



**Clifton High School**  
co-educational nursery pre-school to sixth form

Candidate Information  
**TEACHER OF ENGLISH**





# Clifton High School

co-educational nursery pre-school to sixth form

## Contents

<b>Introduction to our School</b>	3-4
<b>Clifton High as a Business</b>	5
<b>Being a Clifton High Employee</b>	6
<b>Ethos and Aims</b>	7-8
<b>Department Overview</b>	9-10
<b>Job Description</b>	11-13
<b>Person Specification</b>	14







# Clifton High School

co-educational nursery pre-school to sixth form

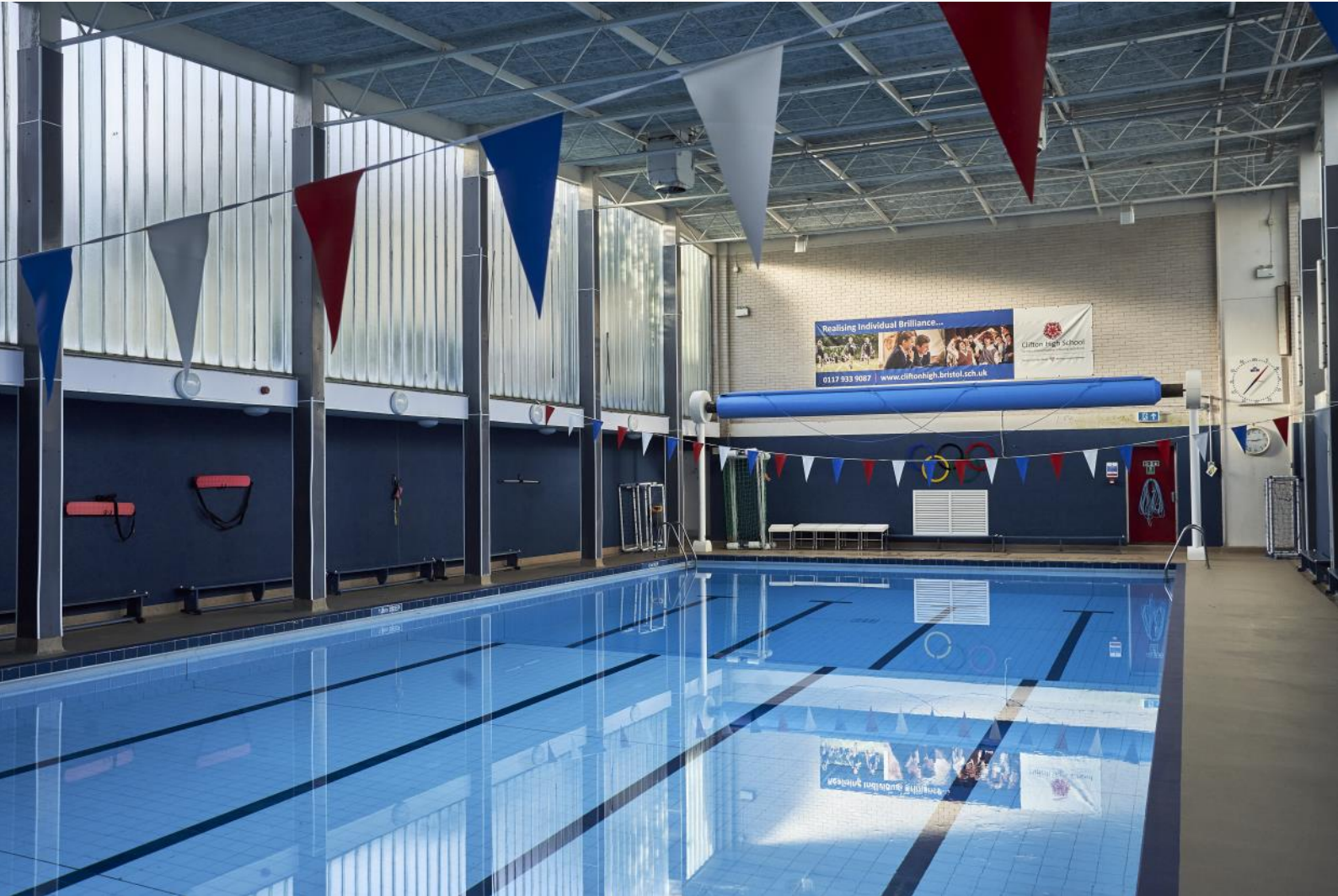
## An Introduction to our School

Clifton High School is a forward-looking school set in beautiful surroundings in the heart of Clifton. We are a mid-sized, all-through, independent school of approximately 630 pupils, educating boys and girls from 3-18 years. 'Realising Individual Brilliance' is more than just a tagline at Clifton High, it is something we truly believe in and see exemplified in many ways, every day at our School. Each child's unique talents and qualities are nurtured and celebrated, in ways bespoke to them as an individual.

We have a distinctive approach to education to ensure each stage of a child's education adapts to their learning needs, both academic and personal. As children progress through the school into the Senior School, the Diamond Edge Model of Education is adopted in Year 7-9. This is where boys and girls are taught separately in core subjects, providing the best of single sex and co-education. Research has shown, and our experience has borne out, that this gives our pupils the best environment in which to learn. At the same time our boys and girls benefit from having social interaction on a day-to-day basis which is crucial for their personal, social and emotional development.

Clifton High School is known for its strong pastoral and family ethos. The safety and wellbeing of each pupil is our priority. We are a School that ensures a child's emotional and personal development is given the same level of importance as their academic achievements. Parents comment on the excellent relationships between staff and pupils - relaxed but always respectful. The rapport, encouragement and support available to every single child, pupil and student create an atmosphere where children and young people can develop happily and progress successfully.





Academic success is extremely important to us at Clifton High School and we have a selective admissions policy. Our students receive excellent results, and year on year the majority go on to secure their first choice of university, with a good number of Oxbridge candidates too.

There is a firm belief, however, that there is more to school life than just good grades and we put as much emphasis on our pupils' development as on their achievement. Our pupils and young people want to extend themselves beyond the classroom to acquire new skills and develop character traits which will equip them for life. We support our boys and girls wholeheartedly as they embrace with conviction and enthusiasm the rich extra-curricular opportunities available to them. As a school, we believe that the privilege of excellent education brings with it responsibility, and we send young people out into the world who are ready to make a real and positive contribution to society.

