

**Job Specification: English**

We are looking for a passionate, talented, rigorous and experienced practitioner to join our dedicated team in leading the college on its journey to becoming an established outstanding community college. The successful candidate will have the exciting and unique opportunity to shape a KS3 and KS4 curriculum which is bespoke, challenging and fit for the needs of 21st century life. There is the potential for leadership roles within the college academically for the right candidate.

We are looking for an inspirational teacher with a proven track record of leading students to achieve outstanding results, who embraces creativity, innovation and is always looking for the very best practice in teaching. They will share the college's vision and the belief that all young people can achieve at high levels.

**CORE RESPONSIBILITIES (IN ADDITION TO TEACHERS’ STANDARDS)**

**Teaching and Learning**

To teach English at any level within the college (within the age range 11-16)

To design the curriculum to ensure it is exciting, relevant, challenging and personalised

To ensure that all students are making good or outstanding progress and that teaching

and learning is of a high standard

To contribute to CPD across the college and share best practice via coaching, sharing planning and resources and following an 'open door' teaching policy

To ensure English has a high profile across the college through offering vibrant and exciting learning opportunities

To ensure that resources are organised and available to promote a purposeful environment for teaching and learning to take place, through a mix of traditional teaching techniques, integrating ICT where appropriate

To ensure that classrooms within the department present a stimulating environment through the display of students’ work and other exemplar materials

To extend the curriculum via relevant trips, organising exciting visits from relevant speakers and visitors and leading enrichment programmes

To promote high participation levels of oracy outside of the curriculum and to contribute to the extra-curricular enrichment activities of the college, running at least one additional activity per week

To lead aspects of project-led learning as required which link to the world of work, further and higher education, primary school liaison or the local community

To lead intervention programmes during the holidays, before / after college or as required

To deploy other adults effectively within the classroom, involving them, where appropriate, in the planning and management of student learning

* **Progress and Attainment**

To ensure assessment, feedback and monitoring is SMART, accurate and clearly moves students’ learning on across all teachers within the faculty

To standardise marking with colleagues both within the college and with partner schools

To rigorously analyse student data to inform planning and intervention programmes

To lead and attend internal and external meetings as required

* To feedback to students and parents / carers in line with college policy
* **Behaviour and Safety**

To collaborate closely with parents to ensure that they are aware of their child's progress, engaged in their development and in supporting them in their vision for the future

To ensure the absolute safety of all students on and off site

To model and enforce excellent expectations of learning within and beyond the department

To monitor students’ achievement, attendance, uniform, punctuality and behaviour and to respond promptly to issues in line with the school’s policies

To participate in the college’s pastoral system as required

**College Improvement**

To support the college’s marketing and recruitment plan through attending events, contributing to marketing materials and via frequent high quality interactions with feeder primary schools

To embody the college’s values both on and off site

To coach and mentor colleagues as appropriate

Any other duties as reasonably required by the Strategic Leadership Team

As the college develops and grows so will job roles. The job specification is not exhaustive and may be subject to amendment in due course in discussion with the headteacher.

**Person Specification**

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| --- | --- | --- |
| Essential | Desirable | Assessment Criteria |
| Qualifications & Competencies | | |
| A bachelor’s degree in the relevant discipline | Evidence of other relevant CPD qualifications | Application Form |
| Qualified teacher status through a PGCE, GTP or other international equivalent |  | Application Form |
| English/Literature at A-level standard or equivalent |  | Application Form |
| Experience | | |
| Excellent subject knowledge in relevant disciplines |  | Application Form Interview |
| Experience of designing and delivering exciting, challenging and personalised lessons |  | Application Form Interview  Reference |
| Evidence of holding high aspirations for young people |  | Application Form Interview |
| Evidence of delivering excellent outcomes for students |  | Application Form Interview  Reference |
| Experience of giving high quality formative and summative feedback |  | Application Form Interview  Reference |
| **Skills and Attributes** | | |
| Alignment with the college’s relational graces: |  |  |
| **Respect** – respect for self, others and for the community |  | Application Form Interview  Reference |
| **Forgiveness** – repairing and rebuilding relationships |  | Application Form Interview  Reference |
| **Patience** – to think before acting, taking time with others |  | Application Form Interview  Reference |
| **Courtesy** – modelling the calm behaviours and attitudes of others in terms of consideration, professionalism, trust and respect |  | Application Form Interview  Reference |
| **Encouragement** – a positive attitude towards life, passion, curiosity and a lifelong love of learning |  | Application Form Interview  Reference |
| **Kindness** – supporting others |  | Application Form Interview  Reference |
| **Honesty** – taking responsibility - this is a high trust college where all share views openly |  | Application Form Interview  Reference |
| **Humility** – modelling that mistakes are a natural part of learning |  | Application Form Interview  Reference |
| **Graciousness** – treating others as you would wish to be treated with professionalism and openness |  | Application Form Interview  Reference |
| **Courage** – to take risks in learning |  | Application Form Interview  Reference |
| **Compassion** – to seek to understand others first |  | Application Form Interview  Reference |
| Excellent organisation skills with the ability to multi-task and effectively prioritise |  | Application Form Interview  Reference |
| Strong attention to detail – only the best is good enough for our children |  | Application Form Interview  Reference |
| Excellent interpersonal skills with strong levels of numeracy, literacy and oral communication |  | Application Form Interview  Reference |
| Able to adapt to find practical solutions to problems |  | Application Form Interview |
| Able to remain calm, good-humoured and strategic in challenging contexts |  | Application Form Interview |
| Good level of fitness |  | Interview  Reference |
| Commitment to the ethos of the college |  | Application Form Interview |
| Safeguarding | | |
| 2 satisfactory written references including current/most recent employer |  | Application Form Reference |
| A satisfactory enhanced DBS check |  |  |