

THE DEPARTMENT

The English Department consists of eight passionate and hard-working specialists who are committed to making Literature come alive for all students. The department work as a team and share ideas and expertise both formally and informally. Each member of the department is involved in the building of our curriculums, making it a truly inclusive, collaborative and dynamic department. Our text choices at all Key Stages are diverse, and we retain a focus on developing students' knowledge about the scope and breadth of Literature, ensuring that they are capably prepared for study at iGCSE, A Level and beyond. The study of English Language is woven into and throughout our curriculums, offering students the opportunity to develop as both critical consumers and confident users of English in all its forms.

As a Department we take pride in our enthusiasm for our subject. Lessons are fast paced and engaging, and we encourage the students to pursue their own interests in Literature through a range of extra-curricular clubs and societies. We have an excellent track record of successful preparing students to undertake further study of English Literature at University level, including Oxbridge. We are committed to developing a love of literature that will remain with our students long after they have left STAHS.

THE ROLE

Reporting to the Head of Department, the Teacher of English (maternity cover) will design and deliver creative and exciting lessons with a secure foundation in pedagogical best practice. The Teacher of English (maternity cover) will be expected to deliver the English curriculum across all Key Stages and to support with extra-curricular provision, to contribute to 'University Stretch' sessions, and to represent the department in whole school initiatives and events.

The post holder will be required to take on a form tutor role and play a full part in departmental improvement projects and contribute to the extra-curricular life of the school.

This is a temporary position, covering a maternity leave. Full and part time applications will be considered.

The start date for this position is September 2026.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.

RESPONSIBILITIES

All teachers are appointed by the Head and are expected to:

- Plan and prepare relevant material to teach classes allocated to them, according to the policies of the department(s) to which they are accountable. Keep a record of their teaching.
- Set and mark pupil's work regularly and appropriately for the subject(s) taught; record marks, monitor and assess progress and write reports as required.
- Participate in the arrangements for preparing and assessing pupil's work for public examinations.
- Work positively and co-operatively as a member of a team to include liaising and working with colleagues in operating mark schemes, researching materials, keeping abreast of new developments and developing new courses.
- Take part in professional development including training.
- Share in pastoral responsibility for all pupils in school and especially for those in their tutor or teaching groups, liaising where appropriate with pastoral staff.
- Maintain good order and discipline among pupils, safeguarding their health and safety at all times when they are the responsibility of the school. The teacher must be familiar with the school and departmental policies on discipline and health and safety.
- Share in supervisory and general duties; uphold good standards of behaviour and punctuality among pupils.
- Attend staff meetings and participate in working groups as required.
- Attend assemblies and as often as is reasonable other school functions, playing an active part in wider aspects of school life including co-curricular activities.
- Attend Parents' Evenings.
- Be a part of the School's performance development programme.
- Adhere to School policies.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS & EXPERIENCE

- Experience as an excellent classroom teacher.
- Relevant degree level qualification.
- Post graduate professional qualification e.g. PGCE.
- Strong level of scholarship in English, and a commitment to continued professional development in their subject area.

SKILLS

- A passion for English and English education together with excellent subject knowledge.
- A commitment to developing innovative and stimulating pedagogy.
- Extensive knowledge of the current educational landscape with respect to the teaching of English .
- Evidence of continued professional development.
- ICT literate.
- Excellent time management and organisational skills.
- A commitment to getting to know each student as an individual learner.
- A commitment to providing high-quality extra-curricular provision.
- Knowledge and experience of using various types of technology to enhance teaching and learning, desirable but not essential.
- Ambitious to establish and develop actual and virtual links with the wider English education community, desirable but not essential.

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PERSON SPECIFICATION (Continued)

PERSONAL QUALITIES

- Positive/enthusiastic.
- Energetic.
- Hard working.
- A team player.
- Proactive - ability to lead new initiatives.
- Eager to improve your own professional skills.
- Flexible – in order to accommodate changes in work priorities.
- Sense of humour.
- Understand and respect the principles of confidentiality.
- High professional standards of yourself and students.
- Ability to think creatively and demonstrate initiative, dealing calmly with different situations as they arise.

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the School's safeguarding policy
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Contribute positively to the overall ethos, objectives and aims of the School

HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area.

