



## Reading and Literacy Teacher Job Description and Person Specification

### 1. Introduction

We are seeking to appoint a primary teacher or secondary teacher with successful experience of teaching Literacy, English and reading at KS2 and/or KS3. The candidate will have a passion for reading and a belief that all students should and can leave school able to read well. Our aim is to foster a love of reading, while increasing students' confidence, skills and vocabulary. You would be joining our new and innovative Reading and Literacy Department, which works alongside our highly experienced and excellent English Department. Literacy and Communication is the school's leading priority and the Reading and Literacy Department sits at the heart of this. The teaching of reading is now embedded as part of our curriculum offer at KS3. Currently, our Key Stage three curriculum is delivered in years 7 and 8.

You would work with the Assistant Head teacher responsible for Literacy and Communication and our Head of Reading and Literacy (a primary specialist and SLE). You would also work alongside a creative and innovative English department, which prides itself in delivering a broad and challenging curriculum. In this role, you would be predominantly working with small groups of up to 9 students. This is an exciting opportunity to inspire students to read, while also enabling them to fully access the wider curriculum. We have a comprehensive CPD offer along with this post.

The successful candidate will:

- Have a love of reading and the understanding that all children can be taught to read.
- Be inspiring and ambitious for our students and capable of ensuring that competency in literacy provides our students with the strong foundation they need to achieve their potential.
- Be an excellent classroom practitioner with a track record of raising standards of literacy.
- Have excellent subject and pedagogical knowledge.
- Have a clear vision for our Reading and Literacy Department.
- Be resourceful and energetic; enjoy working collaboratively with others to share and develop best practice.
- Be able to work with parents to help them support students' reading beyond school.
- Be a reflective practitioner.
- Be flexible and willing to contribute to the life of the school.



We can offer:

- An exciting learning environment where challenging, innovative and engaging learning is at the core of all we do.
- An award winning vibrant school which continues to achieve extremely high standards, both in Harrow and beyond.
- A genuine and active pursuit of well-being for all members of our community.
- Outstanding outcomes with a significantly positive Progress 8 score and zero NEETS.
- Students who exhibit excellent behaviour for learning and a desire to acquire knowledge and improve themselves.
- A supportive, enthusiastic and inspiring within which team to grow and develop.
- An opportunity to develop your craft of teaching across three Key Stages.

## **2. Staff development**

Park High School recognises that its staff are our greatest resource and so we invest time and effort into everyone's professional development. We offer an extensive programme of professional development, which offers a whole range of opportunities for colleagues to develop their potential within and beyond Park High School. Professional development underpins all our work.

Staff development is widely regarded as "leading edge": we have strong partnerships with universities and other higher education institutions and we actively support our staff in pursuing Masters and other higher qualifications.

*"Park High School has an incredibly strong developmental culture, with a real focus on investing in staff to better student outcomes. It is highly valued by staff and brilliantly led, with positive support from the Headteacher and senior leadership who are also quick to advocate its importance within school."*  
TDT Audit 2018

## **4. Tutor role**

All staff are involved in the tutorial system, most as tutors with tutor groups. This is an important part of our work.

We are committed to the delivery of Personal Social Health Citizenship & Economic education (PSHCEe) which all teachers as tutors are expected to teach. As part of a whole-school approach, PSHCEe develops the qualities and attributes pupils need to thrive both as individuals and members of society. We have a high quality provision of PSHCEe at Park which has been recognised nationally.

Extensive support and CPD is provided for practitioners of the subject. Teaching it provides an invaluable opportunity to further develop your pastoral provision as a tutor in addition to growing professionally by participating in the delivery of our outstanding provision.



If you are a genuinely passionate and committed teacher who wants to work in a school where teaching is a pleasure, and in a school that puts learning at the heart of all it does, then we look forward to receiving your application.

## **5. Person specification**

We shall be looking for the following:

1. A passion and enthusiasm for reading.
2. Excellent subject knowledge, with appropriate academic qualifications (to degree level) and Primary or Secondary QTS.
3. Current, successful experience of primary or secondary teaching in English, literacy and reading and both the ability and desire to develop further.
4. A knowledge of phonics is desirable.
5. Experience of guided reading and reciprocal reading is desirable.
6. Commitment to inspire and motivate our students through the highest expectations.
7. An understanding of the English curriculum at Key Stage 2 and a willingness to develop transition for our students between KS2 and KS3.
8. The ability to plan and prepare lessons and to assess, record and report on the development, progress and attainment of students.
9. The ability to work as a member of a team and to have effective working relationships with both students and staff.
10. The ability to contribute to the wider work of the school.
11. A commitment to professional development.

Emlyn Lumley

**Headteacher**

March 2019