

Teacher of English

Application pack



THE REGIS SCHOOL – LIMITLESS AMBITION

Thank you for your interest in our vacancy at The Regis School. We feel privileged to be leading this successful school and we are resolute in our determination to deliver a high performing fully inclusive school, that provides a first-class education for the community it serves.

The staff here share that ambition, and you would be joining a highly qualified, motivated, and dedicated team, who are passionate about ensuring they bring out the best in everyone. We have high expectations of the students and a shared purpose; to ensure when they leave us, they will be motivated lifelong learners, kind citizens and productive young adults.

This is achieved through delivering an ambitious curriculum that equips students with powerful knowledge, maximising their cognitive development, and drawing out and building on their talents. Our curriculum is broad and balanced, not just our academic curriculum but also in terms of Character Education, where we are fully committed to our co-curricular provision, and the 'hidden curriculum' of the school - intended to spark curiosity and to nourish the head and the heart.

Our ethos is centred around 'the best in everyone' and therefore we expect the best from everyone, constantly challenging the students and ourselves. As hardworking and passionate leaders we believe in many things including: high professional standards (of ourselves and our work); in personal responsibility and the value of discipline; that all students deserve disruption free learning; in kindness and good manners; in inclusion; in smiling; in being respectful and most importantly in showing limitless ambition, setting goals high.

We are proud of the commitment shown daily from our staff and the students to ensure The Regis School is a centre of educational excellence. This permeates out into the community, where parents' confidence in our ability to do so is shown in The Regis School being the school of choice for the community we serve. We are delighted to have been oversubscribed and early indications predict this trend will continue.

If the above aligns to your values and educational beliefs and feel excited that The Regis School could be the right school for you, we would welcome your application. There is more information in our pack and on our website about our school, and we hope you enjoy finding out more about us. We recognise that moving to a new school is a significant decision and therefore offer an open invite to prospective candidates to meet with us and visit the school in person. We very much look forward to meeting you.

Best wishes

Dave Oakes
Principal



Joanne Lewis
Associate Principal



THE REGIS SCHOOL – LIMITLESS AMBITION

Teacher of English

Required for September 2024

Competitive salary starting at £32,850

Full-time, permanent post

ECTs welcomed

As a result of increased curriculum demand, we are seeking to appoint an inspirational practitioner to join our English team. We would be excited to hear from you if you are new to teaching and looking for a school that can provide you with the best possible start to your teaching career or if you are a more experienced teacher seeking a new challenge, such as an ambition to teach A Level or work for a large multi academy trust.

At The Regis School, we enjoy building positive relationships with young people in a culture of high expectations, strong discipline, and a determination to achieve 'The Best in Everyone' through limitless ambition. You would be joining a large and growing department, full of dedicated, driven English teachers who are resolute in ensuring students are provided with the very best education and ultimately, securing outstanding results at GCSE and A level. English is a popular subject at the school, attracting increasingly high numbers at A Level.

As a United Learning academy, we collaborate with other English departments locally and across the country. We have played our part in contributing to comprehensive scheme of work which are shared across the academy trust providing significant support with lessons planning. In addition, we have developed a rigorous and structured teaching and learning policy which alongside high-quality weekly subject CPD, helps teachers rapidly optimise their teaching ensuring we get the most out of every minute of our students' time.

We have a number of core benefits which include competitive rates of pay when compared to the maintained sector; access to a contributory pension scheme relevant to your role; enhanced parental leave policies. We also offer reduced gym membership to our on-site gym, reduced fees for the on-site nursery, and a laptop. There is a car leasing scheme and all staff can access 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays. We are committed to ensuring our employees feel valued and appreciated.

Further information can be viewed at <https://www.theregisschool.co.uk/working-for-us/vacancies> or please contact Vicky Ovens (vicky.ovens@theregisschool.co.uk) with any questions you may have.

We reserve the right to close this vacancy early should we receive an overwhelming response.

