



# Job Pack

Teacher of English

September 2020

Full Time or Part Time



**Weald of Kent**  
Grammar School

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## About Us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1650 students including our co-educational Sixth Form. 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 an Annexe in Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, 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.

## Staff Development Opportunities

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
CPD days and a range of workshops
Performance development programme
Mentoring-Coaching programme
Relevant external courses and training

## 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. We also offer Eduqas GCSE Drama as an option subject.

English Literature (Edexcel) has always been a popular subject at Advanced level. There are six groups in the Sixth Form. We also offer English Language (AQA). Media Studies (OCR) is taught throughout Key Stage 5. Theatre Studies A Level (AQA) is also a popular option. 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.

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.

## The Post

<b>Job Title:</b>	Full Time Teacher of English	<b>Reports to:</b>	Head of English
<b>Team:</b>	English Department	<b>Start Date:</b>	September 2020
<b>Hours:</b>	Full Time/ Part Time		

We are looking to appoint a flexible, highly motivated and organised full-time teacher of English. 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 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 teaching and learning strategies, 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
<b>Qualifications</b>	
Qualified teacher status	✓
Degree or equivalent	✓
<b>Experience</b>	
Outstanding classroom teacher and tutor	✓
Sustained performance securing very good student outcomes	✓
Able to teach English at Key Stages 3 and 4	✓
Able to teach one of English Language, English Literature or Media Studies at A Level	✓
<b>Skills &amp; Knowledge</b>	
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	✓
Confident in own ability to be effective and to take on challenges	✓
Able to relate well to students, colleagues, parents and governors	✓
Able to manage behaviour effectively	✓
Able to support students in maintaining high standards	✓
Possess an up to date awareness of curriculum development	✓
Possess efficient and effective administrative, organisational and personal management skills	✓
<b>Personal Attributes</b>	
Able to inspire, challenge and motivate students	✓
Has a positive approach to education with a desire to succeed	✓
Demonstrates energy, enthusiasm and perseverance	✓
Is reliable and demonstrates integrity	✓
Possess good interpersonal skills	✓
Has a professional appearance and manner	✓
Has a clear vision and educational philosophy	✓
Has a positive commitment to individual personal development	✓
Has the capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓
Has a good record of attendance during the last three years	✓
Is adaptable and amenable with respect to working practices	✓
Able to work independently and in a team, taking a collaborative approach	✓
Able to build supportive working relationships with colleagues	✓
Has a commitment to supporting the full life of the school	✓
Is suitable to work with children	✓
<b>Equal Opportunities</b> – has a commitment to inclusive education	✓

## The Package

Salary: MPS/UPS

### Benefits:

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

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

\*Available upon successful completion of probation

\*\* See Admission Policy on the School Website

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## The Application Process

Application forms can be found on our website and should be sent to Human Resources, [HR@wealdgs.org](mailto: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: Thursday 30 January 2020, 9am

Interview day: w/c 3 February 2020

*\*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.*

