



Application Pack

Head of English

MPS/UPS TLR 1c (£10,204)

September 2022

Full Time

Rainham Mark Grammar School



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About Us

Rainham Mark Grammar School is a co-educational selective grammar school for 11 to 18 year olds with a roll of approximately 1600 students. We are a fully inclusive school that values strong pastoral care and academic achievement. We have excellent facilities which include a modern sports hall, dance studio and fitness studio, as well as a purpose-built music block with a recital hall and recording studio; a Sixth Form study suite; an art block with large studio classrooms; a drama studio; and specialist teaching suites for all subject areas. Rainham Mark Grammar School is part of a Trust - Rainham Mark Education Trust which is a small family of local schools. The three schools, Rainham Mark Grammar School, Riverside Primary and Twydall Primary all work closely together to serve the local community and improve life chances for all young people.

Results

We are extremely proud of the achievements of our students at both GCSE and A Level. The last published examination data in 2019 shows that the average GCSE grade was 6.57 and our Progress 8 was well above average at 0.27. A Level results were also exceptional. The average was a Grade B- (38.28) and our Level 3 value added was above average at 0.08.

English results for GCSE English Literature and English Language in 2019 were consistently strong with 43% of our students achieving Level 7 or above. A Level results were particularly impressive, with 70% achieving A*-B with a value added of) 0.05.

The Team

The English Department consists of 5 full time members of staff and 3 part time staff, who include a Second in Charge of A Level, a Second in Charge of KS4 and a Second in Charge of KS3. We are a progressive, innovative and supportive department, hugely passionate about our subject, focused on nurturing successful students who are confident, creative and have mastery of reading, writing and verbal communication. Our curriculum decision-making is done so collaboratively, so as to draw upon collective expertise and minimise unnecessary workload, and we participate in evaluative analysis of specific pedagogical foci independently and through CPD in order to deliver the best possible outcomes for our students.

KS4

At GCSE level, students follow the AQA syllabus in both English Language and Literature. The texts that they are currently studying for English Literature are Shakespeare's 'Macbeth', Golding's 'Lord of the Flies', the conflict poetry and either 'Dickens' 'A Christmas Carol' or 'Strange Case of Jekyll and Hyde' by Robert Louis Stevenson.

KS5

English Literature has grown to become one of the most popular subjects at A-Level. We pride ourselves on achieving good results that prepare our students for their future academic study by, not only delivering the English curriculum, but also a shadow curriculum, one which encourages them to read widely both scholarship and other literary texts of interest. The department supports a group of sixth form students, who edit a monthly edition of the school online digital magazine - 'The Mark'. This celebrates the written and visual talents of the wider student body and supports the cross curricular drive towards creativity.

Staff Development

Staff development is important to us and encourage our staff to continually develop pedagogy. We use in-house CPD opportunities alongside training material from The National College. We have a healthy CPD budget and encourage staff to take part in external CPD. We have successfully supported a number of colleagues through the NPQ qualifications.

The Post

Job Title: Head of English
Start Date: September 2022
Reports to: Senior Leadership Team
Hours: Full Time

We are looking for an exceptional teacher who is able to inspire our students who are highly engaged, enthusiastic and able learners. The post will involve teaching to Key Stages 3, 4 and 5.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Qualified Teacher Status (QTS)	/	
Degree or equivalent	/	
Experience		
Exceptional classroom practitioner	/	
Proven performance securing student progress and outcomes	/	
Ability to teach English to both GCSE and A-Level.	/	
Skills and Knowledge		
Able to consistently plan and deliver effective and creative lessons which inspire and challenge students	/	
Able to communicate effectively, written and orally	/	
Effective behaviour management	/	
Up to date awareness of curriculum development	/	
Efficient administrative, organisational and personal management skills	/	
Ability to work collaboratively with others as part of a team.	/	
Clear understanding of assessment	/	
Ability to build positive relationships with a range of stakeholders	/	
Ability to inspire others and ability to bring about effective	/	
A clear vision and sound educational philosophy		
Personal Attributes		
Energy, enthusiasm and resilience	/	
Ability to inspire, motivate and challenge students	/	
Reliability and integrity	/	
Professionalism – appearance and interpersonal skills	/	
Suitable to work with children	/	
A commitment to safeguarding students and to inclusive education	/	
Ability to self-evaluate and reflect upon your own practice	/	
Ability to work independently and in a team	/	
Flexible, reliable and drive	/	
Commitment to supporting the full life of the school	/	

The Job

Salary: MPS/UPS + TLR 1c (£10,204)

Staff Benefits:

Generous Pension Scheme	On-site gym facilities
Priority Admission for Staff Children*	Benenden Health Care Plan
Cycle 2 Work Scheme	Free On-Site Parking (subject to availability)
Care First Support	Access to professional school counsellor

* See Admission Policy on the School Website

Application Process

Application forms are available on our website and should be sent to Human Resources, HR@rmgs.org.uk or posted to the school. Please include a 1-2 sided A4 application statement which should include how your proven relevant experience relates to this role. Please do not submit a Curriculum Vitae.

References may be taken up on or before being short-listed, please indicate on your application form if you do not want us to contact the referee prior to interview.

Dates:

Closing date for applications: 8am Monday 23 May 2022

Interview day: To be confirmed

*The school reserves the right to interview and appoint where a suitable candidate is found prior to the closing date.

RMGS is committed to the protection and safety of its students, is an Equal Opportunities employer and has Prince's Teaching Institute recognition. The post is subject to a satisfactory Enhanced DBS disclosure, suitable references, medical clearance and appropriate qualifications for the post.

