



Appointment of Teacher of English

Part-time (0.8 FTE), Permanent
M/UPR: £25,714 to 41,604 pa
Actual Salary Range: £20,571 to £33,283 pa

Closing Date: 14th October 2022



Kenton School, Drayton Road, Newcastle upon Tyne, NE3 3RU, Telephone: 0191 214 2200.
Email: hr@northernleaderstrust.org



Introduction from the Principal

Dear Applicant

Teacher of English

At Kenton we are passionate about providing the very best education possible for young people in our city, our region and nationally and our strong and committed team share our vision of ensuring all our students not only reach their potential but that they are confident, happy and resilient students who treat each other with compassion and respect.

We are seeking a talented and inspiring English specialist to join our team-teaching English Literature and Language across Key Stages 3, 4 and 5. Experience or ability to teach A-level Language would be desirable

The post is open to both experienced and early career teachers. For early career teachers we offer a comprehensive suite of training and support.

If you are the person we are looking for, your broad base of subject knowledge will be underpinned by a passion for the subject and the ability to apply a range of teaching and learning strategies. You will possess the ability to work effectively with all students, engaging them through exciting yet challenging lessons and embedding a culture of positive behaviour for learning. You will possess the ability to promote the safeguarding and welfare of children and young people and take appropriate action when required. And, most importantly, you will be committed to our school ethos of 'all different, all equal,' instilling high expectations in all our students.

If you have the skills, commitment and enthusiasm to succeed in this role, we want to hear from you. In return we can offer you,

- Access to the Teachers' Pension Scheme
- Salary sacrifice schemes including, cycle to work and childcare voucher schemes
- Free on-site parking
- Free gym access at Kenton School

We look forward to receiving your application.

Yours sincerely



Bill Jordan
Principal



Teacher of English

Job Description

Range: M/UPR

Responsible to: Head of Faculty/designated TLR holder

Job Purpose: To be accountable for learner achievement within a designated timetable by effective teaching and learning and contribute to the monitoring and development of the faculty curriculum.

Key Accountabilities

All teachers are accountable for the following:

- Promoting the values and vision of the Trust and using them to inform decision-making
- Outcomes of students at KS4 against the FFT 5th percentile of national target standards and KS 5 against the upper quartile of national performance standards
- Quality of teaching and learning as measured by:
 - Progress of students in subjects that can be reasonably expected against their previous starting points
 - Progress of students with SEND in subjects that can be reasonably expected against their previous starting points
 - Progress of students with EAL in subjects that can be reasonably expected against their previous starting points
 - Progress of Pupil Premium students in subjects that can be reasonably expected against their previous starting points
- The design and delivery of teaching programmes and activities that lead to learning the knowledge and skills intended by the scheme of work for each subject taught
- The design and delivery of intervention strategies to support students in making the progress which can be expected of them in subjects
- The impact of reading and literacy programmes on standards of student competence
- The quality of personal, social, careers and health education across all year groups
- Standards of behaviour of students against the One Trust Rule in lessons and around the school


Main duties and responsibilities:

The following list is typical of the level of duties which the Vice Principal will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

1. To carry out the professional duties of a Teacher as set out in the School Teachers' Pay and Conditions Document and carry out teaching duties in accordance with the school's schemes of work and the National Curriculum.

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2. Establish a purposeful and safe learning environment and manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline and a supportive culture in line with the school behaviour policy.
 3. Plan effectively in the short, medium and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs of learners are met. Plan and prepare homework and other out of class work.
 4. Be aware of and apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met and excellence and enjoyment is achieved. Deliver lessons to groups of learners or classes. Demonstrate the positive values, attitudes and behaviour expected from learners.
 5. Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements. Provide timely, accurate and constructively feedback on learners' attainment, progress and areas of development.
 6. Demonstrate ongoing development and application of teaching practice, expertise and subject, specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
 7. Communicate effectively and work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.
 8. Contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school aims.
 9. To work effectively with/be aware of and assist integrated processes, and local opportunities which support children, young people and their families
 10. Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Give advice on the development and wellbeing of children and young people, if required. Be aware of school policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Take appropriate action where required.
 11. Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

In addition, Upper Pay Range teachers are expected to:

12. Make significant contributions to implementing workplace policies and practice and to promote their implementation.
 13. Give advice on the development and well being of children and young people, if required,
 14. Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.
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Teacher of English

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent)
2	Broad base of subject knowledge.
3	Evidence of successful training, teaching practice and/or successful prior teaching experience.
4	Demonstrable experience of effective use of a range of learning and teaching strategies.
5	Ability to effectively use assessment to support learning.
6	Knowledge of and ability to effectively use a range of behaviour management techniques.
7	Effective analytical skills with the ability to use data to inform practice.
8	Effective organisational skills e.g. lesson preparation, scheme of work development, meeting deadlines, good record keeping etc.
9	Effective ICT skills and knowledge.

Desirable

10	Previous experience working in a secondary school environment.
11	Evidence of CPD/professional learning on a range of learning/teaching issues.
12	Experience or ability to teach A-level Language would be desirable

Part B: Assessment Stage

The following criteria will be further explored at the assessment stage in addition to criteria as outlined in Part A:

Essential

1	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> • Motivation and commitment to work with children and young people • ability to form and maintain appropriate relationships and personal boundaries with children and young people • emotional resilience in working with challenging behaviours • attitude to use of authority and maintaining discipline.
2	Effective interpersonal, oral communication and presentation skills.
3	Ability to form community links and identify and facilitate enrichment opportunities for students to support learning.
4	Ability to work effectively as part of a subject/ curriculum team

5	Ability and flexibility to take an active part in extra curricular provision.
8	Effective interpersonal, oral communication and presentation skills.
9	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
10	Committed to working with young people and contributing to trust ethos.

Desirable

8	Can contribute to wider school development.
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Assessment/Selection Methods

Lesson observation

Interview

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service*
2	Additional criminal record checks if applicant has lived outside the UK
3	Children's Barred List Check*
4	DfE Prohibition List Check including GTCE Check
5	Confirmation of Qualifications and Qualified Teacher Status, including confirmation of professional status from relevant professional regulatory body for teachers who have worked overseas.
6	Medical clearance
7	A minimum of two satisfactory references from current and previous employers (or education establishment if applicant not in employment).

*All posts involving direct contact with vulnerable children are exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website (www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974).

This post is classed as being in 'Regulated Activity' as defined in Keeping Children Safe in Education 2021, therefore in addition to the DBS check, a check of the Children's Barred List will also be conducted as part of the pre-employment screening process.



Additional Information for Applicants

Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document, as amended/supplemented by local decisions made by Northern Leaders Trust.

Salary

The salary range for the post is Main/Upper Pay Range. The Main/Upper Pay Range scale runs £25,714 to £41,604 pa. Starting salary will be dependent upon current pay point and relevant experience. Progression through the main/upper range is subject to annual performance appraisals and meeting progression criteria. This is a part time role 0.8 FTE. Actual Salary Range: £20,571 to £33,283 pa

Start Date

The start date of the post will be ASAP. This is a permanent post.

Pension Scheme

The postholder will be automatically enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at www.teacherspensions.co.uk and www.twpf.info.

Equal Opportunities

The school is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

Safeguarding

Northern Leaders Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

Application Process

Candidates can apply by downloading a Word version application from our website ks.northernleadertrust.org which can be returned by email to hr@northernleadertrust.org

Closing date: 12.00 Noon 14 October 2022

