

Dover Grammar School for Girls

Applicant Information

Teacher of English


Required: from September

MPR/UPR



Dover Grammar School for Girls is an Outstanding Grammar School which fosters excellent academic standards combined with a strong and caring community. It is also an innovative school where staff are encouraged to look constantly at various ways of improving every aspect of our work. To summarise, it is a place where students can enjoy the very best education.

Dover Grammar School for Girls is committed to safeguarding and promoting the welfare of our students, so the interview will include questions relating to child protection. Members of the interview panel have undergone Safer Recruitment training. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and an enhanced DBS check will be required prior to appointment.

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Dear Applicant,

Thank you for your interest in the post of Teacher of English. This is an exciting opportunity to join the team at one of Kent's highest performing grammar schools. Dover Grammar School for Girls is a selective school with 688 girls in Key Stage 3 & 4 and a co-educational sixth form of 224 students. We have been oversubscribed for many years and have been twice rated 'Outstanding' by Ofsted.

We all currently find ourselves in a very unusual time which is not ideal when recruiting to such a crucial role in the school and I also appreciate that this may not be easy for applicants. Therefore, it is important that I try to give you a feel for the school. I will provide a brief summary of the school below, to give you a virtual window into our DGGS community. I also wish to direct you to our school website, www.dggs.kent.sch.uk, where we have several videos and information that may help to familiarise you with our expectations, standards and ethos.

Dover Grammar School for Girls is an inclusive, selective school with over 100 years' experience of providing education for our local community. We are highly respected within the local community and are committed to providing top quality teaching and learning in an inclusive and high performing learning environment. We have been oversubscribed for many years and remain a popular choice with parents and students alike.

In 2020 93% of students achieved Grade 5 or above in English and Mathematics at GCSE and the percentage of students achieving grades 9-7 was 46%. At A Level, 62% of all grades achieved were at A* to B.

The school's Progress 8 score has historically been significantly positive. Although we are extremely proud of our students' past achievements, we recognise that there will always be areas for improvement, and, each year, we firmly believe that we can do even better. We are now therefore looking for an enthusiastic, innovative and forward-thinking Teacher of English to join our successful and dedicated team.

Our students are bright, articulate, fun to be with, and, rightly, expect that their teachers will share and encourage their aspirations. As teachers, we all offer students every possible opportunity beyond the classroom with a wide range of extra-curricular activities, support and pastoral care. We offer wellbeing support and aim to develop not just the academic abilities of our students but also to give them the confidence, life skills and personal qualities and values to succeed in a fast moving and competitive world.

Our foundations are built upon our vision tri-colon which is 'Building Character, Fostering Respect and Achieving Success'. We also practice 5 Character Values which we believe underpin good citizenship and are the qualities which we wish to celebrate within school. These were decided upon after consultation with the staff and students alike, the values represent what we as a community value in each other and are central to our ethos and practice.



You can read more detail on our website regarding the vision tri-colon and Character Values of Mutual Respect, Intellectual Curiosity, Compassion, Courage and Moral

Purpose

The successful applicant will join a department that is striving to increase numbers at GCSE and post 16 in this current climate. We are seeking an outstanding practitioner who is able to teach at all Key Stages as well as ensuring the policies and practice deliver 100% 5+ at GCSE. The successful candidate must also be able to support those who find the subject more challenging whilst also stimulating and stretching the brighter students. This post requires an ambitious, innovative, hardworking individual who is committed to working with other departmental staff and to give our students the confidence and knowledge to reach their highest potential.

This particular post becomes available at an exciting time in our drive to ensure students can take part in a whole school enrichment programme, our Building for Future Growth programme, which will also give students opportunities to have a more creative outlet. We would therefore be looking for the successful candidate to have plenty of ideas in order to make a full contribution to this key area of development.

We are looking for a dynamic and forward-thinking individual who will be able to balance the demands of managing the day-to-day teaching and improve the opportunities available to our students and wider community. The successful candidate must demonstrate professionalism, be able to work on their own initiative as well as working as a team member, and have a positive, collaborative and 'can do' approach.

This post requires an innovative hard-working individual who is dedicated, diligent and flexible, have the ability to work under pressure and meet deadlines in an accurate and effective manner.

We are a diverse yet united group of individuals working together to ensure that our students, parents and the local community are provided with the highest academic standards. We work hard, but we enjoy what we do. If you share our passion, energy, enthusiasm and determination to ensure the progress of our students, and to maintain and further develop a high achieving department of professional colleagues within this close-knit environment, then we look forward to receiving your letter of interest and completed KCC application form, which can be downloaded from our website and Kent Teach. To assist you in this process we have included a job description, person specification and a statement from the English Department.

The closing date for receiving your application is midday, Monday, 10th May with interviews taking place once candidates have been shortlisted, week beginning 17th May.