Four 'Houses' named after the School's founders: Percival, Pears, Wollaston and Winkworth, offer community structure across all ages. Teaching takes place on one site for the whole school with facilities including music technology and ICT suites, a dance and theatre studio, a modern fitness suite, product design room, modern laboratories, and a dedicated STEM room.

There are bespoke resources for learning and for play, including an environmental pond, eco garden, vegetable beds, outdoor classroom, fire-pit and mud kitchen. On-site sports facilities include swimming pool, climbing wall and gymnasium, strength and conditioning room, outdoor multi-use games area, a fitness suite and a sports science laboratory. At our nearby multi-sports complex, Coombe Dingle (which is shared in partnership with the University of Bristol), there are international standard pitches, tracks and courts at which games lessons and sports fixtures take place. Modern technologies are embraced through teaching and as a forward thinking school, Clifton High is always looking to new and innovative ways to engage children in learning and their own personal development.

To find out more about our the different areas of our School, and school life, please browse our website: [www.cliftonhigh.co.uk](http://www.cliftonhigh.co.uk)





# Clifton High School

co-educational nursery pre-school to sixth form

## Clifton High as a Business

Just like any other independent school, Clifton High is a business. Our product is a high-quality, desirable education. However, to ensure that we can continue to provide the education and experience that we are so passionate about, we must function as a successful business. This is largely down to fees; securing future pupils and retaining families, and maintaining and building on the good reputation we have. As such, all employees are representatives of the School and have a responsibility to market it. Our parents are our customers and are making big financial and emotional investments in our School. As such, the School and all its employees have a vested interest to deliver.

With a flourishing and affluent population, the demand for independent education in Bristol is strong. However, the offering from the independent sector is highly competitive, with more independent schools within the city and its outskirts than anywhere in the country other than North London.

As a school, we have learnt never to be complacent but to strive to keep competitive and ahead of the game. Clifton High School has a unique offering where extra-curricular activities and personal and social development are given emphasis alongside academic excellence. Our parents very much value this; indeed, it is an important reason why they choose us. Competition to attract pupils is high and as such we seek to appoint and retain staff of the highest calibre who act as ambassadors for the School and embrace and reinforce our ethos and values.

