



Job Pack

Deputy Head of English, Media and Drama (TLR2b)

Full Time

September 2019



Weald of Kent
Grammar School

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About Us

Weald of Kent is a selective Grammar School for 11-18 year olds with a roll of approximately 1550 students. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge site in a brand new Annexe in Sevenoaks which opened for the first time in September 2017. In addition to the exciting new facilities in Sevenoaks we have also invested in our Tonbridge site which now has a state of the art Sports Hall and university style Sixth Form Study Centre. Both sites are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A level this year. 99.4% of students achieved 5 GCSEs grades 9 to 4 and A* - C (including Maths and English). The average GCSE grade was above a Grade 7. We also enjoyed superb A Level results with 72% of our students achieving A*-B grades. The cohort gained the highest A*-A % for six years, at 38%. The average was a Grade B. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.

Teaching School

This is an exciting time for Weald of Kent as we continue on our journey as the Lead School of the Kaizen Teaching School Alliance. We are passionate about ensuring students and staff have an opportunity to develop and grow and because of this we are working with a fantastic group of schools on collaborative projects.

Thinking School

Weald of Kent is committed to developing fully the independent thinking skills possessed by our students. We were officially accredited as a Thinking School by Exeter University in March 2014. Our whole staff has been trained in the use of Thinking Maps, Thinkers' Keys, Habits of Mind and De Bono's 'Thinking Hats' which are used throughout the school to stimulate our students' thinking. We aim to develop our students' ability to move from sharing *what* they know, to *how* they know something.

Staff Development Opportunities

As an accredited 'Investors in People' school we are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

A personalised induction programme	Mentoring-Coaching programme
CPD days and a range of workshops	Investment in Excellence (IiE)
Performance development programme	Embedding Good Teaching
Relevant external courses and training	Embedding Outstanding Teaching
Thinking School's training	Embedding Outstanding Leadership

About The Team

The Department has nine full-time and seven part-time teachers. English is taught throughout Key Stages 3 and 4 and all students are entered for AQA GCSE English and AQA GCSE English Literature. In 2018, the Grade 9-4 pass rate was 99.4% in both English and English Literature. In English Language, 45.5% of students attained Grades 9–7 and 7% of students attained Grade 9. In English Literature, 61.5% of students achieved Grades 9-7 and 9% of students attained Grade 9. The GCSE Drama (Eduqas) results for 2018 were outstanding with 83% of students attaining Grades 7-9 and 28% of students attained a Grade 9.

English Literature (Edexcel) has always been a popular subject at Advanced level. There are six groups in the Sixth Form. In 2018, 93% of students gained A*-B grades at A Level, 16% of the grades were at A* and 98% of students gained Grades A*-C. We also offer English Language (AQA) 86.7% of students gained A*-B grades at A Level. Media Studies (OCR) is taught throughout Key Stage 5. In 2018, 90.5% of students achieved A*-B grades, 9% of grades were at A*. Theatre Studies A Level (AQA) is also a popular option with 100% of students gaining Grade A at A Level in 2018. The Department offers Programmes of Study which continually enable students to exercise their academic and creative flair. A large number of students choose to develop their interest at University and in 2018, 14 students began degrees linked to one of our four A Level subjects.

The Department provides a full, varied and exciting programme of extra-curricular activities. These include theatre visits; a Debating Society; Poetry Workshops; the School Yearbook; a variety of well-supported book groups who shadow the Carnegie and the Booker and a School Magazine. English, Media and Drama Week is celebrated each year with staff and students participating dressed as characters from literature.

About The Post

Job Title: Deputy Head of English, Media and Drama **Reports to:** Head of English

Team: English, Media and Drama Department

We are looking to appoint from September 2019 an inspirational full-time leader of English, Media and Drama to be an additional Second in Charge of the department. Our results over time have been outstanding and we are an outward looking and innovative team. This post will give the successful candidate the opportunity to teach at our new Sevenoaks Annexe which opened in September 2017. This is an ideal opportunity for an outstanding English, Media and Drama specialist who is looking to work in a high achieving and ambitious team and would like to be involved in teaching students at the country's first new grammar school Annexe.

This post would ideally suit a colleague who is looking for a new challenge and wishes to work with highly motivated, extremely engaged, enthusiastic and able learners at this significant time in our development. If you wish to extend further your repertoire of leadership and management skills, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support, including a bespoke package for those interested in working towards their next career step.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Qualified teacher status	✓	
Degree or equivalent	✓	
Evidence of further professional development relevant to post		✓
Experience		
Outstanding classroom teacher and tutor	✓	
Development work with colleagues		✓
Sustained performance securing very good student outcomes	✓	
Experience of Teaching one of our subjects successfully at A Level	✓	
Skills and Knowledge		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons	✓	
Able to use data effectively to assess prior attainment, track progress and set student targets		✓
Able to provide clear direction and to inspire, motivate and enthuse others	✓	
Confident in own ability to be effective and to take on challenges	✓	
Able to relate well to students, colleagues, parents and Governors	✓	
Able to deliver effective behaviour management	✓	
Able to support students in maintaining high standards	✓	
Possess an up-to-date awareness of curriculum development	✓	
Have efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
Have the ability to inspire, challenge and motivate students	✓	
Have a positive approach to education with a desire to succeed	✓	
Have energy, enthusiasm and perseverance	✓	
Demonstrate reliability and integrity	✓	
Have good interpersonal skills with a professional appearance and manner	✓	
Have a clear vision and educational philosophy		✓
Show a positive commitment to individual personal development	✓	
Show the capacity to work hard, under pressure, to meet deadlines and manage time	✓	
Have a good record of attendance during the last three years	✓	
Be adaptable and amenable with respect to working practices	✓	
Show the ability to work independently and in a team, taking a collaborative approach	✓	
Have the ability to build supportive working relationships with colleagues	✓	
Show a commitment to supporting the full life of the school	✓	
Are suitable to work with children	✓	
Equal Opportunities – Have a commitment to inclusive education	✓	

The Package

Salary: MPS/UPS

Benefits:

Generous Pension Scheme (TP / LGPS)	Priority Admission for Staff Children*
Health Care Cash Plan**	Free On-Site Parking
Kent Reward Scheme	Free refreshments

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate may be required to work across both sites.

* See Admission Policy on the School Website

**Available upon successful completion of probation

The Application Process

Application forms can be found on our website and should be sent to HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Dates:

Closing date for applications: Tuesday 26 February 2019, 9am

Interview day: Monday 4 March 2019

**Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