Yours sincerely

RCF Benson
Headteacher

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Person Specification



Required

- Qualified Teacher Status
- Education to degree level in an appropriate subject
- Evidence of successful and innovative teaching
- Strong subject knowledge
- ICT proficiency
- Energy and enthusiasm
- Highly organised
- Evidence of commitment to Continuing Professional Development
- Evidence of commitment to extended learning for students beyond the classroom

Desirable

- Evidence of contribution to whole school development
- Knowledge and understanding of current educational issues
- Experience as a form tutor, including academic monitoring and support
- Experience of teaching in a selective school
- Evidence of networking within and beyond school
- Evidence of providing extra-curricular activities

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Subject Teacher Specification



Academic Excellence

- Monitoring, assessing, recording and reporting effectively and on time
- Preparing students for the appropriate public examinations
- Having an awareness of teaching groups' abilities and a commitment to add value

Personal Fulfilment

- Participating in training and development activities
- Attending and taking assemblies

High Quality Teaching & Learning

- Promoting positive attitudes to students, parents and colleagues
- Planning, preparing, teaching and marking appropriate work
- Participating in arrangements for own annual performance review
- Reviewing teaching methods with a real focus on how girls throughout the school and 6th form boys learn in each lesson
- Reviewing and amending schemes of work/programmes of study as appropriate
- Maintaining good order in the classroom at all times with regard to agreed school procedures
- Supervising students before, during and after school and ensuring supervision duties are undertaken promptly and professionally
- Communicating and consulting with parents, colleagues and outside agencies as necessary

High Quality Environment

- Ensuring teaching rooms are conducive to learning, are tidy and are left in the correct manner for colleagues
- Utilising display space to inform, challenge and celebrate the subject

Commitment to the school, the local and the global community

- Covering for absent colleagues where necessary
- Encouraging and supporting the students as they develop as young people and citizens of the future
- The subject teacher will carry out the professional duties as set out in the current School Teachers' Pay and Conditions Document, subject to any amendments due to government legislation
- This role also requires you to be a form tutor, as set out in the Staff Handbook

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English Department Statement



The DGGs English Department is highly successful, with Progress 8 for the English measure at 1.04 in 2018 and 0.97 in 2017. This measure places Progress 8 for English as the highest in Kent for both years. A-Level English results are also very high at ALPS 2 for the past two years.

English at DGGs is currently taught in mixed ability groups. At Key Stage 3 and 4 students are taught English in 4 lessons per week, including a double period in Year 10 and 11. All lessons follow the aims of the National Curriculum to develop competence, creativity, cultural understanding and critical interpretation, achieved through the study of a wide variety of texts, themes and ideas.

English lessons are designed to be academically rigorous and to increase students' cultural capital. With this aim in mind, students study a range of extracts and full texts by authors, both modern and canonical, from Chaucer to Shakespeare, Dickens to Duffy.

Students are encouraged to read widely and the English curriculum across all Key Stages offers plenty of opportunity for this, with the reading of great literature at the heart of all that we do. We have very strong links to the Library and students are provided with reading lists and opportunities to visit the Library throughout the year.

Homework and independent study often involves students reading the set texts or reading books from the library, along with learning vocabulary, spellings, quotations, and information about key texts, with the aim of building a strong foundation for their reading and writing.

Alongside the enriching experience of reading and discussing literature, there are several extra-curricular opportunities available to students. Students are invited to join the English Society, Debating club, and become a reporter for *Optima*, the school magazine. These clubs are run by our Sixth Form Subject Ambassadors and are supported by a designated English teacher.

Throughout the year, the English Department also take students on theatre visits and, in collaboration with the Drama Department, arrange for theatre companies to visit the school to perform and lead workshops.

Staffing

The English Department currently has seven members of staff.

Curriculum breakdown

At GCSE, students study Edexcel English Language and English Literature courses and explore a wide range of poetry, prose and drama texts, taught in five mixed ability groups.

During their study of GCSE, students are exposed to a range of texts and ideas, where the strong foundation of Key Stage 3 is built on further. At GCSE, students study Shakespeare, 19th Century novels, poetry, and non-fiction. They also write for both imaginative and transactional purposes, using their exposure to high quality writing to inspire their own.

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English Department Statement



English Literature is extremely popular, with about half the year group choosing to study the subject at A-Level. Post-18 there is a high number of students who choose to study Literature at university, often at the most prestigious universities in the country.

At A-Level, students are given increased autonomy, choosing several of the texts they study, as well as being exposed to a range of critics and theoretical viewpoints to enhance their understanding of the literature they read. Lessons are designed with a strong focus on academic knowledge and critical interpretation, with students taught in both lecture and seminar style lessons to help prepare them for a university education.

Centre Assessed Results for 2020

A Level	A*	A	B	C	D	E
English Literature	11	11	8	3	0	0
GCSE	9	8	7	6	5	4
English Literature	13	25	37	31	16	4
English Language	10	24	33	37	19	3