Although not an “International School”, Clifton High welcomes international pupils, embracing the cultural and social diversity they and their parents bring to our community.





## **Being a Clifton High Employee**

### **A lifestyle choice**

Working at Clifton High School involves a commitment to the vision, culture and heart of the School; all staff work with colleagues to ensure that the School fulfils its aims.

### **All Employee Expectations**

Clifton High School expects its staff to adhere to and demonstrate the School's values and required behaviours, setting the highest of standards. All employees are expected to understand the vision of the School and how their role can contribute to upholding this vision. There are numerous policies to guide and support staff, including a Staff Professional Code of Conduct. As part of our Medium-Term Strategy, we are introducing iPads and 'Bring Your Own Device' policies to enhance learning, as well as overhauling the Senior School curriculum to ensure Clifton High remains unique in the market; traditional, yet forward thinking. In addition, the School is a member of the Society of Heads, a partnership which advises on and fosters good codes of practice and high professional standards, and provides a supportive network to fellow member independent schools.

In a school of this size, with its own particular set of dynamics, flexibility and adaptability of staff are essential. Classes are smaller than most other schools offer, and so there is an expectation for staff to offer support for all pupils who require it. Furthermore, whilst focusing priority on excellence in the teaching and learning of our young people, as well as their personal development, staff, too, are encouraged to learn new skills and advance their own professional growth. The School encourages its young people to acquire skills and its staff must lead by being open to new skills and knowledge .

Our pupils are fun, inquisitive, enthusiastic and rewarding, and staff are expected to share and champion our passion for bringing out the best in each and every one of them. Classes are small, giving staff the opportunity not only to strive to achieve the highest standards within it, but also to make a significant contribution beyond it. All staff enrich and strengthen the wider life of the school by undertaking duties and offering and supporting activities or clubs. You will be encouraged to self-evaluate through an evolving performance development plan. As role models for our young people, you are encouraged to show planned and focused career development.

We very much want every individual to feel part of a community where every member of staff, whether it be teaching, support, business, administration or otherwise, is interdependent and shares its common goal and set of understandings—that we are an educational institution with the health, safety, well-being and education of our young people at its core. Realising Individual Brilliance is not just for the pupils! We must remember, too, that the parents are our customers, making emotional and financial investments to send their children to us.



# Clifton High School

co-educational nursery pre-school to sixth form

## The School Ethos and Aims

### Our Ethos

Our overarching school aim is simple: to realise individual brilliance.

Our small class sizes and focused tutoring allows us to know our pupils in ways not always possible in larger schools. Our School Ethos will help to create a community to support this:

At Clifton High School, we want to ensure that all pupils enjoy learning, see the worth in a holistic education and to try their very best. We want pupils to learn how to deal with success and defeat, and over time to discover their individual brilliance so that they can become passionate in their interests and, consequently, have fulfilling careers, providing the potential to live full and satisfying lives. Our School Ethos will celebrate the individual, in all the ways that we are different and ultimately all the ways each of us is unique. We should be proud of who each of us is; our sex, gender, gender reassignment, age, race, colour, nationality, ethnic or national origin, disability, sexual orientation, religion, faith or other beliefs. Clifton High School's ethos will look to create a safe culture in which our school aim, to realise individual brilliance, can be achieved.

### Values

Our aim and ethos are further supported by four key values which are embedded in our school community: Curiosity, Empathy, Love, and Direction.

**Curiosity:** From curiosity comes learning, the bedrock of any school. We aim to promote a sense of curiosity in all our young people, to instil a love of learning in all areas of school life, promoting informed questioning and debate alongside self-motivation and the passion to explore new ideas independently.

**Empathy:** You never really understand a person until you consider things from their point of view. We aspire to foster empathy in all our young people which will allow them to operate in a world which is dependent on human interaction and will give them the necessary skills and desire to change the world in positive ways. Empathy is the foundation of kindness and kindness the route to a fulfilling life.

**Love:** Love is the value that makes our relationships better, whether those relationships are with others or with oneself. Love for others means wanting what is good for them and can be achieved more effectively when one has love for oneself, providing self-confidence and resilience to face the challenges in the world. We also celebrate a love for the natural world, encouraging a passion for being outdoors and, consequently, nurturing a desire to preserve our planet for the generations to come.

