

ST BIRINUS SCHOOL

Requires a

FACULTY LEADER ENGLISH

Start Date: 1st September 2025

Closing Date: 9am on Tuesday 22nd April 2025

Contract: 1 year maternity cover

Hours: Full time

Salary: MPS/UPS with a TLR 1(b) £12,035

We are looking for a forward thinking, creative and energised Head of English to lead our dynamic team for a year's maternity cover.

We are hugely proud of our school community and St Birinus is very much a "good" school on the way to becoming "great". In February 2025, the school was judged as continuing as 'Good' with an 'Outstanding' judgement for Leadership and Management. Ofsted recognised that the school "*has successfully established a strong culture of 'care, courtesy and commitment' among high expectations. These are lived out by staff and pupils alike*" in addition to the school having a "*friendly and welcoming atmosphere*" where "*pupils respectful and courteous to others and well behaved in lessons*". We are proud that they see that our boys are "*very well prepared for the future and life in modern Britain*".

Outcomes for our students (p8 +0.4 in October 2024) are in the top 5% of schools nationally for boys' only progress and the compelling ethos of this school is literally written all over the walls. We pride ourselves in creating a vibrant and visceral environment in which boys thrive and accrue the knowledge, skills, experience and character that will realise their potential and allow them to seize any opportunity, now or in the future.

The infinite goal - *We aspire to be a national centre of excellence for all boys' state education.*

As a member of Ridgeway Education Trust, St Birinus School works in very close partnership with Didcot Girls' School (Ofsted Outstanding, November 2022) and share a 400 strong mixed Sixth Form which is based predominantly at St Birinus.

Ridgeway Education Trust (RET) is based in south Oxfordshire and currently comprises of two secondary, six primary schools and a SCITT, serving 4,400 pupils and their communities. Guided by the core values of integrity, ambition and leading for legacy, we are committed to delivering excellence through high quality education with powerful collaboration at its heart.

Inspiring Excellence through Care, Courtesy and Commitment

Employing great staff is key to the success of our school: the Headteacher is actively involved in every interview process.

We understand that valuing and developing our staff is the best way to release and realise their potential. In return, we seek staff who are passionate about working with young people, resilient, and with a truly growth mindset. If this is you, we look forward to hearing from you!

St Birinus School is a Family Friendly School, committed to supporting our staff so that they can carve out a professional and personal life that is fulfilling and balanced.

Quotes and soundbites from SBS staff in the recent Stakeholder Surveys ...

- "I love this place!"
- "Despite only having joined the school recently, I have found it to be a positive and supportive school, with a clear vision and values that students and staff understand"
- "St Birinus is the best managed school that I have ever worked in or been associated with"
- "I love working at St Birinus and intend to root myself here for the foreseeable future"

What SBS staff say that they value about their school ...

- "Relationships with colleagues and the community feel"
- "A strong sense of community and pride"
- "The positive influence we have on students and inclusion of all students no matter their need"
- "The strong leadership and vision from the Senior Leadership Team"
- "The focus on staff wellbeing"

We encourage visits to our school in advance of applications; please do not hesitate to get in touch if you would like a conversation and/or tour of the school with the Headteacher, Mr William Manning by contacting Mrs Helen Cliff, PA to the Headteacher, via email hcliff@St-birinus.oxon.sch.uk or by calling 01235 814444.



The English Department

KS3

Students receive 6 x 1-hour lessons of English per fortnight in years 7 and 8 and 8 x 1-hour lessons of English per fortnight in year 9.

Year 7 Topics

Term 1: Expressions of Self
Term 2: Great Expectations
Term 3: Dystopian Fiction
Term 4: Poetry of the Natural World
Term 5: Travel Writing
Term 6: Greek Myths

Year 8 Topics

Term 1: Journey's End
Term 2: Journey's End
Term 3: Gothic Poetry
Term 4: Jaws
Term 5: The Art of Storytelling
Term 6: Twelfth Night/
The Tempest

Year 9 Topics

Term 1: Blood Brothers
Term 2: Blood Brothers
Term 3: The Gothic
Term 4: Poetry of People & Places
Term 5: Rhetoric and Persuasion
Term 6: Romeo and Juliet

KS4

Students receive 8 x 1-hour lessons of English and English Literature per fortnight in years 9, 10 and 11

GCSE ENGLISH LANGUAGE

Examination Board: AQA

Paper 1: Explorations in Creative Reading and Writing
Paper 2: Writers' Viewpoints and Perspectives

GCSE ENGLISH LITERATURE

Examination Board: AQA

Paper 1: Shakespeare and Post 1914 Literature

- Macbeth
- Coram Boy

Paper 2: The 19th-century Novel and Poetry since 1789

- Jekyll and Mr Hyde
- Pearson Belonging Poetry Anthology

KS5

Didcot Sixth Form is a vibrant mixed sixth form, with its own ethos, values and culture, drawing on the combined experience of the most expert teachers from both Didcot Girls' and St Birinus Schools.

