



Application Information

Teacher of English

The Earls High School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service check.

Our Vision for English at The Earls High School

Our collective faculty vision is focused on a shared desire to raise the achievement of all pupils, at each of the Key Stages, through a consistent, progressive yet reiterative curriculum that enables pupils to grow personally and academically through an improved understanding of language and literature, shared culture and the wider world in which we live. At the centre of this philosophy is the student and to meet the demands of such a varied constant teaching and learning English needs to be multi-faceted. We aspire to make every lesson, for every pupil, engaging and challenging thereby allowing each student to enjoy their own personal growth and development through stimulation, enhanced knowledge and awareness and, ultimately, increased self-esteem.

Our team of ten consists of five full-time and five part-time fully qualified teachers of English. The faculty's leadership consists of a Head of Faculty and two Learning Leaders, while two other members of the teaching team also hold Learning Leader roles in other departments. The Faculty is also heavily involved in the school's ITT, NQT and Teaching School programmes. We are a busy, vibrant, innovative and passionate team committed to becoming an outstanding English Faculty.

We are committed to building an English classroom that will produce young people who can articulate their ideas well verbally and in writing. As communication is at the centre of all our lives, we aim to equip our students with the skills to deal with an increasingly complex world. Much of our work is founded on the enjoyment and appreciation of reading. Therefore students encounter a wide range of stimulating material: fiction and non-fiction, novels, media texts, spoken language, short stories, poetry, plays and writing from other cultures. Independent reading is an important focus and students are encouraged to read widely and with discrimination.

We are fortunate to have projectors and semi-interactive whiteboards as teaching and learning resources and students also have access to ICT facilities in every classroom and a suite of iPads. Although the new technologies are an important part of our teaching, we believe in a firm foundation of traditional skills. Formal grammar, reading and high literacy skills are a focus of our teaching and students' learning. In writing, students learn to meet the needs of specific audiences and purposes using the conventions of Standard English and also to develop and enjoy their own creativity through a wide variety of forms.

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We believe that no one should be limited in his or her experience of English by their ability and so, for instance, Shakespeare is taught to all students in every year in a way that is accessible and enjoyable. Drama is also an important element in our teaching and students are able to experience it as an integral part of English study.

Developing the students' abilities in reading, writing and speaking and listening are, of course, the foundation of the teaching and learning in this faculty but we can only succeed as part of a much bigger programme of whole literacy concerns. We value the contribution other faculties make towards the students' progress, which is why we actively encourage students to fully engage with the Renaissance Reading Programme.

Classes in Years 7 and 8 are taught as mixed ability tutor groups, while Year 9 students are streamed across two halves of the cohort. In Years 10 and 11, students are placed in two halves of mixed ability across the subjects of English and Maths. Within English, students are then streamed and taught in mixed ability sets. We expect 100% entries at GCSE for both English Language and English Literature; only in exceptional circumstances and after full consultation will we consider alternative provision for individual students.

In addition to our commitment to academic excellence, we think extra-curricular activities are of great importance to a well-rounded, educated student. Students throughout the age and ability range are encouraged to join our various reading groups, journalism clubs, enter national writing competitions and participate in regular theatre trips both for pleasure and academic development.

This is an exceptional opportunity for a well qualified Teacher of English to join a highly successful school. The post is permanent and is suitable for an NQT.

Letters of application should be indicative of the following skills and personal attributes needed to be successful in this demanding post:

Person Specification

- An enthusiasm for education and a commitment to children. (*Letter, Reference, Teaching*)
- A wide range of interpersonal skills. (*Interview, Reference*)
- Good communication skills. (*Letter, Reference, Teaching, interview*)
- Team working skills. (*Letter, Reference, Interview*)
- A proactive and forward-looking personality. (*Letter, Reference, Teaching*)
- Flexibility. (*Reference, Interview*)
- Potential for further development. (*Reference, Interview*)
- A secure understanding of how to work safely with young people. (*Letter, reference, interview*)

Preferred Background

- Well qualified with up-to-date training. (*Letter, Reference*)
- A successful record of classroom teaching (in service or training). (*Letter, Reference*)

The Earls is an '*outstanding*' school that sets high and demanding standards in all that it does. A recent visitor described it as '*vibrant*'. It is an exciting and rewarding school to work in and the calibre of staff is very high. We put a great deal of time and resources into staff development believing that the quality of our staff drives the quality of our learning provision. We have a comprehensive induction programme for new staff. This post will be excellent preparation for further career development.

Please send completed forms and a letter of application to:

**Mr. Phil Loveday,
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The Earls High School,
Furnace Lane,
Halesowen,
West Midlands.
B63 3SL**