educational Needs in order to give positive and targeted support. Implement and keep records on personalised learning needs.
Assessment and evaluation	• Assess how well learning objectives have been achieved and use this assessment to establish future learning objectives.

- Mark and monitor students' class work and homework providing constructive oral and written feedback, setting targets for students; progress in line with the School's marking policy.
- When applicable, understand the demands expected of students in relation to Key Stage 3 and Key Stage 4 courses.

Pastoral System

- To monitor and support the overall progress and development of students within the subject.
- To monitor student attendance and progress in relation to targets set for each individual, ensuring that appropriate action is taken where necessary.
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.
- To ensure the Climate for Learning System is implemented in the subject area so that effective learning can take place.

Professional Development

- Understand the need to take responsibility for their own professional development and keep up to date with research and developments in pedagogy and in the subjects that they teach.
- Understand the professional responsibilities in relation the School policies and practices.
- Set a good example to the students in their presentation and in their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

Other Specific Duties

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Pay portability

The School will guarantee a teacher's pay portability for classroom teachers, providing the individual is able to demonstrate successful performance in their previous role. Successful performance can be demonstrated by a performance management statement (or other evidence) signed by a previous employer, confirming that performance has been successful during the last full performance management cycle. This would usually be the previous academic year. If a teacher cannot provide this evidence then the School will offer a salary scale that reflects the individual's experience, competence and impact on student outcomes. This will be evidenced in the recruitment and selection process and include information provided from referees.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications & Experience	• Education to degree level or equivalent in the (or closely relating to) the identified subject • QTS registered (or working towards this on an ITT programme) • An excellent track record of recent, relevant professional development • Evidence of raising standards and performance of a cohort of young people • An understanding of what is effective teaching and performance within the curriculum area.	• Innovative use of resources • Working with young people through an enrichment setting
Knowledge & Understanding	• 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 high level of organisational skills • The ability to create a stimulating visual environment in the classroom	
Communication Skills	• Build relationships with students and colleagues • Ability to communicate to a range of Audiences including parents and the wider school community • Demonstrate a high level of skills in written formal communication	
Decision Making and Judgement Skills	• Make decisions based on analysis, interpretation and understanding of relevant data and information • Demonstrate good judgement	• Think creatively and imaginatively to anticipate, identify and solve problems
Personal qualities	• A commitment to inclusive education • Evident enjoyment in working with young people and their families • Empathy in relation to the needs of the school and the local community • Ability to inspire confidence in others • Adaptability to changing circumstances/new ideas • Reliability, integrity and stamina • Personal impact and presence • Work under pressure and to deadlines	• Achieve challenging professional goals • Personal ambition and potential for further promotion • Intellectual ability and curiosity • Determination to succeed and the highest possible expectations of self and others • Vision, imagination and creativity • Resilience and perspective

GDPR Disclaimer: Please note and appreciate that whilst we review all CV's and applications, due to the high volume that we receive on a regular basis, we can only respond to candidates that have been successful with their application. Therefore, if you do not hear from us within 14 working days of your application, please accept that your application has been unsuccessful. In line with the General Data Protection Regulations (May 2018) (replacing the Data Protection Act 1998) we will permanently delete information for all unsuccessful applications and we will not keep candidate information on file for future vacancies at this stage of our process

February 2020