Students receive 9 x 1-hour lessons of English Language and Literature or English Literature per fortnight

Entry requirements for studying A-Level in Didcot Sixth Form is a Level 6 in both English Language and English Literature at GCSE

ENGLISH LANGUAGE AND ENGLISH LITERATURE

Examination Board: AQA

Paper 1: Telling Stories
Paper 2: Exploring conflict NEA Making Connections
Paper 3: Independent Critical Study: Texts across time

ENGLISH LITERATURE

Examination Board: AQA

Paper 1: Love through the Ages
Paper 2: Texts in shared contexts
Paper 3: Independent Critical Study: Texts across time

JOB DESCRIPTION

Faculty Leader for English

Responsible to:	Headteacher (and operational links with a member of SLT)
Responsible for:	Subject Leaders, teaching staff and other relevant personnel
Hours:	Full time (additional hrs Leadership and Management time)
Salary:	MPS/UPS with a TLR 1(b) £12,035

The Post

The post encompasses the role of Faculty Leader, and you will be the key driver in improvement in teaching and learning and outcomes in English at St Birinus. You will be ambitious, and this role will embrace appropriate whole-school responsibilities on your journey to senior leadership.

We wish to appoint an emerging leader who

- Will quickly become an outstanding leader of the Faculty
- Has experience of success in raising achievement
- Has the vision and ability to create and lead an outstanding Faculty
- Has the personal qualities to inspire, motivate, support and challenge others

Your vision

- You will have a relentless focus on standards and a deeply-held belief that all students can succeed, given the right opportunity and support
- You operate with a positive mindset and have clear, step-by-step strategies for progressing an inspirational Faculty

You will

- Be an outstanding classroom teacher, who is energetic, determined and enthusiastic
- Be a creative and strategic thinker, who is able to inspire and motivate students and staff to give and achieve their best
- Be a team player with good communication and interpersonal skills
- Be committed to the removal of barriers to enable every individual to achieve; you firmly believe that every student can achieve, given the right conditions for teaching and learning
- Be able to analyse and track data, oversee and measure impact, and have an emerging track record of raising standards
- Have the ambition and ability to become an Assistant Headteacher within the next two years

Job Purpose

- To raise, and be accountable for, standards of attainment and achievement within the Faculty and to monitor and support student progress
- To develop and enhance the teaching practice of others
- To ensure the provision of a suitable, broad, balanced and differentiated curriculum for students within the Faculty
- To be accountable for leading, managing and developing the whole Faculty
- To effectively manage and deploy teaching/support staff, financial and physical resources within the Faculty

Inspiring Excellence through Care, Courtesy and Commitment

Principal Responsibilities

Teaching & Learning

To monitor, evaluate and develop

- overall standards of teaching and learning within the Faculty
- standards of achievement and attainment for all groups of students within the Faculty, including Spotlight Students (SEND & PP)
- use of performance data for target setting and progress monitoring
- provision of educational enrichment activities, including supporting the inter-House programme of events

Operational/Strategic Planning & Quality Assurance

- The day-to-day management, control and operation of course provision within the Faculty, including effective deployment of staff, money and physical resources, to act as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records
- To establish short, medium and long term plans for the development and resourcing of the Faculty
- To actively monitor and follow-up student progress, including groups of students
- To implement school policies and procedures, including Behaviour and Health and Safety and ensuring risk assessments are in-line with national requirements
- To ensure effective operation of quality assurance and to monitor and evaluate the Faculty in line with school Evaluation and Monitoring procedures
- To produce and present examination analysis reports during Term 1, evaluate performance data and take appropriate action on issues arising from the data
- To produce, implement and monitor a Faculty Area Development Plan, linking to Evaluation and Monitoring outcomes, Exam Review action points and whole school improvement priorities
- To liaise with the SENDCo, ensuring the best possible provision and outcomes for SEND students within the Faculty
- To liaise with the Lead for ICT to foster and oversee the application of ICT and development of the Learning Platform within the Faculty

Curriculum Provision and Development

- To be accountable for the delivery and development of the subjects within the Faculty
- To liaise with the AHT / DHT to ensure delivery of an appropriate and cost-effective curriculum programme which complements the School Development Plan (SDP)
- To actively monitor, keep up to date with, and respond to curriculum developments and teaching methodology at national, regional and local levels
- To work with colleagues to actively develop cross-curricular links and to support the functional skills of English/literacy, Maths/ numeracy and ICT, and the skills and attributes of Learning to Learn

Staff Development, Recruitment & Wellbeing

- To support, guide, motivate and inspire team members and support staff
- To promote teamwork and effective communications
- To ensure staff development needs are identified and supported, with a particular view of ensuring consistently good and outstanding teaching
- To undertake Performance Management reviews and to act as a reviewer
- To assist the Headteacher with appointment of Faculty colleagues
- To delegate responsibilities to Faculty Team members
- To attend regular meetings with other Faculty Leaders
- To provide training for new Faculty members

