

TEACHER OF ENGLISH

Starting your Salesian journey

Salesian

*Enlightening minds, uplifting hearts*



Celebrating 100 years of Salesian Education 1919-2019

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**Teacher of English Appointment**

To commence: 1st September 2020

Salary: Main Scale / Upper Pay Spine (+TLR for those seeking additional responsibility)

Closing date for applications: 25th February 2020

Salesian School is seeking to appoint an exceptional individual to teach English. We welcome applications from trainee teachers and experienced colleagues alike, including those looking for positions with additional responsibility. If you are energetic, enthusiastic and love teaching children then we’d be delighted to hear from you. We are always happy to meet potential applicants prior to interview; please don’t hesitate to contact us ([pcarr@salesian.surrey.sch.uk](mailto:pcarr@salesian.surrey.sch.uk)) if you would like any further information or to visit the school.

**The English Department at Salesian**

The English Department at Salesian is dynamic, progressive and has Learning and Teaching at the heart of everything it does. We are exceptionally proud of our results: last year 80% of our students achieved 5-9 at GCSE in English Literature, with 42% of these grades being 7-9. In English Language, 75% of our students achieved 5-9, with 29% of these grades being 7-9. At A Level, 75% of students secured an A\*-B at English Literature and 80% A\*-B for English Language. We are passionate about constantly evaluating and improving our pedagogy and consider ourselves to be a department that is eager and honoured to drive whole school change.

At Key Stage Three we teach in mixed ability groups in Year 7 as we believe this is the optimum way for all students to settle into the school. Year 10 and Year 11 are taught in ability sets but consistency in the level of outstanding teaching remains the same; we expect every child to aim for the top grades regardless of what class they are in. At Key Stage Four we currently teach English Language and English Literature using the AQA exam board. We are fairly unique in the local area for offering both English Literature and English Language as two entirely separate A-Levels. Both subjects have a large uptake and the range of classes and topics available to teach offers superb CPD opportunities for staff wishing to expand their teaching experience.

As part of a Salesian School we are also committed to extra-curricular projects. We are proud to have had winners at public speaking competitions in the past and run a debating club that has taken part in inter-school competitions this year. Theatre trips are run at every Key Stage and we encourage our most able and talented through university lectures. Passionate about improving standards of literacy, we run a highly successful mentoring programme between Year 11 and Year 8 and Year 10 and Year 7 students which has encouraged confidence in reading as well as allowing students who are considering a career in teaching a chance to develop key skills.

We are committed to teacher training and annually accept PGCE trainees from around London to take advantage of our exceptional training and support. We also host trainees from our own SCITT, *Teach South East*. We are always thrilled to receive NQTs for further training believing we benefit as much from their fresh ideas and creativity as they do our guidance and experience.

The successful applicant will have had experience teaching GCSE and should be passionate about continually developing their own Learning and Teaching. We are extremely proud of our department at Salesian and greatly look forward to welcoming a passionate colleague to join our successful and supportive team.

David O’Reilly

Director of English

[rmatthews@salesian.surrey.sch.uk](mailto:doreilly@salesian.surrey.sch.uk)

*Salesian School is committed to safeguarding and promoting the welfare of children. Enhanced CRB checks will be sought prior to appointment*

**Appointments at Salesian**

**Information for Candidates**

Thank you for your interest in the positions currently being advertised at Salesian School. I would like to take this opportunity to share some thoughts with you.

Salesian is a co-educational 11-18 Catholic comprehensive school and part of the Xavier Catholic Education Trust. The school ethos is based on the work of Don Bosco, a Salesian priest. Community and great relations are central to our work. As a consequence, both students and staff are happy, positive and enjoy their time at school.

Standards at the school are outstanding and students achieve exceptionally well. In last year’s GCSE examinations 90% of students gained five or more standard passes including English & Maths and our Progress 8 was +0.95. The pass rate at A’ level was 100% with 66% A\*-B grades.

The school has 1650 students and is situated on two sites approximately one mile apart, near to the centre of Chertsey. The main school is situated at Guildford Road and our Sixth Form College has 350 students on its own site at Highfield Road.

A great deal of emphasis is placed on extra-curricular life at Salesian and outside the formal curriculum there are numerous opportunities for students to take part in a wide range of activities - drama, sport, music, exchanges, away days, Duke of Edinburgh, retreats and trips.

We work hard to ensure that staff and students are well looked after but we also set exceedingly high expectations of everyone at the school and underperformance is always challenged. When you get the balance right between challenge and support you get great teaching, when you have great teaching the school becomes heavily-oversubscribed and when this is the case parents believe in what you are trying to do and support you in doing it. All of this results in us having the privilege of working with children who are, on the whole, an absolute delight!

