



"Let your light shine" (Matthew 5:16)

St Mark's School Bath



Application Pack for: Teacher of English (Maternity Leave)

Closing Date: 18th April 2021

*St Mark's Church of England School
Part of the Midsomer Norton Schools Partnership
Bay Tree Road Bath BA1 6ND
Tel: 01225 312661*

Website: www.st-marks.org.uk



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St Mark's

School Bath

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Welcome to St Mark's School, Bath

Post:	English Teacher
Contract type:	Contract Type: Temporary (Maternity cover) but the Trust/LGB would consider a permanent contract for an exceptional candidate Hours: Part time (0.6 FTE) but the Trust/LGB would consider 0.8 FTE or full-time for an exceptional candidate
Salary:	MPS/UPS
Closing date:	Midnight on 18th April 2021
Start date:	1.9.21.

Thank you for expressing an interest in the post advertised, to start in **September 2021**. Please find enclosed information that I hope you will find helpful in making your application. If appointed to this post you would be part of a committed and hard-working English Department. We are seeking an excellent **Teacher of English** to join our team on a part-time Maternity Leave contract.(See details above).

St Mark's School is a former voluntary-aided Church of England School in the Diocese of Bath and Wells and in the local authority of Bath and Northeast Somerset. The school seeks to provide excellence in education as a mixed comprehensive school. Our vision is to promote self-worth that inspires our students to live well, achieve their goals and be a force for good in their school and in the world.

This is an exciting time to be joining the school. The school converted to an academy on 1st May 2020 and joined the Midsomer Norton Schools Partnership, a multi-academy trust consisting of 7 Secondary Schools and 16 Primary Schools. The trust schools have over 9,000 pupils on roll. This will increase to 10,000 pupils shortly when another large secondary school joins the Trust.

The Midsomer Norton Schools Partnership Trust is focused on school improvement as its primary aim. Trustees believe that through effective and true collaboration, excellence can be achieved in our schools. The Trust does not seek to make all schools the same, but through sensible standardisation of practises and outstanding support and challenge, they aim to ensure all schools within the Trust are 'good' or better.

St Mark's is a member of the Bath Education Trust, a partnership and collaboration of key education providers in Bath and North East Somerset. The aim of the Trust is to improve the educational experience of our students and prepare them for the opportunities, responsibilities and experiences of later life. Staff at St Mark's benefit from being part of the BET CPD group which arranges CPD events during the academic year.



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Applications are invited from talented and enthusiastic individuals who are willing to contribute to the wider life of the school, and who would like to be a part of this ambitious, friendly and supportive school.

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. I do hope that, having read all of the details regarding the position and having studied the job description, you apply to become part of this ambitious, friendly and supportive school.

Yours sincerely,

Barnaby Ash,
Headteacher



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About the English Department

The department currently consists of three excellent practitioners who, whilst still a new team, have worked hard to innovate provision and resources. Students understand how English is such an important and relevant subject. We are looking to recruit an enthusiastic Teacher of English to enhance our strong team in the English department. The team is committed to inspiring a love of the subject and achieving excellent outcomes for all our students.

Excellence in the department has been recognised by other colleagues in the school and Trust and we work with other subjects to help improve cross-curricular links to help to grow an exciting and engaging curriculum.

Colleagues in the department are inspiring a love of reading in our students. This has gathered momentum recently with the introduction of Guided Reading and the Accelerated Readers Scheme. We have recently re-furnished our library so our students now have access to a brand new, state of the art facility that inspires them to read for pleasure. We hope that you will be excited and inspired to play a part in this exciting development.

In addition, as a small department, we benefit from being part of the MNSP trust. We share resources with the other secondary schools in the trust and work together to continually develop the curriculum and, as such, you would have access to a wide range of excellent resources and teaching aids which have been developed by a range of highly qualified and experienced colleagues.

You would also be able to take advantage of CPD opportunities along with the other schools in the trust. As such there is a great opportunity for you to inspire our pupils and to further develop their love of **English** and to make excellent progress and also to continue to develop your own practise in a supportive and experienced team.



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About St Mark's School, Bath

St Mark's School promotes high levels of achievement within a culture of support and challenge so that every student can achieve excellence at a level that is appropriate to their skills and talents. Our vision is to promote self-worth that inspires our students to live well, achieve their goals and be a force for good in their school and in the world.

St Mark's School was inspected by 'Ofsted' in June 2015, and was judged to be a 'Good' school across all areas. This inspection highlighted the quality education that St Mark's provides for young people in Bath and the surrounding areas.

The school has also been recognised as a 'Good' Church of England school in its most recent SIAMS inspection, under a rigorous new framework. The pastoral and academic support, the school's ethos and values as well as a commitment to academic development and well-being, were noted as particularly positive areas.

