

Information Pack

Teacher of English

Responsible to: Head of English

Start date: ASAP

Salary: Main Pay Scale, Inner London, plus benefits

Deadline: **Monday 13th December 2021**

Applications will be reviewed on submission and the trust reserves the right to interview and appoint a suitable candidate before the closing date.

We are seeking to appoint an enthusiastic and innovative teacher of English to join our established and successful team. They will be passionate about their subject and committed to translating their excellent subject knowledge into creative and memorable learning experiences for our pupils. In return, they will be joining a dedicated and welcoming staff team and a fantastic community of pupils.

About Compass School

Compass School Southwark is a four-form entry, mixed, 11-16 free school that opened in September 2013. Founded by a varied and experienced group of Trustees, the school will grow to offer an exceptional education to 600 young people in the heart of Bermondsey. We are ideally located just a short walk from Bermondsey Tube Station.

The School is due to move into a new state-of-the-art building in 2023 on the adjacent site with fantastic facilities for staff and pupils.

Vision and Values

We believe that **“everyone in the Compass School Community will confidently reach the destination to which they aspire”**. This applies to everyone, including our staff team. Our four values of aspiration, integrity, exploration and resilience are reflected in all areas of the school and our work. We are extremely passionate about ensuring that our students meet the challenging targets that we set for them and we strive to be outstanding and innovative practitioners ourselves.

About the role

We are seeking an innovative and enthusiastic practitioner to join our team. The successful candidate will be joining a motivated staff team that are committed to creating an outstanding provision for our students.

Benefits of working at Compass School

We offer competitive inner London salaries and reward great teachers with performance related pay. All staff receive laptops and an annual entitlement to high quality CPD, along with the opportunity to take flexible days off during term-time when needed. We also operate a subsidised healthcare insurance scheme, cycle to work and childcare voucher schemes as well as an employee assistance programme.

For further information about the school and the Trust, go to www.compass-schools.com or contact us at recruitment@compass-schools.com or 0203 542 6506.

Compass Schools Trust is committed to safeguarding children and all appointments will require an enhanced DBS check.

Job Description

Teacher of English

In choosing successful candidates, the panel will be seeking excellent classroom teachers with the ability to embrace and deliver the vision of the Compass Schools Trust, with the aim of establishing the Compass School in Southwark as the most sought-after school in the Borough.

Compass Team responsibilities

We expect all members of the Compass School staff team to work together to:

- Work towards and support the school vision and objectives outlined in the school development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of corporate responsibility for the outcomes of students at Compass School Southwark.
- Build an exceptional understanding of what outstanding provision looks like in their subject.
- Comply with and support at all times the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Work with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Manage budget in line with areas of responsibility.
- Be proactive in ensuring appropriate allocation of resources and evaluate against outcomes.
- Undertake other reasonable duties related to the role as required from time to time.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Achieve a harmonious and supportive community through effective relationships with staff and students.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate Compass Schools Trust values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with parents and students to ensure that the aims relating to each student's progress are achieved.
- Help to ensure that good communications are maintained throughout the school.

- Present a coherent and accurate account of the performance of the subject in a form to be agreed with the Principal.
- Ensure that parents and students are well informed about curriculum, attainment and progress and are able to understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and internationally.
- Represent the school at marketing and other external events.

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

| Experience | |
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| Essential | Desirable |
| <ul style="list-style-type: none"> • Experience of working with young people (11-16) • Ability to teach outstanding lessons • An understanding of what constitutes 'outstanding' in your subject • A vision for how student attainment can be improved and maintained • Experience of successful behaviour for learning strategies • Understanding of different models of support for students with SEN, EAL and Gifted and Talented • Ability to narrow the gap between disadvantaged and other students in the classroom • The ability to demonstrate understanding of current educational issues, including new curriculum requirements | |
| Education & Qualifications | |
| Essential | Desirable |
| <ul style="list-style-type: none"> • Qualified to degree level, preferably in subject of teaching expertise • Teaching experience and qualification • Right to work in the UK | |
| Skills | |
| Essential | Desirable |
| <ul style="list-style-type: none"> • Able to make judgements about the quality of your own teaching and learning and improve through reflection • Effective personal ICT skills relevant to day-to-day practice • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Entrepreneurial spirit and ability to think innovatively and creatively • Keen to get involved in wider school life • Desire to go "above and beyond" in improving outcomes for young people in the local community | <ul style="list-style-type: none"> • Understanding of new Ofsted framework and implications for teachers |

NOTE: This post is subject to an enhanced DBS check.