Closing date: Thursday 16th May 2024

Interviews: w/c 20th May 2024

The Regis School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. All positions are subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS

Job Description

Role:	Teacher within the English department
Salary:	Competitive salary starting at £32,850
Reporting to:	Head of English Department

Job Purpose:

To undertake the role of a teacher within an 11-18 setting to secure improved standards of learning and achievement of all students.

In addition to the professional attributes of a qualified teacher (TDA, 2007) the post holder will be expected to take responsibilities as:

A Classroom Teacher:

- To prepare and lead lessons which follow Department schemes of work and policies
- To identify and meet the learning needs of individual students
- To set appropriate and demanding expectations of behaviour, progress and attainment
- To develop routines that maintain pace, motivation and challenge
- To effectively use homework and extension learning opportunities
- To assess, monitor and report students' progress according to Department and School policy
- To record and use data on students' prior and ongoing performance/learning characteristics so as to inform effective target setting and lesson planning, and to ensure high standards of achievement
- To contribute to all developmental and organisational priorities within the Department Operational Plan
- To contribute to the development and review of schemes of work
- To share and support the whole school responsibilities for the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress of the students
- To run and support English intervention sessions for exam groups

A Tutor:

- To use all data and information received to monitor and support the overall progress, development and well-being of students
- To listen to student concerns and take action on pastoral issues as they arise
- To monitor and respond to issues regarding the punctuality and attendance of students
- To keep the Head of Year informed of issues which might affect student welfare or achievement
- To undertake report writing and target-setting according to school policy
- To support the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress and welfare of the students
- To encourage students to participate in related enrichment and extension activities
- To academically mentor tutees

As a member of Staff:

- To promote the rights respecting ethos of the school, The Best in Everyone
- To implement all Department and School Policies and to contribute to their review as appropriate
- To play a full part in the Appraisal process
- To engage with appropriate training opportunities to promote professional effectiveness in this role
- To offer enrichment and extension activities
- To support the self-evaluation process
- To develop positive working relationships with and between students and staff
- To attend all directed time meetings/parents' evenings

Notes:

The above responsibilities are subject to the general duties contained in the statement of Conditions of Employment

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.

This job description is not necessarily a comprehensive definition of the post. It may be amended at any time, following consultation between the Principal /Deputy Principal, and will be reviewed annually

This is not a narrow definition of specific responsibilities but to provide a guideline and should be seen as enabling rather than restrictive.

Every member of staff has a responsibility to safeguard and promote the welfare of students

Person Specification

We want the very best person for this position. If you are dynamic, hard-working, believe in high standards and that all children and young people can 'reach for the stars and achieve their dreams' we would love you to come and join us on our journey to be excellent in all that we do.

Successful candidates will possess the following attributes:

- Have qualified teacher status or be working towards QTS.
- Have great subject knowledge and be able to demonstrate passion and enthusiasm in communicating this to others.
- Demonstrate consistently high standards of teaching.
- Clear potential to progress in their career and a commitment to pursue appropriate professional training and development.
- Possession of a wide range of skills to support staff, students, parents and community towards absolute excellence.
- The skills, experience and ability to gain the confidence of students and staff.
- Professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower.
- The ability to understand and use data to promote effective teaching and learning and maintain high department standards of student achievement.
- A desire to be 'the best' and the ability to translate an aspiration to be the best, for yourself and your students.
- The ability to demonstrate engagement of children, manage their behaviour, attitudes and aspirations, whilst maintaining an un-erring high expectation and focus upon mutually respectful positive relationships.
- Excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning.

We know this amazing profession can be challenging and only want people who have a love of teaching and are dedicated to ensuring children's' lives are enriched by an excellent education.

You should have the ability to work in a way that promotes the safety and wellbeing of children and young people

What makes The Regis School and our English department a great place to work?