The school retained its 'Good' category in November 2018 during its Section 8 inspection.

We are a small school by design with an annual PAN of 102, rising to 120, allowing for a more personalised approach to teaching and learning. Post 16 students are taught as part of the New Sixth, a joint sixth form, for students at St Mark's School and St Gregory's Roman Catholic College.

Our small class sizes mean all students have the opportunity for unrivalled mentoring and individual support to enhance personal development. We encourage personal creativity and welcome innovative, forward-thinking ideas from staff. Teamwork is also at the heart of everything we do and by working together we aim to secure a successful future for all our students.

We can offer you:

A forward looking and innovative school

A school with good behaviour and safety for all

Good facilities for teaching and learning

Leading edge professional development support to improve your practice

A school where care, guidance and support are central to ensuring students make excellent progress

A school where learning is really personalised

An amazing staff team

Car parking on site

ASPIRATION

RESILIENCE

COMMUNITY



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Welcome from our students

St Mark's is a small, friendly school. The teachers all know our names and take an interest in us as individuals. They spend time getting to know us and know how to make us work hard and achieve more at school. Everyone is kind and supportive and it's like we are a part of one big family.

In a teacher, we want someone who cares about those they teach and their success. They should be someone we feel we can go to in times of need and not be intimidated by. In essence, a teacher should feel like a friend, not a foe. However, this does not mean we want someone without an eye for discipline. Exercising both restraint and leniency as they see fit when taking disciplinary action is key to helping us succeed.

Mr Ash, has led the school's development and has ambitious plans to make our school a great school. We would like our teachers to be positive and caring, firm but fair and for them to challenge us in lessons and help us to gain greater experiences of life. We want a balance between having fun and working hard.

Our **English teacher** should be:

Clever
Kind
Interested in us
Not scary or intimidating
Positive when we are doing things well
Helpful when we might not understand things
Strict but fair

Head Boy and Head Girl, December 2019



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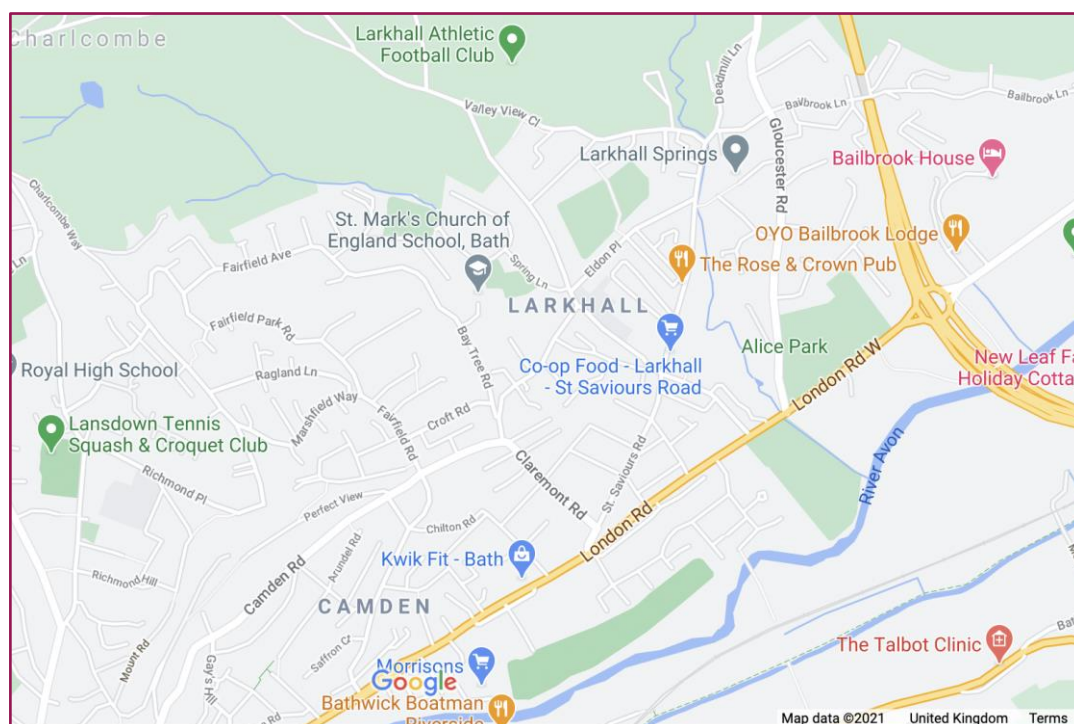
Location

We are located in one of the most beautiful corners of Bath, nestled between rolling hills on one side and the bustling and vibrant village of Larkhall on the other. It has the feel of a semi-rural village with the advantage of being a stone's throw from the centre of Bath.