Communications

- To ensure all members of the Faculty are familiar with its aims and objectives
- To oversee weekly Faculty Team briefings and challenge lateness and non-attendance
- To chair calendared Faculty Team meetings, ensuring that an agenda and minutes are produced

- To ensure effective communication/consultation as appropriate with students and parents (student and parent 'voice')
- To liaise with partner schools, Higher Education, Industry, Awarding Bodies and other relevant external bodies
- To represent the views and interests of the Faculty
- To liaise with Year Teams about student progress and to ensure relevant information is passed to them in order to support learning

Care Guidance and Support

- To monitor and support the overall progress and development of students within the Faculty
- To monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary
- To take a leading role in contributing to the delivery of behaviour management in the school
- To ensure the Behaviour for Learning Policy is implemented in the Faculty so that effective learning can take place
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher
- To undertake any other duty as specified by STPCD not mentioned in the above

General Duties

- To play a full part in the life of the school community by supporting its distinctive aims and values and to encourage students to follow this example
- To actively promote the school's policies and to comply with the school's Health and Safety policy and undertake risk assessments as appropriate
- You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation

Notes

- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request by the Headteacher to undertake work of a similar level that is not specified in this job description



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PERSON SPECIFICATION

Person Specification for Post of Teacher

Criteria	Essential	Desirable	How Assessed
Experience	<ul style="list-style-type: none"> Classroom Teaching at 2 or 3 Key Stages 	<ul style="list-style-type: none"> 6th Form Teaching 	Letter, application form and references
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of effective teaching & learning styles and types of assessment Excellent subject knowledge Good ICT skills 	<ul style="list-style-type: none"> Ability to use and understand assessment data. Familiarity with AFL 	Interview, letter of application, sample lesson
Teaching and Learning	<ul style="list-style-type: none"> A passion for your subject Commitment to raising standards of achievement Commitment to CPD Willingness to learn, work collaboratively, and commitment to own professional development High expectations of all pupils Ability to create an effective learning environment for all students 	<ul style="list-style-type: none"> Evidence of successful lesson planning and delivery Evidence of successful improvement in outcomes 	Sample lesson, application Form
Skills and Attributes	<ul style="list-style-type: none"> Ability to establish good working relationships with colleagues and students Ability to work in a team Good time management Good communication skills 	<ul style="list-style-type: none"> Evidence of innovative practice 	Evidence of innovative practice
Personal Qualities	<ul style="list-style-type: none"> Strong moral purpose Growth mindset and lots of resilience Flexibility Commitment to excellence Forward thinking Sense of humour 	<ul style="list-style-type: none"> Potential for promotion 	Interview and sample lesson

APPLICATION PROCESS

Applications should be made by **9am** on **Tuesday 22nd April 2025**
by following this link: <https://mynewterm.com/jobs/138762/EDV-2025-SBS-22841>

We encourage visits to our school in advance of applications. For further information regarding this vacancy, the application process, or to arrange a visit, please contact Mrs Helen Cliff, PA to the Headteacher, by emailing hcliff@st-birinus.oxon.sch.uk or by calling 01235 814444.

If you would like further information regarding the Faculty, please either

- view our website <https://www.st-birinus-school.org.uk/> or
- contact Mrs Hannah Rabey, Head of English, by emailing hrabey@st-birinus.oxon.sch.uk

Ridgeway Education Trust is committed to safeguarding, equality and promoting the welfare of children and expects staff working in all its schools to share this commitment. The successful applicant will be subject to satisfactory enhanced DBS, references and pre-employment safeguarding checks. All Leadership roles will require a Section 128 check. To view our Safeguarding policy, please visit our website: <http://www.st-birinus-school.org.uk/1852/sbs-policies>. Please be aware that you will be required to bring your original degree certificate, proof of residence and photographic ID, as applicable, to interview.

St Birinus School is a Family Friendly School, committed to supporting our staff so that they can carve out a professional and personal life that is fulfilling and balanced.

Our [RET Staff Charter](#) summarises the commitment we make to all staff who join and work at Ridgeway Education Trust.

We are committed to expressing our values of high quality learning, respectful relationships and an inclusive environment in the day to day experience of staff and students throughout the school.

St Birinus School is an equal opportunities employer.

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Address: St Birinus School, Mereland Avenue, Didcot, Oxfordshire, OX11 8AZ

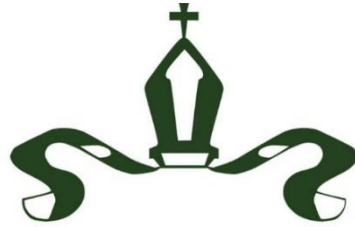
Telephone: 01235 814444 **Website:** www.st-birinus-school.org.uk/

Email: stbirinus@st-birinus.oxon.sch.uk

Headteacher: Mr William Manning **Executive Headteacher:** Mrs Rachael Warwick

Chair of Governors: Mr Conor Byrne

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