

THE HOWARD PARTNERSHIP TRUST

'Bringing out the Best'

Howard of Effingham School

JOB PROFILE – SUBJECT TEACHER

Job Title:	Teacher of English
Reporting to:	Co-Heads of Faculty/Department/Subject/Curriculum
Salary:	MPR/UPR
Job Purpose:	<ul style="list-style-type: none">• To provide high-quality teaching and learning that supports students to fulfil their attention• To work as part of a team and participate in activities that support the improvement priorities of the school• To maintain consistently the Teacher Standards
Key accountabilities	<ul style="list-style-type: none">• To plan and teach high quality lessons to support students in making good or outstanding progress• To set clear targets for students' learning, building on prior attainment and considering each student as an individual• To assess student work and progress giving regular feedback in line with school policy• To follow and contribute to schemes of work• To report on student progress in line with school policy and to ensure that students are thoroughly prepared for examinations• To maintain a stimulating, engaging and safe learning environment• To attend parent / information evenings as required• To respond to parental concerns / requests for information in line with school policy• To contribute to the wider life of the school, including whole-school routines and duties• To take responsibility for your own professional development and engage with performance management activity

Subject Specific Information

We are looking for an enthusiastic teacher to contribute to the continued success of the English and Media Faculty. The appointed person will be interested in the opportunities provided by our Trust and in working collaboratively.

The English Faculty is housed in a suite of rooms conveniently located close to the Learning Resource Centre.

An interest in teaching Media Studies is highly desirable.

The English Faculty is a lively and busy faculty of six full-time and eight part-time teachers. In addition to this we regularly host PGCE and i2i trainee student teachers. We have two Co-Heads of Faculty who are line managed by a member of the Senior Team and who have responsibility for KS4 and 5; they are supported in the leadership of the faculty by two 2ic English Key Stage 3 Leaders and the Head of Media.

In KS3, students are taught in mixed ability groups. We strongly encourage the sharing of resources within the faculty and we will welcome the contributions of the appointed person. Students are set at KS4 into two ability bands, per half of the year.

Our KS3 scheme has been created in house, taking an interleaved approach, encouraging students to be GCSE Skills ready. At KS4 we are moving to the AQA specification with all students taking both English Language and English Literature. At KS5, we offer English Language, using the Eduqas specification and Edexcel English Literature. Students may also opt to take Media Studies at GCSE and A Level using the Eduqas Specification.

We run a range of enrichment activities for students of all ages, including theatre trips.

Our results have been exceptionally strong in recent years, not only because of the excellent teaching in the faculty and the very positive attitudes to learning of our students, but also because we are supported by having colleagues in the faculty who are markers for our examination boards. We are incredibly proud of all that we do in our faculty and would welcome applicants who wish to become part of this dynamic, thriving and inspirational faculty. We look forward to receiving your application.

Additional Information

- Please see our website www.thehoward.org for more information about our school.
- ECTs will have a reduced timetable
- The majority of staff will be form tutors
- For more information about The Howard Partnership Trust (www.thehowardpartnership.org)

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PERSON SPECIFICATION – SUBJECT TEACHER

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Experience as a form tutor and / or pastoral work		✓	Application / Interview
Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	✓		Application / Interview

To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview

Safeguarding

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs 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 Act 1974. 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. 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.

Values

We are a values-based organisation and seek to recruit individuals who can demonstrate our values.

Our values will be assessed through the selection process, so we ask all applicants when providing their supporting statement to also incorporate not only how they meet the essential criteria for the role but to also demonstrate our values.

Our values are:

Integrity - displaying honesty and having strong moral principles

Partnership - working together and taking collective ownership to achieve the same goals

Advocacy - working hard on behalf of others to maximise their success

Resilience - finding success again after something difficult or negative has happened

Compassion - displaying empathy towards and a desire to help others

Aspiration - aiming high to achieve success