Our school sits at the heart of Larkhall, a vibrant, creative and thriving community, popular with families and with a wonderful array of shops, businesses, community centres and schools, all on the doorstep.

The World Heritage city of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In May 2015, Bath was named as the second safest city in the world. It has also been recognised by the Times newspaper as the best place to live in the UK, offering a very high quality of life.



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Person Specification: Teacher of English

Knowledge and Experience

- A good honours degree in a relevant subject
- A teaching qualification together with Qualified Teacher Status (QTS)
- A clear philosophy on how and why the subject should be taught
- Subject knowledge sufficient to challenge students across the range of age and ability
- Awareness of the strategies available for improving the learning and achievement of students
- A good understanding of curriculum developments in the specific subject area
- Familiarity with national strategies, child protection and equal opportunities requirements and policies

Skills and Abilities

- Able to use a range of teaching and learning strategies
- An understanding of how assessment for learning can improve student performance
- Knowledge and understanding of how ICT can be used in teaching of the subject to enhance student learning
- Confidence and competence in use of ICT
- Able to use student data to raise standards
- Able to communicate both orally and in writing to students and their parents

Personal Qualities

- Enthusiastic and with a positive outlook
- Able to work independently and collaboratively as a member of a team
- Creative in problem solving together with a willingness to take on or try new approaches and ideas
- A positive attitude towards professional development and their own learning
- Reliability and integrity
- Good personal organisation

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- 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 challenge behaviours;
- attitudes to use of authority and maintaining discipline.

If you are short-listed, any relevant issues arising from references will also be taken up at interview.



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Job Description: Teacher of English

Post Holder:	Teacher of English
Line Manager:	Assistant Head: English
Salary Scale:	MPS/UPS

This job description should be read in conjunction with the professional duties and teaching standards as set out in the School Teachers' Pay and Conditions Document, the Pay Policy, the Managing Performance and Appraising Teachers Performance Policies.

Core Purpose

- To work with the Faculty and deliver a timetable of KS3 and KS4 lessons including teaching GCSE English Language and Literature.
- To fulfill the role of Pastoral Tutor as required.

Duties and Responsibilities as a Teacher

- To teach effective lessons and be responsible for this to the Head through the Team Leader.
- To ensure that lessons are well prepared, all work marked regularly, and homework set according to agreed policy.
- To maintain records of pupil attainment, and to be aware of standards achieved, so enabling assessments to be provided whenever necessary.
- To produce effective reports on pupil progress and targets for improvement.
- To ensure high standards of behaviour from students.
- To work as a member of a team, seeking to implement its aims and objectives, extending knowledge and understanding of the curriculum, recognising the need for change, and contributing where necessary to the writing/development of new material and schemes of work.
- To attend all team meetings (subject and pastoral).
- To discuss with the Team Leader and colleagues those aspects of pupils' performance which are a cause for concern, and to seek advice, guidance or support where appropriate.
- To promote the general progress and personal and social well-being of any assigned group of pupils through the school's tutorial and PSHE programme.
- To participate in performance management – identifying areas for development and accessing appropriate training and professional development.
- To provide work for classes (whenever possible) when absent.
- To communicate and consult with the parents of pupils through attendance at Parents' Evenings.
- To have regard to the school Health and Safety policy.
- To promote and safeguard the welfare of children and young persons across the subject.



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Appointment Process

Date posted: 31st March 2021

Closing date for applications: 18th April 2021

Applicants are asked to submit their application, consisting of an application form and supporting statement to:

Mrs Tracy Vaid, Clerk to the Governors
St Mark's School, Bath
Bay Tree Road
Larkhall, Bath, BA1 6ND

They may also be submitted by email to clerkgov@st-marks.org.uk

Your application form and supporting statement (maximum 2 sides A4) should be received in the school by **18th April 2021**

Your supporting statement should relate to the school, the details you have received, and in particular to the selection criteria in the person specification. Shortlisting will very much relate to how convinced the panel are that you meet the criteria as stated. Please note that no other material (such as testimonials or CVs) will be considered during the selection process.

If you would like to discuss the role further, or arrange a visit prior to application, please contact the Clerk to the Governing Body, Mrs Tracy Vaid, on 01225 312661 or email: clerkgov@st-marks.org.uk to arrange a suitable time.

Thank you for your interest in our vacancy. You will find us to be a very welcoming, happy school with good standards of behaviour and high achievement.

Unfortunately it is not possible to acknowledge all applications individually. Please accept my thanks for your interest in this post.