**Direction:** We value aspiration and achievement in all things, both within and beyond the curriculum. We encourage the highest ambition and personal commitment and aim to support individuals to achieve the goals they set themselves. Having direction gives purpose and drives motivation.



# Clifton High School

co-educational nursery pre-school to sixth form

## Our Strategic Aims

At Clifton High School, our aims are based around six key areas:

- Raising Expectations and Academic Outcomes
- Mental and Physical Wellbeing
- Technology for Learning and Communicating
- The Business of Education
- Learning and Teaching
- Our Environment

## What do we have to offer you?

- Committed and supportive staff
- Motivated children with a desire to learn
- A drive to change and be better
- A culture of high ambition and excellent pastoral care throughout the school
- A history of embedded excellent best practice
- A creative and inspiring ethos and school values that our children and team carry for life
- Strategic, committed and supportive leaders
- Beautiful grounds and facilities enabling an outdoor and broad curriculum for our pupils





# Clifton High School

co-educational nursery pre-school to sixth form

## Department Overview

**Our Philosophy:** Our lives as humans on this planet are made up of stories: written, read and told. As English teachers at Clifton High, we want to inspire and excite pupils and teachers to create and understand stories, fostering curiosity in all. Our planning puts pupils' needs first, building in time for teachers to respond to their pupils individually and constructively throughout the year – time being such a precious commodity for all: for teachers especially so, and none more so than for English teachers! Once-yearly, homework projects for each year group further support this rationale, fitting well into the demands of a busy independent school such as Clifton High.

**Our Aim:** Clifton High School English teachers aim to inspire children to develop English skills for life: a passionate curiosity and interest in the world; a love for stories; and an ability to manipulate language with mastery.

**The Pedagogy:** Our Scheme of Work uses principles suggested by Educational theorists and writers such as David Didau, Daisy Christodoulou and Alex Quigley to allow for pupils' independence, while also preserving a strong didactic lead where necessary, or just gentle guidance. Ideas and additional resources to deliver the English Toolkit come in part from Debra Myhill's collaboration with the University of Exeter in the Skills For Writing series. Similar principles can also be found in the framework guidance from the Department for Education on "Character Education" (Nov 2019).

### Courses across the year groups:

There are 6 periods in a school day; we operate a fortnightly timetable; lessons are 50 minutes long and are mostly singles, with some doubles for Y10 up.

**Y7-Y9:** The Diamond Edge Model that we deliver at Clifton High School means that boys and girls in Years 7-9 are taught English separately in small classes, allowing us to select texts and strategies that engage the pupils and allow them to fulfil their potential. Each term, pupils study one theme, completing a range of reading, writing and spoken tasks linked to our study of fiction, non-fiction and real-world scenarios. This means that across the whole year, every year, pupils will have had access to a modern novel, a Shakespeare play, a modern play, poetry and pre-20th century literature. For example: Year 7 pupils consider "Villains" in the Spring term, looking at texts such as Duffy's poem "Medusa", Keats' "La Belle Dame Sans Merci", the origins of Morgan le Fay and the Arthurian myths, and a wide range of extracts from "Dracula" to "The Lord of The Rings" and "Harry Potter and the Goblet of Fire". We bring this into the real world by considering the vilification of public figures in the media today and how writers use language to manipulate the reader's reactions, then analysing the portrayal of a 'villain' as we explore the play script of "Frankenstein" in its entirety. We formally assess pupils once each half term using the GCSE 9-1 criteria to enable pupils and parents to chart progress across each key skill. We also regularly test pupils on 'ambitious vocabulary'. In Years 7 and 8 pupils also enjoy a fortnightly Library Lesson to support their wider exploration of literature in their given topic for that term. Differentiation to support the work of the Enhanced Learning Department, as well as pupils identified as Gifted and Talented, is also key to lessons in our Department.

**Y10-Y11:** We enter pupils for Edexcel International GCSEs (9-1) in English Language (A) and English Literature. We select the coursework option on both of these subjects. Boys and girls are taught together in these years in three mixed ability groups and for 8 lessons per fortnight; where there are text choices, texts are chosen which are current and relevant to the pupils' abilities and interests. The first set of pupils to sit this specification will be examined in 2021.