You will:

- Be working for the biggest Multi Academy Trust in the UK, benefitting from professional support and constructive challenge to drive your department to excel. Your curriculum intent will be supported by access to the ambitious UL curriculum. Furthermore, you will have access to first class professional developmental opportunities, and a collaborative and supportive national network of highly effective practitioners with a common purpose to bring out the best in everyone and continuous drive for improvement.
- Work in a disruption free learning environment, enabling teachers to teach and students to learn.
- Work within a team who are friendly, supportive, and ambitious, who all share a passion for teaching English.
- Join a team fully committed to becoming a leading department within the school and across the trust.
- Work in a school culture where feedback is central to improving the quality of teaching, supported by instructional coaching and deliberate practice.
- Working in a state-of-the-art school environment, you will have access to a large English teaching space in one zone of the school. This consists of a suite of well-equipped classrooms and a dedicated team room, creating the perfect setting for teachers to work collaboratively sharing ideas and teaching practices. We also have a well-resourced library, which is used regularly to promote a love of reading among students.
- Have protected subject time on a weekly basis, as well as an additional eight INSET days per year where the whole team can come together, to work on continued professional development, subject specific pedagogical ideas, and individual professional development.
- Be able to access excellent professional learning and career opportunities each year both within the school and the wider trust.
- Use a homework platform that automatically sets and marks students' work.
- Have access to enhanced pay scales.
- Receive the resources you need to teach well, including a laptop for use at home and a fully equipped classroom with interactive whiteboard and visualiser.
- Be able to access numerous employment schemes such as: a car leasing scheme, access to 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays.
- Have access to reduced Gym Membership (50% off standard anytime membership) in a state of the art gym facility on campus.
- Be entitled to use United Learning's Staff Benefits package.
- Have access to 10% discount on nursery place at Stepping Stones on-site nursery.
- Have access to an Employee Assistance Programme for wellbeing and access to Mental health trained staff on-site.

THE REGIS SCHOOL – LIMITLESS AMBITION

Our pledge, to all our academy teachers, is that by working for us you will benefit from more pay, more time, and more support.

More pay...	more time...	and more support
<ul style="list-style-type: none">• We pay an average of 5% above national scales – the best rates of pay in the sector• Cash towards medical treatment• Generous staff discount scheme	<ul style="list-style-type: none">• Three extra INSET days for planning• At least one personal day a year	<ul style="list-style-type: none">• Great training for your career• Exceptional curriculum resources• Expert subject advice• Support for your wellbeing

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS

United Learning Child Protection Statement

United Learning is fully committed to the safeguarding of children – ensuring the wellbeing of the child is paramount. For students to feel that they can do their best and achieve their true potential, it is important that they feel safe and supported in the school environment.

Everyone working within our schools and academies, whatever their role, is acutely aware that issues to do with the protection of children are of the highest possible importance. Trust underpins everything that we do in schools. The parents of our students entrust the care of their children to us and together we are all responsible for their well-being.

In relation to safeguarding, United Learning aims to ‘prevent’, ‘protect’ and ‘support’ all its students by addressing child protection in the curriculum, pastoral activities and in the management of the school, and by empowering and enabling staff to be vigilant for vulnerable students through training and information dissemination.

All United Learning schools have policies which deal with safeguarding, child protection and safer recruitment, which are in accordance with the relevant local authority procedures, and which comply with the DFE’s safeguarding children and safer recruitment statutory guidance. The individual school policies are available via each school’s website or by contacting your school directly.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Schools are now required, as part of their shortlisting process to carry out an online search as part their due diligence. If shortlisted for the role an appropriate online search will be undertaken on your name(s). Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

How to Apply

To apply and see more details please visit our website: www.theregisschool.co.uk/working-for-us/vacancies. Once you have applied via the online application process we will contact you to let you know whether you have been offered an interview or not. If you are invited for an interview, we will then ask for references in advance of the interview (unless specified) and documents will be collated for a DBS check.

If you have any questions, please email vicky.ovens@theregisschool.co.uk

We are working hard to become a more diverse organisation – which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

THE REGIS SCHOOL – LIMITLESS AMBITION

The Regis School

The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide an excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient, our high quality, hardworking staff.

The Regis is a school that we all feel proud of and our teachers are passionate about their work. We know that teaching can be a challenging profession, but with the support we offer and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. We have access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship.

