

Information Pack

Teacher of English

(Additional responsibility point may be available for a suitable candidate)

Responsible to: Head of English
Start date: ASAP
Salary: Competitive, Inner London, plus benefits
Deadline: Friday 22nd February 2019
Applications will be considered on receipt and suitable candidates will be interviewed and may be appointed before the closing date.

We are seeking to appoint an enthusiastic and innovative teacher of English to join our experienced and successful team. Candidates must be able to show the motivation and commitment required to achieve ambitious targets for our pupils and provide a holistic education for them. This role would suit an outstanding newly qualified teacher, or a more experienced colleague who would like to utilise or further develop their leadership skills.

At Compass School we believe that “everyone in the Compass School Community will confidently reach the destination to which they aspire”. This applies to everyone, including our staff team. Our four values of aspiration, integrity, exploration and resilience are reflected in all areas of the school and our work. We are extremely passionate about ensuring that our students meet the challenging targets that we set for them, and we strive to be outstanding and innovative practitioners ourselves.

About Compass School

Compass School Southwark is a four-form entry, mixed, 11-16 free school that opened in September 2013. Founded by a varied and experienced group of Trustees, the school will grow to offer an exceptional education to 600 young people in the heart of Bermondsey by September 2022 when it will move into a new state-of-the-art building on its current site. We are ideally located, just a short walk from Bermondsey Tube Station.

Benefits of working at Compass School

We offer competitive inner London salaries and reward great teachers with our performance related pay scheme. All staff receive laptops and an annual entitlement to high quality CPD, along with the opportunity to take flexible days off when needed. We also operate a subsidised health care scheme for those who wish to participate, and other work related benefits such as cycle to work and childcare voucher schemes.

For further information about the school and the Trust, please go to www.compass-schools.com.

If you have any questions, contact us at recruitment@compass-schools.com or 0203 542 6506.

For an informal discussion about this role, please email principal@compass-schools.com.

Job Description

Teacher of English

In choosing successful candidates, the panel will be seeking outstanding classroom teachers with the ability to embrace and deliver the vision of the Compass Schools Trust, with the aim of establishing Compass School Southwark as the most sought-after school in the Borough.

Compass Team responsibilities

We expect all members of the Compass School staff team to work together to:

- Work towards and support the school's vision and objectives outlined in the school's development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of Corporate Responsibility for the outcomes of students at Compass School Southwark.
- Build an exceptional understanding of what outstanding provision looks like in their subject.
- Comply with and support the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Work with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.
- Undertake other reasonable duties related to the role as required from time to time.
- Provide highly effective teaching and learning opportunities within your subject area.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.
- Monitor, evaluate and intervene to ensure all students are working towards making expected progress.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.

Leadership

- Lead by example, providing inspiration and motivation, and embody for the staff, students, governors, parents and the wider community, the vision, purpose and leadership of the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Encourage interaction and teamwork within the department, sharing ideas and new initiatives identifying new ways of teaching your subject area and contributing to wider CPD opportunities.
- Challenge staff under-performance at all levels and ensure corrective action and follow up.
- Carry out any other reasonable duties and specific school-wide tasks as directed by the Principal.

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of working with young people (11-16) • Ability to teach outstanding lessons • Proven subject expertise and an understanding of what constitutes 'outstanding' in your subject • A vision for how student attainment can be improved and maintained • Experience of successful behaviour for learning strategies • Successful experience of monitoring and target setting to improve learning outcomes • Understanding of different models of support for students with SEN, EAL, and Gifted and Talented. • Effectively narrow the gap between disadvantaged and other students in the classroom 	<ul style="list-style-type: none"> • Post-16 (16-19) experience • Experience of working in a school in an urban environment
Education & Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified to degree level, preferably in subject of teaching expertise • Teaching experience and qualification • Right to work in the UK 	<ul style="list-style-type: none"> • Qualified to teach in the UK • Further professional study
Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Able to make judgements about the quality of your own teaching and learning and improve through reflection • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Entrepreneurial spirit and ability to think innovatively and creatively • Keen to get involved in wider school life • Desire to go "above and beyond" in improving outcomes for young people in the local community • Effective personal ICT skills relevant to day-to-day practice 	<ul style="list-style-type: none"> • Able to be a strong visible presence within the school, supporting staff and students in your core teaching and learning

NOTE: This post is subject to an enhanced DBS check.