

NORLINGTON SCHOOL AND 6th FORM



norlington.net

TEACHER OF ENGLISH JOB DESCRIPTION AND PERSON SPECIFICATION



WISDOM IS STRENGTH

The Exceptional Education
Trust
Norlington School and 6th
Form

The Exceptional Education Trust believes long term sustainable success happens when there is;

- Clear **purpose** to action built around the pursuit of excellence
- Appropriate **autonomy**, is delegated to school leaders in a framework of accountability and challenge
- A focus on developing, capturing and **mastering** skills and expertise is a core activity

Central to the ethos within the Trust is that ownership and accountability for success must rest at point of action. In every Academy within the Trust you will see school leaders as Educational Entrepreneurs – developing, modelling and delivering practice in their schools that can change the educational experience at a local, national and internally level as part of their continuing pursuit of excellence.

The Exceptional Education Trust remains committed to ensuring each partner school within the Trust is;

- a local school with their own identity
- work with other schools within the trust to share best practice
- able to create economies of scale as part of the trust to ensure sustainable outstanding performance.



The Exceptional Education Trust Vision and Aims

Our Vision

To be recognised as a world class leader in education, ensuring every child is ready to take up the challenges and realise the opportunities of the 21st century.

Our Aims

Our vision will be realised through the delivery of five key aims articulated as commitments to the local community:

1. To develop outstanding leaders across the school

We are committed to developing outstanding leaders through the establishment of a centre of excellence, ensuring all students have the skills required to develop into young people who are ready to take up the challenges and realise the opportunities of the 21st century and impact positively on every aspect of society, whether locally, nationally or internationally.

2. To guide our students to achieve exceptional academic performance across all subjects

We are committed to developing every student's skills and knowledge, ensuring exceptional academic performance for all and enabling students to access the most ambitious career paths and gain access to the best universities nationally and internationally

3. To provide an Outstanding Learning Experience for every student.

We are committed to providing each student with a high quality personalised learning experience through exceptional teaching and an outstanding curriculum. 'Every Child, All the Time' drives our belief that every child is able to achieve the extraordinary relative to their own personal abilities.

'Every Child, All the Time' is an approach to student progress where every day, in every lesson, every student will be receiving the best possible learning experiences. It recognises the need to respond to students' emotional needs as well as learning needs throughout their educational journey, appreciating that these needs are different for every child and can change at different stages of this journey.

4. To ensure every student has access to high quality Enrichment activities

We are committed to ensuring every student has access to exceptional enrichment experiences and activities including high quality coaching so they aspire to participate, compete and succeed at a local, national and international level.

5. To be the School of Choice for the local community

We are committed to providing a school that:

- meets the needs of every child.
- develops citizens committed to British Values of democracy, tolerance, respect and the rule of law.
- is a safe, happy and caring learning environment where students want to be.

Continuous Professional Development

At Norlington we have a dedicated Teaching & Learning development team. We value your professional development; this has been recognised by **Investors in People** who awarded us the **Gold Standard**.

As part of your Professional Development, Norlington is committed to ensuring you receive the best training available. Within the school 6-week cycle structure we adopt a **3, 2, 1** format for staff development, this consists of:

- 3 – Friday training sessions from 2.15-3.15pm on an alternate Friday.
- 2 – Department meetings where the training can be implemented and embedded
- 1 – Twilight session.

The sessions combine statutory requirements with bespoke sessions tailored to the needs of Norlington students as well as national and local trends. Training takes on a variety of formats and is focused on 'Every Child All the Time Learning' with students always experiencing good/outstanding teaching in order to achieve outstanding outcomes.

The creative design of the curriculum also manages energies within the school. On a Friday where there is not training, staff are free to use this time as best it suits them.

The school facilitates programmes that are recognised by the National College, these include the Improving Teacher Programme and the Outstanding Teacher Programme. The school has supported staff to complete the 'National Professional Qualification in Senior Leadership' (NPQSL) and the 'National Qualification in Middle Leadership' (NPQML) in partnership with the Institute of Education (IOE).

As well as offering opportunities to receive specialist external CPD we have developed our own Teaching & Learning packages which are now being shared with schools both locally and across the country. Where appropriate there are opportunities for staff to be involved in delivery of sessions and programmes.

All new staff, regardless of scale, receive an extensive induction programme on arrival at Norlington. In addition, the school has a range of internal packages to promote the on-going support of staff. Where there is a specific need individual support programmes will be put in place.

Key Benefits of working at Norlington School and 6th Form

Two week October half-term

- The school is closed during the Autumn term break for two weeks for Teaching staff and Support staff working term-time only.

Early Friday Finish

- On alternate Fridays' staff finish at 1.35pm and on the other Friday staff receive dedicated Continuous Professional Development.

Cycle to Work Vouchers

The Trust offers Cycle vouchers as part of a salary sacrifice scheme. In summary you sacrifice an amount of your salary in exchange for vouchers (more details of how the scheme operates can be found in the staff Induction Booklet). This has a Tax and National Insurance deduction to you. More information on how to join the scheme and an online calculator can be found on the below link:

<https://sodexoengage.com/contact-us/>

Key Worker looking for secure, suitably priced housing?

Lettings Waltham Forest has launched a new service to provide decent and secure accommodation to Key Workers.

- Zero fees for tenants
- Priority access to quality accommodation
- Deposits secured in Deposit Protection Scheme
- For further information, please visit <http://lettingswalthamforest.co.uk>

Employee Assistance Programme (EAP) from Workplace Options

- Workplace Options provide staff with a range of services, all of which are free to all staff. Staff can contact Workplace Options on the telephone and online; and counselling is offered on the telephone or in a face-to-face setting, in locations close to your work or your home. Information can be provided over the phone and you will also be able to access information and support online. Please visit <http://www.workplaceoptions.co.uk/> for more information on this employee service.

Pensions

- Teaching staff – you are eligible to join the Teachers' Pension scheme (please visit <https://www.teacherspensions.co.uk/> for further information on the scheme).

Fitness

- There is an onsite Gym and staff are eligible to use this out of work time.

Health & Safety

- We aim to ensure a safe working environment for all. We monitor the implementation of our Health and Safety policy and provide training and guidance. The online Health & Safety courses that staff undertake are accredited.

Smoke Free Working Environment

- The school has a No Smoking policy.

Eye Test

- All staff are eligible to reimbursement of a yearly eye test along with up to £50 towards glasses used for the workplace.

Midmorning Refreshments

- 11.05am midmorning refreshments of Tea/Coffee and Toast are provided in the staffroom for all staff.

Car Parking

- £158 Parking Permit school assistance is payable to staff who are driving to work as this is a controlled parking area. For eligibility please ask HR.

NORLINGTON SCHOOL AND 6th FORM



WISDOM IS STRENGTH



norlington.net

