

TEACHER of ENGLISH

NORTHALLERON SCHOOL & SIXTH FORM COLLEGE

Application Pack

Welcome from the Headteacher

December 2022

Dear Colleague,

Teacher of English: Full Time, (1.0FTE)

Permanent contract - required from April 2023 (or sooner if possible)

Thank you for your interest in the Teacher of English post at Northallerton School & Sixth Form College. This is an exciting time to join this school as we continue to develop. We were placed in special measures in 2018 and in 2019 the school joined Areté Learning Trust which includes Stokesley School and Richmond School. This collaboration allows for cooperative working between 3 English departments. We are very proud of the progress we have made and in January 2022 our school was judged to be Good in all areas in our most recent Ofsted inspection. We are an ambitious school and are passionate about the education of our students, continuous professional development of all staff and developing our strong partnership with parents and the wider community.

We have also recently moved to a newly refurbished building and site in September 2021. There is still a lot of challenge and hard work required from all to secure the great school we are on route to become and we have confidence in the work we have done thus far.

The students attending NSSFC are fantastic. We are a comprehensive school where students are keen to learn and do well. Our policies and support systems ensure high expectations of behaviour and academic success.

Staff development at all levels is important. A varied CPD programme is provided and tailored to personal needs. You will receive support from your team, your line manager and all colleagues within school.

The successful applicant will be expected to teach English at Key Stage 3 and Key Stage 4.

Information about the English Faculty

The team

The English faculty at Northallerton School & Sixth Form College is staffed by eight specialist teachers with a range of backgrounds and expertise. There is a head of faculty and a second in the English department as well as several other experienced teachers. We are a very loyal and supportive department, committed to team-work, with shared strategic planning, policy-making and core programmes of study. High priority is given to writing and sharing our own resources. We pride ourselves on good student-teacher relationships and have high expectations of all our students.

Facilities

From September 2021, the school moved to a new site within Northallerton. The site provides state of the art learning facilities including an enhanced digital learning environment, new and fully refurbished teaching spaces, large open plan learning resource centre and a newly built sixth form centre for our rapidly expanding sixth form.

Key Stage 3/ Key Stage 4/ GCSE

Teaching at pre-16 is in mixed-ability classes and all GCSE students follow the AQA Specification for English Language and English Literature from Year 9 sitting their exams at the end of Year 11.

Key Stage 5/ Post-16

Our contribution to the school's Post-16 curriculum is a very significant one. English Literature (Edexcel) and English Language (AQA) are very popular subjects at Post-16. Post-16 students are also provided with the opportunity to re-sit GCSE English alongside their other studies.

Extra-curricular activities

There is a strong tradition in the performing arts at the school. The faculty organises outings to the theatre whenever relevant and available as well as study days for A-level students. We have also recently run literature-based trips to places including Whitby and a residential in Stratford-upon-Avon. There have also been many trips and competitions aimed at KS3 students. There are also opportunities for students to get involved as subject mentors, reader leaders and in other volunteer roles.

If you would like to discuss any aspects of the faculty's work or the post, please contact Mrs Faunkane, Acting Head of English at tfauunkane@arete.uk or 01609 773340.

If you are interested in submitting an application, please highlight the ways in which your abilities and experience make you a suitable candidate for this post. The closing date for applications is **9am on Friday 9th December 2022**. I look forward to reading your application and to welcoming you to Northallerton School & Sixth Form College. If you would like to talk more about the role please contact my PA, Louise Bramley, on lbramley@arete.uk.

Yours sincerely



Vicki Rahn
Headteacher
Northallerton School & Sixth Form College

JOB DESCRIPTION

POST:	Teacher of English
CONTRACT:	Permanent
HOURS:	Full Time (1.0 FTE)
SALARY:	Salary from £28,000 FTE, based on main Pay Scale / Upper Pay Scale Salary dependent upon qualifications and experience
CLOSING DATE:	09 December 2022 at 9am
START DATE:	Required from April 2023 or sooner if possible

Job purpose:

To promote effective learning, appropriate achievement and educational, social and personal progress of all students for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

Key responsibilities:**A Teacher must:****1. Set high expectations which inspire, motivate and challenge students**

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

2. Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- have secure subject knowledge of the foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

4. Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching

- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

Form Tutor / Base Coach (if applicable)

- to act as a personal tutor within the Year system.
- to be responsible for the well-being and academic progress of their personal tutor group.
- to act as the first point of contact for parents.
- to monitor and improve attendance rates for the tutor group.
- to be responsible for the school's reward system within the tutor group.
- to attend year team meetings
- to support inter-form and extra-curricular activities as arranged by the pastoral team.
- to deliver the school's PSHCE programme.
- to ensure that students follow the school's uniform policy.
- to ensure that students follow the school's rules and policies.
- to set a good example in terms of dress, punctuality and attendance

Upper Pay Scale Additional Duties (if applicable)

- A UPS teacher must be highly competent and make a substantial and sustained contribution to the wider life of the school. Duties to be negotiate

Whilst every effort has been made to explain the main duties and responsibilities of the post, this does not constitute a jobs list and the successful candidate will be expected to undertake duties commensurate with her/his role.

Areté Learning Trust is committed to safeguarding and protecting our children and young people. All posts are subject to a safer recruitment process which includes enhanced criminal record & barred checks, scrutiny of employment history, robust referencing and vetting checks.

PERSON SPECIFICATION

ENGLISH TEACHER

Qualities and Attributes	
Qualifications	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Qualified teacher status • Honours degree to include study of specialist subject 	<ul style="list-style-type: none"> • Evidence of recent CPD
Experience / Knowledge	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Recent teaching experience in the relevant key stages • Experience of planning and delivering curriculum at relevant key stages • A thorough knowledge and understanding of all relevant aspects of the National Curriculum in relation to the post 	<ul style="list-style-type: none"> • Experience in teaching at more than one school
Skills	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Transferable ICT skills • Excellent time management • Efficient record keeping 	<ul style="list-style-type: none"> • Ability to work under pressure
Attitude and values / personal qualities	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to relate to and build relationships with students, parents, and other members of the school community • Enthusiasm and commitment to the aims and objectives of the school • Good communication skills 	<ul style="list-style-type: none"> • Willingness to participate fully in school activities

APPLYING FOR A JOB WITH ARETÉ LEARNING TRUST

IMPORTANT ADVICE ON COMPLETING THIS APPLICATION

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

Rehabilitation of Offenders

If the post you are applying for requires you to have a Disclosure and Barring Service (DBS) check you will be required to disclose full details of your criminal history prior to your interview. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

A DBS check will be carried out for successful applicants where the post involves access to children and/or vulnerable adults. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the authority. Any information given will be completely confidential and will be considered only in relation to this application.

Canvassing

You must not try to influence any staff members, governors or directors of Areté Learning Trust to act in your favour, as this will disqualify you. If you are related to a Trust member, director, employee or governor you must indicate this in the relevant section of the application form.

How to apply

Please forward your completed application form to recruitment@aretelearningtrust.org stating the title of the post you are applying for in the subject box.

Closing Date: 9 December 2022 at 9am