



Appointment of
Teacher of English

Required September 2024

Welcome from the Head



My vision for our students has been to improve the quality of teaching & learning and to increase opportunities and experiences for every student that we are privileged to teach.

The school has undergone a great deal of change since I arrived in 2018. Some of these changes have been as a result of our own analysis and reflections on what we needed to do better, some have come about through the amazing new building project, and others have evolved as we have addressed our vision, ethos and purpose as educators.

We want our students to **ASPIRE**; to want to be the best they can be, to seize opportunities, be prepared to take risks and not be frightened of failure. We want them to **INNOVATE**; to think outside the box, be creative and curious, to be proud of who they are and to be able to work both collaboratively and independently. We want them to show **RESPECT**; to be thoughtful and kind citizens who support each other, members of our school and local community.

Our motto, **Ad Astra**, to reach for the stars, represents the high expectations that we have for each member of our school community. Having dreams, goals, targets and a vision is an important driver to help keep us all motivated and make the learning journey purposeful and exciting. We want excellence in everything and we support and encourage everyone to be the best they can be in all that they do.





Who We Are

- › We are a 11-16 comprehensive school
- › We are a 7 form entry, 210 PAN
- › We are central to Redhill and have great access from the train station, easily accessible to the coast and London
- › We are in SESSET along with The Ashcombe School and Therfield School
- › Our last Ofsted Inspection was rated 'Good' in May 2023
- › Our students make good progress and we continue to work hard to ensure their outcomes continue to improve

"Pupils are proud of their school. They know that the staff work very hard to support them"

(Ofsted 2023)

The English Department

The English Department at Carrington School is a strong team of teachers with a varied range of experiences. The department is currently led by a Director of Learning and Second in Charge who have a passion for the subject and continue to drive improvements. The team are based in the main teaching block, adjacent to Antares (our library) and work within modern, airy classrooms with interactive boards.

The English curriculum has been re-designed to make it more modern and diverse exploring a wide range of topics including whole novels, film and contemporary non-fiction. As a team, the English Department work collaboratively to develop lesson resources which are shared centrally whilst retaining the individual class teacher's right to teach in their own manner and style. The department has a clear and manageable assessment and marking policy built on the principles of whole class feedback with a focus on formative feedback. Like all our departments, the English team meet regularly within directed time to plan together, share pedagogical ideas and moderate.



Benefits

- > **Above average PPA** allocation
- > Strong Induction Programme
- > Great CPD and training opportunities
- > Teaching staff **finish early on Fridays**
- > Two-week October half term
- > ECTs paid from June throughout summer for a September start
- > Opportunities to **accompany visits locally, nationally and internationally**, such as skiing in Italy, hiking in Morocco and community project work in Uganda
- > Modern, spacious and well-equipped staff room and teaching spaces
- > On-site parking
- > Confidential membership of Smart Clinic, our employee support service that covers legal, health, financial and lifestyle support for all staff
- > Annual pay progression within your pay grade
- > Laptops for all teaching staff and tablets for all teaching assistants
- > Start the day with free morning porridge!
- > Complimentary refreshments when attending evening events such as Parent-Teacher meetings and Open Evening
- > £1000 finders fee for staff who recruit other appropriate staff for us
- > London Fringe Allowance
- > **Annual flu vaccinations**
- > Paid lunch duties available

“Our people really are what sets us apart, with a warm and positive culture that challenges and supports us to be our best every day.”

“Our holistic approach is evident in our innovative Excellence Programme designed to provide cultural capital, a beautiful Ecology Area that stretches alongside the Earlswood brook where we run our Forest School, and extensive enrichment opportunities.”

Role Description

The Role

Post Title: Teacher of English

Line Manager: Director of English

Pay*: £31,350 to £47,839 Fringe

*ECT package available, TLR available depending on experience

Purpose: To teach students within the school and to carry out other associated duties as are reasonably assigned by the Headteacher

Key Accountabilities

These accountabilities are based on the professional responsibilities of teachers outlined in the School Teachers' Pay and Conditions Document (STPCD). They are supplemented as relevant by reference to the DfE Teachers' Standards (2012).

Responsibilities:

- To plan and teach lessons and sequences of lessons to the classes you are assigned to teach, within the context of the school's plans, curriculum and schemes of work
- To assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils
- To participate in arrangements for preparing pupils for external examinations
- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
- Be accountable for pupils' attainment, progress and outcomes
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study
- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas
- 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
- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and a student's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils 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)



Role Description Continued

Responsibilities continued

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' 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 pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, 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
- 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 pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

Professional Development

- To participate in arrangements for the appraisal
- and review of your performance
- To participate in arrangements for your further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues

Wider Responsibilities

- To deploy resources delegated to you
- To participate in arrangements for the appraisal and review of your performance and, where appropriate, that of other members of staff
- To participate in arrangements for your further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- To communicate effectively with parents and carers with regard to student achievements and well-being, as appropriate to your role
- To collaborate and work with colleagues and other relevant professionals within and beyond the school

Safeguarding

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).

Carrington School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

The above-mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change. The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post



Person Specification

The successful candidate will need:

Qualifications & Training

- Qualified teacher status
- Relevant specialist qualifications in subject
- Have undertaken further professional qualifications or training
- Commitment to CPD and improving practice through reflection
- Thorough knowledge and understanding of curriculum, assessment and examination requirements and developments within a number of subject areas
- Successful teaching experience in English at KS3, 4 and/or 5.
- Experience as a form tutor and / or pastoral work

Personal Attributes

- Excellent communication skills with the ability to relate well to students and adults
- Integrity, honesty, consistency of approach and a respect for others
- Energy, enthusiasm, determination, aspiration and an insistence on high standards
- Leadership by example
- To be able to work under pressure, prioritise and manage time effectively
- Good health and attendance record
- Stamina to cope with the demands of the job

Educational Philosophy

- Commitment to an inclusive education
- Commitment to the concept of lifelong quality first teaching and learning
- Commitment to a school culture sensitive to ethical values, spirituality in its broadest sense and celebration of the achievements of all

Skills & Abilities

- To teach lessons which consistently meet or exceed the Teacher Standards
- Exemplary knowledge of what makes effective teaching and learning
- To be successful in using a variety of strategies to engage students and promote a stimulating environment
- To work well in a team, contributing ideas and supporting the school development plan
- To know what a great lesson looks like and be able to support and guide staff to achieve this consistently
- Ability to motivate staff, students and parents/carers
- To be a confident and innovative user of IT as a teaching tool
- To contribute to the wider life of the faculty and whole-school, supporting extra-curricular and intervention initiatives

Aspire Innovate Respect



Closing date for applications is
**Midday Tuesday 07 May
2024**

**however, we reserve the right
to appoint before the closing
date.**

Interviews will be held
week beginning: TBC

For an informal discussion about the
role please contact the HR manager,
Karen Ehren
kehren@carringtonschool.org





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