



# English Teacher

## Job Description and Person Specification

Contract Type:	Permanent
Salary:	MPS/UPS £40,389 - £62,550 per annum (Including Inner London)
School:	Haberdashers' Knights Academy
Location:	Launcelot Road, BR1 5EB
Hours per week:	32.5
Accountable to:	Head of English

## Job Purpose

We are seeking a passionate and enthusiastic English Teacher to deliver engaging, high-quality lessons that challenge and inspire students across all key stages. You will play a crucial role in helping students develop their reading, writing, and analytical skills, preparing them for success in both their academic and personal lives. You will bring real energy and dynamism to the classroom, alongside genuine enthusiasm and passion for English.

We are looking for an innovative and creative individual who can plan and deliver stimulating and challenging lessons. You should be able to inspire students, setting a level of challenge for all abilities across all key stages. Practitioners who have a passion for reading, and an understanding of the transformative power of literacy, will be joining the team at an exciting time.

## Key Responsibilities of Role

### Teaching and Learning

- Assist the HOD in monitoring the quality of teaching across the department, ensuring a consistent and continuous focus on achievement and aspirations
- Ensure that the School environment excites and inspires students to engage with English as a subject area
- Plan collaboratively across subject areas to ensure the curriculum is integrated, broad and balanced
- Devise and implement appropriate interventions for pupils, both within lessons and extracurricular, to ensure all pupils make good progress.
- Assist the HOD to further develop the curriculum in line with national changes and revised qualifications.
- Establish creative, responsive and effective approaches to learning and teaching to meet and support the aims of the school.
- Promote the study of English across KS3, KS4 and KS5
- Support the HoD in raising the profile of English in school and in the wider school community.
- Support HOD in facilitating extra-curricular clubs, trip and events for KS3 across the department.

## **Pupil Progress and Attainment**

- Knowledge and understanding of how to assess curriculum areas, including statutory assessment requirements
- Lead the development of schemes of work to support the team in delivering high-quality lessons.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- To give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

## **General**

- To work within the school framework with regard to Health and Safety
- To promote equal opportunities in the school
- To promote the ethos of the Trust / school
- To promote the school's commitment to the continued professional development of all staff.
- To work within the school's framework with regards to Health and Safety.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To report any Safeguarding concerns in accordance with Trust's Safeguarding Policy
- To undertake any duties as may reasonably be required by the Executive Principal or Leadership Team

## Person Specification

	Essential	Desirable	Method of Assessment A = Application I = Interview AS = Assessment R = References
<b>Education &amp; Qualifications</b>			
	<ul style="list-style-type: none"> <li>A relevant Honours Degree, with UK PGCE, or other teaching qualification giving QTS</li> </ul>	<ul style="list-style-type: none"> <li>Masters degree in Education (or similar)</li> </ul>	A, I
	<ul style="list-style-type: none"> <li>An enhanced DBS (we will apply for this for you)</li> </ul>		A, I
<b>Knowledge &amp; Experience</b>			
	<ul style="list-style-type: none"> <li>Proven experience of teaching English at KS3, KS4 and KS5, with excellent outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a Multi-Academy Trust</li> </ul>	A, I, AS, R
	<ul style="list-style-type: none"> <li>Experience of outstanding classroom practice, with an excellent track record of progress and results</li> </ul>	<ul style="list-style-type: none"> <li>First Aid qualified</li> </ul>	A, I, AS, R
	<ul style="list-style-type: none"> <li>Experience of mentoring and/or training NQTs</li> </ul>		A, I, AS, R
	<ul style="list-style-type: none"> <li>Extensive knowledge of the National Curriculum, GCSE and A-Level developments within English</li> </ul>		A, I, AS, R
	<ul style="list-style-type: none"> <li>Experience of using performance data to track student progress and monitor achievement</li> </ul>		A, I, AS, R
	<ul style="list-style-type: none"> <li>Demonstrable evidence of good pedagogy and practice</li> </ul>		A, I, AS, R
	<ul style="list-style-type: none"> <li>Demonstrable ability to organise and manage classes to</li> </ul>		A, I, AS, R

	create an effective learning environment		
<b>Personal Qualities</b>			
	Clear commitment and understanding of the Trust ethos, vision and values and an ability to uphold them		A, I, AS, R
	Belief in equality and opportunity for all, ensuring that all staff feel included and listened to		A, I, AS, R
	Ability to establish and articulate a clear vision in an engaging way		A, I, AS, R
	Determination and resilience		A, I, AS, R
	High level of interpersonal and communication skills and the ability to build relationships and influence at all levels – engaging with a range of stakeholders successfully		A, I, AS, R
	Commitment to collaborative working		A, I, AS, R
	High expectations of achievement, conduct and behaviour and a willingness to address situations where these fall short		A, I, AS, R
	Commitment to safeguarding and promoting the welfare of children and young people		A, I, AS, R

## Staff Development

We value our people. Professional learning is central to our success, and as a new employee, you will receive support from the Senior Directors of People and Professional Learning, alongside your line manager, to help you reach your full potential.

'Our People Strategy is key to our success and integral to this is our commitment to equity, equality, diversity, and inclusion. Bringing this to life is the responsibility of every member of staff. We take seriously any behaviour which undermines it. Anyone applying to work with us, should share this commitment.'