



Teacher of English
Full-time
September 2024

A message from the Principal

Many thanks for your interest in Leicester Grammar School Trust. I hope that the following introductory notes will give you an impression of our thriving and ambitious schools and will help you to decide whether or not to submit an application. You will gather from the Trust's remarkable history that it is an inspiring and vibrant place both to learn and to work, with a commitment to preparing young people for a lifetime of challenge and fulfilment. Staff share high expectations not only of what children can achieve but, above all, of who they can become – when enthused through dynamic teaching, provided with outstanding opportunities and supported through attentive pastoral care.

I hope you may wish to be part of this warm and happy community as it goes from strength to strength.

John Watson
Headmaster of Leicester Grammar School and Principal of Leicester Grammar School Trust



Leicester Grammar School Trust

Leicester Grammar School Trust (LGST) is a forward-thinking family of schools, underpinned by a strong sense of values. Its mission is to be an inspiring centre for co-educational excellence in academic and personal development, within a Christian ethos. We attract and encourage enthusiastic, dedicated and innovative teachers and support staff who all contribute to our pupils' progress and happiness.

At the heart of the Trust is Leicester Grammar School, founded in 1981 in response to the demise of the maintained grammar schools in the area. The Junior School was added in 1992, which broadened the educational offering of the Trust. The defining milestone in the Trust's development was the bold and inspired decision in the mid-2000s to move the two schools from the heart of Leicester to the edge of Great Glen, a rural village some seven miles to the south of the city. Since September 2008, the two schools have occupied a very attractive, 75-acre campus, which was officially opened by Queen Elizabeth II.

The acquisition of nearby Stoneygate School in 2016 has brought a third educational institution under the umbrella of the Trust, offering greater choice to parents in Leicestershire and surrounding areas who seek an independent education for their children. In September 2021, Stoneygate was relaunched as LGS Stoneygate, with its own unique ethos and identity within the Trust's family of schools.

Situated on the outskirts of one of the most multicultural cities in the UK, all three LGST schools are proud to draw children from city and country, and to welcome pupils and staff from a rich range of cultural and religious backgrounds.



Leicester Grammar School

Leicester Grammar School won the accolade of Sunday Times East Midlands Independent School of the Year 2024 and East Midlands Independent School of the Year for Academic Performance 2024. In the most recent Independent Schools Inspection (December 2019), the school achieved the highest possible grade of Excellent in both categories: Pupils' Academic and Other Achievements; and Pupils' Personal Development.

Our pupils enjoy exceptional opportunities within and beyond the classroom; we have high expectations, but the success of our community stems above all from a culture of aspiration and care.

The school, indeed the Trust as a whole, is financially strong and led by a very committed senior team and an open, collaborative and well-qualified Board of fourteen local Trustees. We attract positive, polite and 'grounded' children, who display a strong sense of respect for one another and for staff. Concerns over behaviour are rare; our pupils thrive in a calm and purposeful community, well supported and guided by staff.

Examination results in 2023 were typically excellent, with 69% of A levels graded A*/A, making us the top-performing co-educational independent school in the Midlands, and 30th independent school nationally (The Telegraph). GCSE results at 9-7 have averaged 74% during the three-year period of 2018, 2019, 2023. Nine students have recently accepted Oxbridge places for 2023 entry, for a variety of courses.

The school has excellent local transport links, with both London and Birmingham under an hour away by train. The school is nestled in the glorious countryside of the East Midlands with many beautiful villages in the surrounding area. The market town of Market Harborough, situated 10 miles to the south of Great Glen, offers a strong sense of community and regularly features in the top 10 of lists such as the 'Most Liveable Place in England' and the 'Sunday Times Best Places to Live'.

The school's aims are to:

- Promote intellectual curiosity and academic excellence.
- Provide a broad, balanced and stimulating curriculum.
- Offer a rich range of co-curricular opportunities which enhance pupils physical, cultural and personal development.
- Equip pupils with the self-belief, consideration and skills required for a principled and fulfilling life.
- Create a happy and mutually-supportive community of learners and staff, in which each individual is encouraged and enabled to do and be their best.
- Care for the mental and emotional well-being of pupils, and be proactive in the promotion of a healthy lifestyle.
- Welcome pupils of diverse backgrounds and faiths, nurturing their social and spiritual development.
- Foster a generous contribution to charity, community service and society.



Campus and Facilities

The new-build scheme, completed in 2008, provided the Grammar School and the Junior School, housed in the same building, with excellent facilities, outstanding equipment and a beautiful and practical space in which to learn and work together.

Accessed from the main entrance foyer of the Grammar School is St Nicholas Hall which seats 900 and hosts assemblies, chapel services, school concerts and outside performances. An extension was added in 2015, providing additional science and lecture facilities, meeting and office space and an enhanced Sixth Form common room. We have recently installed a new medical and well-being suite.