**Y12-Y13:** We teach the AQA English Literature spec A qualification, exploring the topics of Love Through the Ages and the First World War and its Aftermath. Freedom of choice is encouraged with regard to texts, especially so in the area of wider reading within a specific genre or context, as well as of academic publications such as those in The English Review, or on JSTOR. In 2019, 100% of pupils achieved A\*-C; 89% achieved A\*-B; and 44% achieved A\*-A.



# Clifton High School

co-educational nursery pre-school to sixth form

## Department Overview continued

### Pupil groupings

Clifton High School is unique in Bristol in offering the Diamond Edge Model of education. In keeping with this, pupils within Years 7-9 are taught in single sex classes. While these can be mixed ability groups, we aim to set classes according to ability wherever possible.

At GCSE in Years 10-11, boys and girls are taught together, in mixed ability groups. Pupils are expected to achieve at least a Grade 7 at GCSE to be considered for A level English Literature.

The School is selective in its intake and this is reflected in the high standard of its academic results. A healthy percentage of pupils opt to study English Literature in the Sixth Form.

### Facilities

We have dedicated subject rooms with interactive whiteboards, desktop PCs with DVD players and staff iPads. Access is also available to three IT rooms, a suite of Chromebooks and a set of iPads. From September 2021, all Y7 and Y10 pupils will be provided with an iPad by the School.

### Extra-curricular activities

- yearly theatre trips
- book club and Carnegie shadowing
- creative writing club
- word games club
- Curriculum 'Help' sessions
- competing in Youth Speaks
- Gabblers' Club of Bristol
- competing in Young Writers (poetry/ short story)

A commitment to the wider education of pupils through extra-curricular activities is expected and an active interest in theatre, drama and performance is desirable. Experience of school productions and a willingness to support the Drama department with school plays, productions and clubs will be an advantage. Recent productions have included *Sweeney Todd*, *Les Misérables* and *West Side Story*. In addition to teaching, there will be departmental meetings, delivery of assemblies, Year 6 Taster Day, Masterclass outreach visits to local primary schools, open events, attendance at Rose Day, Sports Day, House Challenge Day and CPD days, pastoral/form responsibilities and any extra duties required for the collaborative smooth running of the school.





# Clifton High School

co-educational nursery pre-school to sixth form

## Job Description

<b>JOB TITLE:</b>	<b>TEACHER OF ENGLISH</b>
<b>DEPARTMENT:</b>	<b>ENGLISH</b>
<b>REPORTS TO:</b>	<b>HEAD OF ENGLISH</b>

### GENERAL QUALITIES

The Clifton High School teacher will be articulate and inspiring, confident, stable and supportive, highly able and innovative. They will have stamina, energy and drive, with the ability and determination to attain and maintain very high educational standards and to raise her or his pupils' standards of achievement to the very highest levels.

### SAFEGUARDING

All staff at Clifton High will be committed to Safeguarding and promoting the welfare of children and young people across this 3-18 School, both in and out of the School. They will also ensure that any volunteers they have engaged to work with the children and young people are also committed to Safeguarding and are fully aware of the School's policies and procedures beforehand.

### MAIN RESPONSIBILITIES:

The teacher will demonstrate high levels of competence in the following areas:

### PLANNING AND SETTING EXPECTATIONS

The teacher will be able to:

- Demonstrate an excellent ability to plan
- Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all pupils
- Set consistently high expectations for pupils in work completed in class and at home
- Plan her/his teaching to ensure it builds on the current and previous achievement of pupils
- Think creatively and imaginatively to anticipate and solve problems and to identify opportunities
- Make full use of the additional opportunities for curriculum enrichment in the wider school environment

### TEACHING AND MANAGING PUPILS' LEARNING

The teacher will be able to:

- Demonstrate an excellent ability to teach, manage pupils and maintain discipline
- Understand and use the most effective teaching methods to achieve the learning objectives in hand
- Display flair and creativity in engaging, enthusing and challenging groups of pupils
- Use questioning and explanations skilfully to secure maximum progress
- Quickly understand pupils' perceptions and misconceptions from their questions and responses
- Develop pupils' literacy, numeracy and ICT skills as appropriate within their phase and context
- Provide positive and targeted support for all pupils, including those who have special educational needs, are very able or lack confidence



# Clifton High School

co-educational nursery pre-school to sixth form

## **TEACHING AND MANAGING PUPILS' LEARNING CONT.**

- Maintain respect and discipline and be consistent and fair.

