





Dear prospective applicant,

In the top 12% of schools nationally, Crown Hills Community College blends a 70-year history of inclusive education with an innovative, forward-looking approach to providing a state education like no other to 1500 students from inner city backgrounds.

The School now seeks to appoint an exceptional individual to work alongside 190 other staff to make up our education family.

This vacancy has presented itself due to the expansion in numbers from 1200 to 1500 students.

To be successful, you will be smart, hungry and humble. We recruit our staff based on attitude as well as skill and if you possess the right balance, we will support you on your journey to leadership.

We welcome applications from those with an educational background across the private and public sector.

Over the past three years, the school has changed significantly not only in its performance but in the way it operates. We are not interested in the OFSTED grade or judgement and it is not something that we use to threaten staff with nor do we use it to set policy. We do what is best for the staff and the students underpinned by a set of clear values and we trust that everything else will take care of itself. I would therefore, urge you to visit us and to look at our website and the video about what it is that we stand for and why you would want to join us - <https://www.crownhills.com/join-us/>

I want us to be at the forefront of educational excellence because we want to provide the best educational experience possible for the children in our care. This is extremely difficult in a climate of ever-increasing accountability and diminishing resources. However, I sincerely believe that if we lead this community by staying true to our values then it is possible.

I have therefore spent time with staff and exploring what it is we stand for and, after a school-wide consultation, we have decided that **ASPIRATION**, **COMMITMENT** and **SUCCESS** are the three key drivers that will support the development of our pupils.

We believe that the curriculum is king and that the way it is sequenced, will help our students to make progress. We have taken a very clear stance on knowledge-first teaching and place an emphasis on memory recall as well as responsive teaching. In order to be successful you need to buy into this pedagogy and practice as it underpins our philosophy and the way the curriculum should be delivered to our students.

The successful candidate will also be given a tutorial role as the personal development of our students is as important as the curriculum knowledge we impart. Crown Hills has a strong commitment to C.P.D. This is an excellent place in which to further your career.



We are very clear that the gender, background, colour, poverty, wealth or social status of a child should have no bearing on how well they perform and staff here work extremely hard in trying to close that gap between the different groups of pupils.

Please read the attached job description and person specification. If you are interested in applying, please fill in the application form available on our website: www.crownhills.com. Please include e-mail addresses of all referees, and e-mail it together with a letter of application (no more than 2 sides of A4, font 12) outlining your skills, qualifications and experience relevant to this post to jamey@crownhills.leicester.sch.uk by **9am on Friday 5th March 2021**. Ideally, the successful candidate would be available from after the February half-term holiday, failing which, at Easter.

We have also organised two information evenings via TEAMS, this will be an opportunity to understand what we stand for, our values and an opportunity to meet the team and learn what it is exactly that we are looking for please contact my PA Jo Amey by email jamey@crownhills.leicester.sch.uk to confirm your attendance:

Information Evening 1- Tuesday 23rd February 2021 - 5.00pm

Information Evening 2 – Thursday 25th February 2021 - 5.00pm

Deadline for applicants is 9am Friday 5th March 2021 to jamey@crownhills.leicester.sch.uk

Yours sincerely,

Mr. F. Adam

(Principal)

*All appointments will be subject to references and pre-employment checks

JOB DESCRIPTION

Job Title:	Teacher of English		
College	Crown Hills Community College	11-16	Maintained
Reports to:	Head of Faculty	Grade:	MPR/UPR
Key areas of Responsibility:	Class Teacher	Salary:	
Additional:	Form Tutor	Term:	Permanent Full -Time

GENERAL

The following are key areas of a teacher's role but all responsibilities are outlined in the Pay and Conditions of Service Document:

ROLE

- To teach in the Faculty
- To support the mission statement and values of Crown Hills Community College
- To work as a full member of the Faculty and Pastoral Teams
- To exercise leadership and role model good practice for students
- To cover for absent colleagues when required in line with the Rarely Cover Policy
- To carry out any other reasonable task as requested by the Principal.
- To align with and work within the staff values of THIRST (Trust, Honesty, Integrity, Respect, Support, Tolerance) as defined in the College's Health and Well-being Charter

KNOWLEDGE AND UNDERSTANDING

- Has good subject knowledge and ability to apply knowledge-first/knowledge-rich and responsive teaching strategies appropriately, especially in main subject specialism
- Actively keeps up-to-date with subject knowledge
- Takes account of relevant curriculum developments
- Actively participates in the college's professional development of teachers