Our last Ofsted Inspection was in September of 2013 when we were judged to be “outstanding” in all categories. We were obviously delighted with this recognition and are all very proud of our achievements which are a great tribute to the staff and students who have worked so hard to enable us to reach this point.

Salesian was designated as a Teaching School in September 2014 in recognition of our track record of success in training teachers and supporting schools in difficulty. The Teaching School offers a range of exciting opportunities for staff to engage in professional development and school-to-school support activities and from 2015 we have been accrediting our own trainee teachers as part of the Teach South East SCITT partnership.

Regardless of all this, we don’t think we’ve got it cracked; the challenge now is to keep improving on what we do. Are you the person to help us continue on this journey?

Candidates are welcome to contact the school to find out more information about specific departments or pay us a visit. We take recruitment very seriously and want to do all we can to find the best staff for our students.

The ideal candidates will be energetic, enthusiastic, ambitious and excellent practitioners. We would expect at least two years’ hard work and good service. In exchange we will prepare you for the next step in your career.

I believe Salesian is a fantastic place to work and I am excited about the prospect of appointing colleagues with whom we can work closely in order to drive the school forward. There are great opportunities here for the right candidates to provide a high quality service for our community and make a real difference to children’s futures. I very much look forward to meeting you.

**James Kibble**

Executive Headteacher



**Job Profile: Teacher**

**Salary:** Main Scale or Upper Pay Spine

**Responsible to:** Head of Department

**Person Specification**

* Commitment to supporting the distinctive nature of a Catholic school
* Qualified Teacher status
* Recent and relevant professional development
* Willingness to further develop professional skill
* Ability to enthuse, inspire and develop students under the Catholic ethos
* Ability to challenge, motivate and empower students
* Ability to recognise the needs of students and raise standards
* Ability to manage resources efficiently
* Commitment to promoting the educational principles of St. John Bosco
* Genuine enjoyment of working with young people
* Commitment to inclusion for all
* Commitment to excellence in terms of teaching and learning
* Knowledge and understanding of recent developments in learning and teaching
* Excellent grasp of new technology and its potential to support learning
* Excellent communication, interpersonal and organisational skills
* Commitment to working as a team player
* Ability to be an effective Form Tutor
* Commitment to supporting and promoting the extra-curricular life of the school
* Boundless enthusiasm and a positive outlook
* Capacity to work very hard under pressure
* Personal integrity and the drive to do what is best for the students
* Ambition and potential for promotion
* Sense of humour
* Commitment to ensuring that Salesian becomes the best school in the country

**Responsibilities**

In short, love the children and teach great lessons but see below for the detailed version:

The responsibilities outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document.

**Professional Values & Practice**

Teachers should:

* Have high expectations and commit to raising the students’ educational achievement
* Be committed to safeguarding and promoting the welfare of students
* Seek and use opportunities to work collaboratively with colleagues to raise standards by sharing effective practice
* Liaise effectively with parents or carers on students’ progress and achievements
* Show a commitment to professional development by identifying areas in which they need to improve their professional knowledge, understanding and practice in order to teach more effectively in their current post, and, with support, take steps to address these needs
* Attend staff, departmental and other meetings as required
* Participate in the arrangements for performance management within the school
* Undertake a due share of duties according to the published rota
* Be aware of the School Health and Safety Policy

**Teaching**

Teachers should:

* Have a secure knowledge and understanding of the subjects they are trained to teach
* Set challenging teaching and learning objectives which are relevant to all students in their classes
* Plan effectively to meet the needs of students in their classes
* Plan effectively for special educational needs in consultation with the Head of Learning Support
* Work effectively as part of a team and liaise with, deploy, and guide the work of other adults who support students’ learning
* Use a variety of teaching methods and styles appropriate to the range of ability of the students being taught
* Ensure a standard of behaviour that enables students to learn
* Undertake the teaching of those classes assigned under the school timetable
* Plan and prepare lessons in accordance with the Schemes of Work of the department

**Monitoring and Assessment**

* Make appropriate use of a range of monitoring and assessment strategies to evaluate students' progress towards planned learning objectives, and use this information to improve their own planning and teaching
* Mark and assess students' work on a regular basis in accordance with the school's marking and assessment policy
* Set and mark homework in accordance with school policy and departmental guidelines
* Record and report on student development, progress and attainment as required

**Form Tutor**

* Take the register each morning session and lead the daily act of worship
* Provide support and guidance to students and monitor performance in accordance with the schools policies
* Monitor students’ attendance and conduct and liaise with appropriate staff
* Liaise with parents and carers regarding issues as they arise
* Complete student reports in accordance with the school policy on Assessment, Recording and Reporting

**Extra-curricular**

* Make an effective and consistent contribution to the extra-curricular life of the school

**Other**

* Carry out any other duties at the direction of the Headteacher or as laid out in Salesian School documentation