## **ASSESSMENT AND EVALUATION**

The teacher will be able to:

- Demonstrate an excellent ability to assess and evaluate
- Use assessment as part of their teaching to diagnose pupils' needs
- Use assessment to set realistic and challenging targets for improvement
- Use assessment to plan future teaching.

## **PUPIL ACHIEVEMENT**

The teacher will be able to:

- Demonstrate the ability to achieve excellent results and outcomes
- Demonstrate that, as a result of their teaching:
  - Pupils show consistent improvement in relation to prior and expected attainment
  - Pupils are highly motivated, enthusiastic and respond positively to challenge and high expectations
  - Pupils exhibit consistently high standards of discipline and behaviour.

## **KNOWLEDGE AND UNDERSTANDING:**

The teacher will know and understand:

- What constitutes excellence in teaching and learning
- How to make use of recent research findings and theories about the different types of intelligence and how children and young people learn

They will have:

- Highly developed teaching skills
- Excellent subject knowledge
- Up-to-date knowledge of ICT and the new technologies, and will use them effectively to enrich their teaching and to improve learning.

## **COMMUNICATIONS:**

## **RELATIONS WITH PARENTS AND THE WIDER COMMUNITY**

The teacher will be able to:

- Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction.





# Clifton High School

co-educational nursery pre-school to sixth form

## RESPONSIBILITY FOR:

### MANAGING OWN PERFORMANCE AND DEVELOPMENT

The teacher will be able to:

- Keep up-to-date in their subject(s) and/or specialism(s)
- Improve their teaching through evaluating her or his own practice in relation to pupils' progress, school targets and inspection/review evidence
- Achieve challenging professional goals
- Participate very effectively in professional development, taking responsibility for their own professional development.

### MANAGING AND DEVELOPING STAFF AND OTHER ADULTS

The teacher will be able to:

- Provide clear feedback, good support and sound advice to others
- Analyse teaching and understand how improvements can be made
- Have highly developed interpersonal skills, which allow them to be effective in a wide range of learning situations.

### MANAGING RESOURCES

The teacher will:

- Know how to plan and prioritise their own time and actions effectively
- Ensure that resources are used to their best advantage.

### STRATEGIC LEADERSHIP

The teacher will:

- Provide a role model for pupils and other staff through their personal and professional conduct
- Be highly respected and able to motivate others.

### TEACHING REQUIREMENT

A full time teacher at Clifton High School is currently required to teach 50 out of 60 periods per fortnight. Teachers are guaranteed 15% of their teaching time as non-contact time.

**The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post.**



# Clifton High School

co-educational nursery pre-school to sixth form

## PERSONAL SPECIFICATION

<b>Skills and Abilities</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Good interpersonal skills</li><li>• Ability to communicate effectively, both orally and in writing</li><li>• Excellent high level ICT skills</li><li>• Excellent subject knowledge</li></ul>
<b>Experience</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Proven experience of recent and successful teaching of the subject</li><li>• Ability to teach English to A level</li></ul>
<b>Qualifications and Professional Development</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Degree and QTS</li></ul>
<b>Personal Qualities and Competencies</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Commitment to the Safeguarding of our pupils</li><li>• Willingness to undertake training as required</li><li>• Adaptable and flexible</li><li>• Flexibility to undertake any other responsibilities as many be reasonably required by the Head of School commensurate with this post</li><li>• A willingness to be involved in the wider life of Clifton High School</li></ul>
<b>Attitudes and Outlook</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Boundless energy and vision</li><li>• Ability to work under pressure and a capacity for hard work</li><li>• Ability to appreciate the needs of the whole school</li><li>• Positive and proactive approach to continuous improvement</li><li>• Ability to work as a member of a team</li></ul>

*All of the aspects listed above will be assessed based on your application form, interview and through teaching a lesson*





**Clifton High School**  
co-educational nursery pre-school to sixth form

Thank you for showing interest in the role of  
**Teacher of English**