

JOB PROFILE TEACHER OF ENGLISH



Reporting to: Assistant Curriculum Leader of English

Grade: MPS/UPS

JOB PURPOSE:

- To support the Director and Assistant Curriculum Leaders in providing a clear vision and effective management of the English Curriculum Area.
- To help secure the success and ongoing development of the School, ensuring high standards of learning and achievement for all students within the English Curriculum Area.
- To help establish and maintain productive relationships with parents/carers and others who support the School in various capacities.

Key Tasks will include the following:

1. To ensure high standards of teaching and learning within the Subject and Curriculum Area.
2. To adhere to the assessment system within the Curriculum Area.
3. To work with colleagues to develop innovative and engaging Schemes of Work, Lesson Plans and related learning resources that accelerate student progress.
4. To take a significant part in the development, delivery and the promotion of the Curriculum Area.
5. To contribute to the coordination and implementation of the School's enrichment curriculum.
6. To help develop systems that facilitate effective and inclusive support, mentoring and guidance for students.
7. To undertake subject specific staff training and professional development within Curriculum Area, working with both specialist and non-specialist teachers.
8. To contribute to the School and Curriculum Area Development Plans and self-evaluation processes, as required.

9. To contribute to the wider School through active involvement in extra-curricular activities.
10. Other key tasks will evolve with the School's continuing development.

CANDIDATE SPECIFICATION

Successful candidates are likely to be able to give evidence in support of all or most of the following:

Professional Skills and Experience

1. Possess a good degree and QTS.
2. Be an excellent teacher with the ability to inspire students in their learning and where possible, have a proven track record of raising students' achievement at both GCSE and AS/A2.
3. Show evidence of continued educational professional development.
4. Have experience or be able to demonstrate an aptitude for working in a comprehensive, urban and multicultural environment.
5. Demonstrate success in raising attainment, achievement and standards of Teaching and Learning.
6. Have the ability to make accurate judgements with regard to the quality of learning and teaching and student progress.
7. Have an enthusiasm for developing innovative approaches to teaching and learning.

People, Relationships and Communication

1. Be personally committed to developing a distinctive and inclusive ethos in the School.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have relentlessly high expectations of students in terms of learning, achievement and behaviour.
4. Have a commitment to developing opportunities for student voice, leadership and participation, both within and beyond the classroom.
5. Have qualities which earn the trust and respect of students, staff, parents/carers and governors.
6. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
7. Possess outstanding written and verbal communication skills.

8. Have the ability to relate positively to parents/carers and other stakeholders and engage them successfully in the life of the School.

Heston Community School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to satisfy an enhanced clearance by the Disclosure and Barring Services [DBS].

This document outlines the current duties required of the post-holder at this level of responsibility. It is not a comprehensive or exclusive list and may be varied from time to time though not change the level of responsibility or general character of the job.

This Job Profile should be read in conjunction with the generic Job Description for teachers.

Heston Community School is committed to working in wider partnership which will promote wellbeing outcomes for young people.
Safeguarding Children

Context:

All staff are part of a whole school Team. They are required to support the values and ethos of the School and school priorities as defined in the School Development Plan.

This will mean focusing on the needs of colleagues, parents/carers and students and being flexible in a busy and pressurised environment.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bindovers or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 [2] of the Rehabilitation of Offenders 1974 [Exemptions] [Amendments] Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the School. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

TEAM OVERVIEW

The English Team stresses the importance of English Language and Literature: Literacy and communication skills underpin success in every subject and prepare students for further study and work. The ability to critically analyse fiction and non-fiction develops independent thinking skills, while clear and precise written expression and confident communication are fundamental to the wider curriculum and to the world of employment.

The English curriculum provides a broad range of studied texts from non-fiction to novels, plays, scripts and poetry. The study of literature enables students to respond to ideas and values and to be introduced to literature from different times and cultures, broadening their understanding of ideas, cultures and places.

The English Team is committed to offering students a range of opportunities including extra-curricular activities through trips, clubs and national competitions. Students have been published in a National Anthology of Poetry as well as competing in public speaking and debating competitions such as the Jack Petchey Speak Out Challenge and the Rotary Club's Youth Speaks competition.

CURRICULUM OVERVIEW

The Team is led by a Director who is supported in this role by two Assistant Curriculum Leader; it is a cohesive group who work collaboratively to continue to innovate and develop the curriculum.

English is taught across the age and ability range at KS3 – KS5.

English Language and Literature are taught at KS3 and 4, with English Literature offered as an A Level at KS5 and post-16 Resit in English Language.

Staffing

The English Team comprises 8 full-time, 1 part-time teachers and an Assistant Headteacher.

Accommodation

The English Team has a suite of designated teaching rooms in the Hogarth Building. There are interactive whiteboards for use and the Learning Resource Centre is also accessible.

All new staff are offered an Induction Programme to facilitate their entry into the life of the School and the community and there is a specific, one year NQT Induction Programme to support new teachers to the profession.

We hope our students will continue to enjoy their studies in English and hope that both staff and students continue to take advantage of all the opportunities that will be on offer, including trips, extra-curricular clubs and leadership opportunities.

This is a truly exciting opportunity for the right candidate.