In addition, there is an indoor sports complex which offers multi-use courts for Badminton, Basketball and Netball. Indoor Cricket nets and Table Tennis are available, along with a well-equipped and supervised fitness suite, a Gym/ Dance Studio and a 25-metre, six-lane, heated swimming pool. With 75 acres of land, including several full-sized rugby pitches, cricket pitches and nets, two all-weather artificial hockey pitches, eight floodlit hard tennis and netball courts, it is no wonder that the site has been used as a team training base for numerous national teams, including the Canadian Rugby team and the West Indies Ladies' Cricket teams.



The English Department

In Years 7, 8, and 9 the pupils follow a scheme of work in five periods per week, and taught by subject specialists. The central curriculum is set by the departmental head in conjunction with staff in charge of the subject for the Year Group, but teachers have a freedom of how they fulfil the criteria through choice of novel, Shakespeare play, poetry. English and English Literature (Edexcel IGCSE) are compulsory for all. At A level we offer the OCR English Literature syllabus; uptake for this subject is consistent with similar schools, and there are a minimum of two sets in Year Group. A level teaching groups are split between two members of staff. A level teaching sets are generally around seven or eight students in each set in Years 12 and 13. Our English students are hard-working and high achieving. In 2023, 100% attained grades A*-B at A level (67% A*/A). At IGCSE level, 80% of our pupils achieved a grade 7-9 in Language (59% 8-9), with 76% 7-9 in Literature (58% 8-9). On average, around a third of our Year 13 apply to study English-related degrees post A level, and a significant number Law. We have a strong tradition of successfully preparing candidates for Oxbridge entry.

The Department has many strengths. In the delivery of lessons these include clear and authoritative teaching, with a passion for particular texts and genres (with a number of staff having higher degrees in the subject), very good relationships with students promoting challenge and resilience, and a clear sense of working together as a team, sharing ideas and strategies. Pupils in English lessons are well-focused and engage with challenging content, including language, understanding of authorial craft, and contexts, promoting confidence, imagination, and sensitivity. Pupils are well-supported via catch-up sessions and lunchtime clinics.

The Department has run a variety of clubs and activities over recent years, contributing to the life of pupils beyond the confines of the English curriculum: with the Carnegie Readers, LGS Extra (a journalism club run in conjunction with our Junior School), the school magazine; a biennial Shakespeare Conference in conjunction with the Shakespeare Birthplace Trust; and other cross-curricular links, including tutoring, leadership within the school, sport, drama, teacher- training, Oxbridge preparation, reporting and Extended Project Qualifications. The English Department contains a number of skillsets.



The Post

From September 2024, we have an exciting opportunity for an enthusiastic Teacher of English to become part of our successful team and to contribute to the wider life of the School. Our ideal candidate would be passionate in their teaching of English, able to demonstrate broad subject knowledge, enthusiasm and the ability to inspire others.

The successful candidate would be expected to teach English up to and including A-level. The ability to also contribute to the co-curricular life of the School would be an expectation.

We are happy to consider both experienced candidates and those who are at an early stage of their career or considering training to become a teacher with the school's support, via the University of Buckingham PGCE.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and aptitude for the role which will ultimately improve the well-being and education of our pupils. Applicants must have the right to work in the UK.

Purpose of the job:

A teacher at Leicester Grammar School contributes to the well-being and development of the school by supervising, guiding and caring for pupils inside and outside the classroom. Teachers are responsible to the appropriate Head of Department, and expected to:

- teach within the agreed departmental scheme of work and follow agreed whole school policies on such matters as reports, marking and assessing and monitoring pupils' work and progress
- attend departmental meetings and INSET days, as well as whole school Staff Meetings as indicated by the Headmaster
- exercise proper care of rooms and equipment and follow the school's policy on Health and Safety matters.



While the first priority of a subject teacher is the teaching of their subject specialism including preparation, marking, assessing and evaluation of the success or failure of any period of teaching - it is expected that a subject teacher will:

- attempt to improve qualifications and expertise and keep up-to-date with subject material and exam requirements, as is necessary and practicable
- participate in the various co-curricular activities offered at Leicester Grammar School as own interests allow
- become involved in the Tutor, Pastoral and House systems currently in operation in the school.

Key Responsibilities

- Plan, deliver and assess appropriate lessons which ensure that the potential of all pupils is fulfilled
- Contribute positively and accept delegation, with department colleagues, to the production, implementation and evaluation of department Schemes of Work and resources
- Encourage pupils by regular marking, advising constructively by using targets and giving appropriate praise
- Be aware of individual pupils' needs, whether they are academic or social, and liaise with pastoral and well-being team where necessary
- Perform the role of Form Tutor and deliver Personal Social and Health Education
- Monitor assessment through use of data and target setting, and to maintain records of assessments of the students and levels of attainment as laid out in the National Curriculum, where appropriate
- Ensure equality of pupils regardless of ability, age, class, culture, disability, faith, gender, race or sexual identity
- Promote high standards for all pupils and maintaining high expectations both in and out of lessons
- Provide a positive environment where effective teaching and learning can take place and create opportunities for pupils to develop wider skills for later life
- Communicate effectively and be willing to develop and share good practice with colleagues, in meetings and through lesson observations

- Be committed to the demands of a high achieving school, both in the classroom and beyond
- Remain familiar with national and local initiatives within the subject area and focus on own professional development to the benefit of pupils
- Attend meetings and Parents' Evenings scheduled in the School Calendar
- Ensure that the school's Health and Safety policy is implemented
- Support and contribute to the school's responsibility for safeguarding pupils
- Lead and conduct oneself in an exemplary manner from a child protection point of view.