TEACHING – PLANNING

- For knowledge to be delivered first – effectively and efficiently
- To plan responsively to the needs of the class through regular, low-stakes assessment?
- For all students to progress through the curriculum
- For all students to grasp threshold concepts
- Use Curriculum Map and Unit Overviews when planning for progression
- Contribute to curriculum planning
- Take account of different starting points and EHCPs where appropriate
- In collaboration with appropriate colleagues
- For literacy and numeracy
- Plans homework regularly and in accordance with policy
- For the active use of TAs (where available)

TEACHING – CLASSROOM MANAGEMENT

- Ensure the health and safety of students
- Implement subject and college policies and procedures
- Develop good relationships with all classes, ensuring an effective learning environment
- Ensure an effective lesson structure, good organisation and time management to motivate students to progress well

TEACHING – ASSESSMENT – PROGRESS

- Have a clear understanding of the purposes and principles of responsive teaching and summative assessment
- Teach responsively to ensure effective feedback and progress through the curriculum
- Use questioning to develop a deep understanding
- Mark classwork for commitment in accordance with Policy
- Use subject-approved mark schemes
- Be mindful of target grades at KS4
- Use assessment to inform planning and lesson delivery
- Ensure work is standardised, and participate in standardising the work of others to support validity and reliability
- Hold informative and constructive conversations with parents / carers or other staff regarding the progress of individual students in relation to what they know, and can do across the curriculum
- Provide data to parents in line with College Policy
- At Key Stage 4 (KS4) provide valid and reliable predictions for the purpose of reporting to students, parents / carers and other key stakeholders

WIDER PROFESSIONAL EFFECTIVENESS – PERSONAL DEVELOPMENT

- Identify and pursue opportunities for professional development to improve curriculum knowledge, teaching, learning and assessment in classes
- Evaluate the impact of all CPD on curriculum knowledge, teaching, learning and assessment and report to Head of Faculty and SLT
- Share CPD with others in the team and college as appropriate
- Observe others and be observed as part of whole school CPD and sharing of practice

WIDER PROFESSIONAL DEVELOPMENT – SCHOOL DEVELOPMENT

- Implement all college policies and procedures
- Uphold the Teaching Standards within the college

PROFESSIONAL CHARACTERISTICS

Be committed to enabling students to learn and achieve in all subjects and aspects

- Be an effective role model for students
- Always meet deadlines and communicate any foreseeable issues in a timely manner
- Inspire trust and confidence in students and staff
- Be committed to working as part of a team and sharing good and best practice
- Be committed to improving own performance
- Have high expectations of all students
- Try to resolve problems
- Work to improve resources for themselves and others
- Be committed to safeguarding and promoting the welfare of children and young people.
- Align and uphold the THIRST values (Trust, Honesty, Integrity, Respect, Support, Tolerance) as defined in the College's Health and Wellbeing Charter.

ADDITIONAL REQUIREMENTS FOR TEACHERS ON U1, U2 AND U3:

Substantial and sustained:

- Good to excellent subject knowledge base
- High standards of literacy
- Very effective teaching
- Student progress through the curriculum

Also:

- Mentor and coach other teachers in aspects of CPD
- Observe others (and be observed by other teachers) to share good practice and teaching techniques to impact on other classrooms
- Take a leading role in any teaching and learning development group
- Be involved in the oversight of ITT and NQT students with the Head of Faculty, in terms of monitoring progress and improving techniques

PERSON SPECIFICATION

		E/D	2/4
Skills, Knowledge and Experience	QTS or NQT	E	2
	Teaching Experience in 11-16 KS3/4	E	2
	Teaching Experience in 11-18 KS 3/4/5	D	2
	Familiar with and willing to develop and use ICT in teaching and learning	E	2
	Able to demonstrate humility by demonstrating a willingness to learn, develop and implement strategies to offer appropriate support to students of all abilities to raise achievement	E	2
	Up to date subject knowledge and the National Curriculum	E	2
	Experience of teaching in a knowledge-first and responsive way	E	2
Equality of Opportunity	Must be proactive in promoting the Equal Opportunity policies of the school in all aspects of work	E	2,4
	Understands the needs of all students and the relevance of these to the teaching of the subject	E	2,4
Attitude, motivation and Ability	Able to show hunger for the role	E	2,4
	Able to demonstrate humility	E	2,4
	Able to set an example of high standards in your own teaching, relationships with colleagues and in your expectations of students	E	2,4
	Able to plan, organise and communicate effectively	E	2,4
	Able to be part of a team and use your own initiative	E	2,4
	Commitment to improve	E	2,4
	Able to report to different groups and meet appropriate deadlines	E	2,4
	Appropriately trained in safeguarding and able to demonstrate how to deal with keep children safe	E	2,4