The Regis School is a secondary 11-18 school with over 1600 students on roll. We are an inclusive comprehensive school that aims to achieve the best for every student. This philosophy is reflected in the successful Sixth Form of 160+ students who are offered a broad range of academic and vocational programmes. Over 70% of our students progress to Higher Education each year.

The Regis School has a well-qualified, dedicated supportive and enthusiastic staff team. We have approximately 200 staff, all of whom are committed to providing the best possible education for our students. As one of the biggest employers in Bognor Regis, we emphasise the learning of adults and young people. Staff are involved in further study, research projects and in the training of teachers in partnership with local universities.

The school boasts superb facilities in all subject areas. Each teaching area has audio-video facilities and a range of ICT suites throughout the school provides access to specialist equipment. All teachers have a laptop provided, to support teaching and administration.

The Regis School aspires to be an outstanding centre of learning, serving its community and transforming lives. We seek to equip our students for a changing world through building confidence, encouraging creativity and fostering enquiry to achieve excellence. These qualities will allow our students to flourish as leaders of the future and to take their place as caring, ambitious and responsible citizens in their communities.

Academic achievement is at the heart of what we do, ensuring students leave with the highest qualifications that enable them to be competitive in the global economy. We have a strict behaviour policy that enables teachers to teach in classrooms that are mainly free from disruption. Students who prevent others from learning are given a single warning, then learn elsewhere in the school under the supervision of senior staff.

United Learning schools work as a team and achieve more by sharing than any single school could. On our intranet site United Hub, for example, we share lesson plans and many other resources, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed.

We greatly value our staff and want them to know it. Starting with financial rewards and solid career

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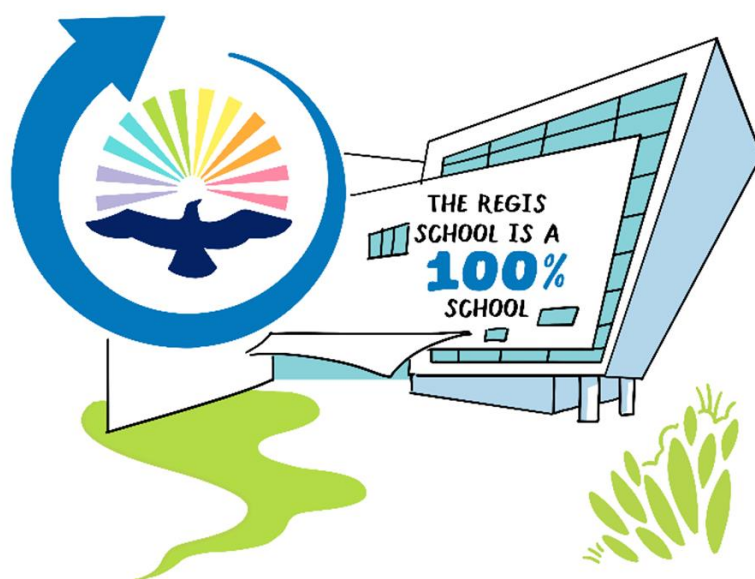
THE REGIS SCHOOL – LIMITLESS AMBITION

progression, we believe in leading the industry with better remuneration packages. As such, you can expect to earn more at United Learning than if you took a role in the maintained sector. In addition, our benefits options are undoubtedly competitive, with every member of staff being entitled to a core benefits and lifestyle package.

Your wellbeing is a priority. It is vital for us to have healthy and happy members of staff, which in turn ensures you are providing the best education for our children. We offer great benefits to support the health and wellbeing of colleagues, such as discounted gym memberships, Cycle2Work schemes and free counselling. We also provide you with more time to think and prepare for the term ahead, with a minimum of eight INSET days a year – with at least three dedicated to planning.

Further information about United Learning is available at www.unitedlearning.org.uk

The strength of United Learning is determined by its people, which is why we seek to recruit and retain the very best. Just as we seek to provide the best education and opportunities for the children and young people in our schools, we want the very best for colleagues too, ensuring everyone feels valued, appreciated and able to thrive at work.



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