Additional Duties

- Work in accordance within current safeguarding and schools' guidance and legislation
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships
- Monitor, review and evaluate departmental plans and strategies
- Support the School's well-being approach
- Be committed to Leicester Grammar School Trust's vision and ethos.



Person Specification

Essential Qualifications, Experience and Skills

- Have a recognised teaching qualification: PGCE or equivalent (QTS) or be willing to train for a PGCE supported by the school
- Have a degree in English or a related subject
- Be, or have the potential to become, an excellent teacher of English
- Demonstrate commitment to high academic standards
- Demonstrate the ability to build strong working relationships with pupils, other professionals and parents
- Possess the ability to communicate effectively and appropriately with a range of audiences, such as pupils, colleagues and parents
- Possess excellent time management and organisational skills
- Demonstrate the ability to follow instructions, policies and procedures.

Desirable Qualifications, Experience and Skills

- Good ICT skills, and the willingness and ability to learn new systems, as required by the post
- Demonstrate commitment to your own professional development
- Have an understanding of the benefits of co-education and be willing and committed to involvement in the pastoral and co-curricular life of a busy and ambitious school community
- Be able to demonstrate and promote positive values, attitudes and behaviour with young people
- Have an understanding of safeguarding

Personal Qualities

- Have an enthusiasm for your subject specialism
- Willingness to work flexibly according to the fluctuating demands of the role
- Model and promote good manners and an understanding of the needs of pupils of all abilities
- Ability to work as part of a team and collaboratively across the school
- Excellent interpersonal skills

Above all, the successful candidate will have an infectious enthusiasm for the value and relevance of English in young people's lives.

Please note this job description outlines the main duties and responsibilities of the position and is designed for the benefit of both the post holder and Leicester Grammar School Trust in understanding the prime functions of the post. It should not be regarded as exclusive nor exhaustive as there may be other duties and requirements associated with and covered by the post.

Original certificates will be required as proof of qualification. All other attributes will be assessed using the contents of the application form, at interview and with professional references.



Hours and Benefits

Staff in our schools are well qualified and enthusiastic and have high expectations of themselves and their pupils. The Trust has a strong reputation for pastoral care and teaching staff are committed to co-curricular activities.

Start Date	September 2024
Hours	Full time
Salary	Competitive
Pension	Teachers are auto-enrolled in the Teachers' Pension Scheme. The Trust is currently consulting with teachers to add an alternative pension arrangement to provide choice, from September 2024.
Lunch	School lunch is provided during term-time
Education	Fee remission for the children of our staff is available at all schools across the Trust
Car Parking	Free car parking is available at the school sites



Application Details

Interested candidates are advised to apply early as we reserve the right to close this vacancy earlier than the specified deadline, if a suitable candidate is found.

The closing date for applications is **21 January 2024**. Interviews are currently planned for the following week.

Please note that tours of the school form part of the interview for short-listed candidates. Also, references will be obtained prior to interview.

Leicester Grammar School Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must undergo safer recruitment checks, including checks with past employers, on-line searches and the Disclosure and Barring Service (DBS). This role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the Trust is therefore permitted to ask you to declare all convictions and cautions (including those which would normally be considered "spent") in order to assess your suitability to work with children.

If you are successful in being shortlisted for this role, you will be required to provide information about your suitability to work with children by completing a self-declaration form. On this form you will be required to provide details of all spent and unspent convictions and cautions. However, you will not have to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules.

Please refer to the Data Privacy Notice and Annexes on the Policies page of the school's website for the Data Privacy Notice for individuals applying for work within Leicester Grammar School Trust (Annex 3).



Equal Opportunities

Leicester Grammar School Trust is an equal opportunities employer and is committed to equality of opportunity for all staff. The Trust takes very seriously its duty to safeguard children, to remove discrimination, to advance equality of opportunity and to foster positive and caring relationships, by integrating safety and equality into each school's core priorities and functions.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupils. We consider the most important factor to be the right skills, abilities and aptitude for the job which will ultimately improve the education and well-being of our pupils. We also encourage applications from individuals at all stages of their career, and regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage / civil partnership.





LEICESTER GRAMMAR SCHOOL

Independent Co-educational Day School
for children aged 3-18

Leicester Grammar School, London Road,
Great Glen, Leicestershire LE8 9FL

0116 2591900

lgsreception@leicestergrammar.org.uk

www.lgs-senior.org.uk

Registered charity number 510809



LEICESTER
GRAMMAR
SCHOOL