

APPOINTMENT OF

A TEACHER OF ENGLISH

Required for September 2019

Closing date: 9am, Monday, 17th June 2019

Interviews: to follow thereafter

**Christ’s School, Queen’s Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: jralph@christs.school**

**www.christs.richmond.sch.uk**



June 2019

Dear Candidate

Thank you for your interest in the position of Teacher of English at Christ’s School.

Christ’s School is a Church of England comprehensive school for 850 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ’s family: excellent leadership; excellent staff; excellent outcomes and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have very strong links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds or none.

At Christ’s School we combine our expectations for students' excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for Learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our latest Ofsted inspection, in November 2016, where Christ’s performed strongly in every criteria. As a Christian School we were delighted that our work to ‘promote pupils’ personal development’ was judged as ‘outstanding’ and ‘the level of care and support for all pupils is of the highest standard’. Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners. Our latest results and reports can be accessed via the school website.

There are currently 44 full time and 10 part time members of the teaching staff. We have 43 support staff on a variety of full and part time contracts.

Applications should be sent in the form of a completed online application form including a supporting statement.  The statement should include how your skills and experience fit the job and person specifications, outline the impact you have made in your current / most recent role and should be no longer than 3 sides of A4, font size 12.  Please email completed applications to Mrs Julia Ralph - [jralph@christs.school](mailto:jralph@christs.school).   Only complete application forms will be considered and forms

with missing elements will be returned for completion.  We are looking for completed application forms (email only) to be returned by **9am**, **Monday 17th June 2019.** Interviews to follow thereafter.

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

Christ’s School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

References may be taken up before an offer of a post has been made.  In the interests of safeguarding we reserve the right to telephone referees to clarify any questions which arise from application forms, verify facts and investigate any inconsistencies between a written reference and the form.  Before an appointment can be confirmed an enhanced DBS disclosure will be required. Please also note that any appointment made will be subject to receipt of a satisfactory medical disclosure form.

Please visit our website where you will be able to find out more about our school, ethos and vision. If you have any queries about what is expected in a particular section of the form *or to arrange an informal visit,* please do not hesitate to telephone Julia Ralph on 0208 439 9652.

At Christ’s we deliver Excellence as Standard.  If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

**Phil Rushby**

**Chair of Governors**

Job description: Teacher of English

**Job:** Teacher of English

**Salary / Grade:**

**Hours:** FTE 1.0

**Contract type:** Permanent (NQTs - 1 year)

**Accountable to:** Headteacher

**Responsible to:** Head of English

**Mission**

At Christ’s School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ’s is a community where students:

* achieve their full academic, sporting, musical and artistic potential
* have a life-long curiosity and passion for learning
* are creative thinkers, capable of taking risks in their learning and of studying independently
* are spiritual individuals, compassionate and sensitive to the needs of others and of self
* embrace diversity and have a commitment to equality and inclusivity
* are considerate, polite and always act respectfully towards others
* develop personal qualities of leadership, courage, integrity, resilience and determination
* make a positive contribution to their community and to society as a whole
* are team players, who work collaboratively to achieve shared goals
* feel comfortable socially and express themselves confidently in a range of situations.

**Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in English across all Key Stages (3-5) and to ensure the

highest standards of assessment and behaviour for learning are applied in all classes. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers’ professional standards and will also promote the school’s Christian ethos and vision.

**Generic teacher job description**

All teachers are expected to:

* Carry out duties of a school teacher as set out in the Pay and Conditions Document and subject to any amendments due to government legislation. Uphold the school’s principles and policies which underpin good practice and the raising of standards.
* Demonstrate a thorough and up to date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.
* Consistently and effectively plan lessons and sequences of lessons to meet students’ individual needs.
* Consistently and effectively use a range of appropriate strategies for teaching and classroom management.
* Consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.
* Demonstrate that, as a result of your teaching, your students achieve well, relative to the students’ prior attainment.
* Take responsibility for your professional development and use the outcomes to improve your teaching and students’ learning.
* Make an active contribution to the policies and aspirations of the academy.
* Undertake any other task reasonably requested by the Principal.

**Further particulars specific to this role:**

As a teacher of English you will:

* Convey enthusiasm, energy and passion for English to inspire students to develop a love of learning.
* Have a clear philosophy for the teaching of English
* Have knowledge of innovative teaching strategies that will raise attainment and instill a passion for learning English
* Have experience of teaching KS3, GCSE and A Level
* Commitment for making English topical and relevant through use of media and IT based learning.
* Be willing to teach English functional skills

**Christ’s School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CRITERIA** | **Essential / Desirable** | |  | **Assessed by application / interview process** | |
|  | **E** | **D** |  | **A** | **I** |
| **QUALIFICATIONS AND REQUIREMENTS** |  |  |  |  |  |
| Honours degree or equivalent | √ |  |  | √ |  |
| Qualified Teacher Status | √ |  |  | √ |  |
| In sympathy with the Christian values of the school | √ |  |  | √ | √ |
| Displays a commitment to the protection and safeguarding of children and young people | √ |  |  | √ |  |
| **KNOWLEDGE AND UNDERSTANDING** |  |  |  |  |  |
| Good awareness of current educational developments | √ |  |  | √ | √ |
| Clear understanding of current issues related to the subject | √ |  |  | √ | √ |
| Ability to plan lessons effectively | √ |  |  | √ | √ |
| An understanding and commitment to the ethos of the school | √ |  |  | √ | √ |
| Evidence of high level classroom skills | √ |  |  | √ | √ |
| **SKILLS AND EXPERIENCE** |  |  |  |  |  |
| Courses of further study relevant to the post |  | √ |  | √ | √ |
| Post 16 | √ |  |  | √ | √ |
| Evidence of active involvement in professional development |  | √ |  | √ | √ |
| Excellent organisational skills | √ |  |  |  | √ |
| Excellent ICT skills | √ |  |  |  | √ |
| Clear evidence of leadership |  | √ |  | √ | √ |
| **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| Excellent punctuality and professional conduct | √ |  |  | √ | √ |
| A sense of humour |  | √ |  |  | √ |
| Good interpersonal skills | √ |  |  | √ | √ |
| A commitment to a team ethos | √ |  |  | √ | √ |
| Professional integrity and honesty | √ |  |  | √ | √ |
| Ability to meet deadlines | √ |  |  | √ | √ |
| Self-motivated with an ability to use own initiative | √ |  |  | √ | √ |
| Able and willing to scrutinise own practice and to make their practice accessible to others | √ |  |  | √ | √ |
| The capacity to form positive learning-centred relationships with other professionals | √ |  |  | √ | √ |
| Believe they can improve on their previous best | √ |  |  | √ | √ |
| Commitment to safeguarding children and young people | √ |  |  | √ | √ |
| Potential for promotion |  | √ |  | √ | √ |
| Ability to engage, motivate, enthuse and support colleagues |  | √ |  | √ | √ |