



**STONE LODGE**  
SCHOOL

**Teacher of English**

**Salary: MPS/UPS (including London Fringe allowance)**



 **ENDEAVOUR  
MAT**

## The Post

We are seeking an excellent **Teacher of English** to join us in our co-educational community school based in North Kent. The ideal candidate will be a creative and innovative teacher, with exceptional teaching and pedagogy, and will possess a keen drive to make a real difference to our students.

Our school is one of three secondary schools which together form Endeavour MAT. Whilst the school first opened in September 2019 with just four forms in Y7, it will expand to an eight-form entry school in future years, with plans to grow a 6<sup>th</sup> Form in partnership with our two Wilmington Grammar schools.

We fully expect Stone Lodge School to join the two established partner Grammar schools within Endeavour MAT in securing an excellent track record for GCSE results, as our students move towards Key Stage 4.

The school has already proved to be very popular, with staff, students and parents alike, and we are excited to be expanding and welcoming further opportunities to join our staff team.

To be our ideal candidate you will have an unwavering passion for teaching the curriculum in an inspiring way to ignite our students' passion for the subject, and to help students to achieve success in their exams and in their future lives. As a teacher you will be able to evidence a proven track record of high impact in teaching, learning and curriculum excellence, to support strong outcomes and learning experiences.



## Job Description

Job Title	<b>Teacher of English</b>
Salary	<b>MPS – UPS3 depending on experience (incl London Fringe Allowance).</b>
Responsible to:	<b>SLT Line Manager</b>

### Overall Job Purpose

It is the responsibility of all our teachers to contribute to creative and expansive schemes of work and to deliver high-quality teaching and learning opportunities to students of all abilities, thereby improving student outcomes in all key stages.

All our teachers are leaders of learning and are committed to delivering the school's vision and high ambitions. Their proactive support leads to sustained improvements and raised standards across the whole school, as members of both departments and tutor teams. They are accountable for specific identified and agreed operational functions within the teams to which they belong and which form part of their day to day work.

### Main Duties and Responsibilities

To meet all requirements as appropriate of the Teachers' Standards.

### Teaching & Learning:

- To teach students according to their educational needs, including the setting and marking of differentiated work to be carried out by the student in class or as homework
- To assess, record and report on the attendance, progress, development and attainment of students
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching
- To ensure a high-quality learning experience for students which meets internal and external quality standards
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work, and independent study
- To undertake assessment of students, underpinned by the principles and practice of AfL and as requested by external examination bodies, faculty, and school procedures
- To mark, grade and give written/verbal and diagnostic feedback within the guidelines of the department

### Operational / Strategic Planning & Quality Assurance:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies for the subject area and faculty
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, the department, and the students
- To contribute to the Curriculum Area/Department's development plan and implementation.

- To contribute to enrichment activities and whole school's planning activities
- To help to implement school quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the department in line with school procedures

#### **Curriculum Provision and Development:**

- To ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives
- To assist in the process of curriculum development and change, to ensure continued relevance to the needs of students, the needs of the exam awarding bodies, and our school's Aims and Strategic Objectives.

#### **Staff Development, Recruitment & Wellbeing:**

- To take part in the school's CPD programme
- To continue personal and professional development including subject knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

#### **Communications:**

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the school
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings; Parents Evenings; and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

#### **Care Guidance and Support:**

- To be a Form Tutor to an assigned group of students and to contribute to Tutor time and other tutor-based curriculum activities
- To promote the general progress and well-being of individual students and of the Tutor Group
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved

Whilst every effort has been made to explain the main duties and responsibilities of the post, the list of tasks is not exhaustive. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job.

***As a Trust we are fully committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.***

## Person Specification

Area	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> <li>▪ Good degree and teaching qualification</li> <li>▪ Qualified teacher status</li> <li>▪ Evidence of professional development relevant to the role</li> </ul>	
Experience and skills	<ul style="list-style-type: none"> <li>▪ Experience as a classroom teacher in a secondary setting</li> <li>▪ An excellent classroom practitioner</li> <li>▪ Understands how and believes they can improve student outcomes</li> <li>▪ Excellent understanding of assessment processes and how to use these to support planning and raise student achievement</li> <li>▪ Experience of working with other teachers and supporting professionals to extend their understanding of educational issues</li> <li>▪ Ability to lead own professional development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to offer another subject</li> <li>▪ Ability to lead an extra-curricular activity</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>▪ Knowledge of current curriculum development in their subject</li> <li>▪ Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged</li> <li>▪ Sound understanding of personalising the educational experience for students</li> <li>▪ To be able to effectively interpret, analyse and use data</li> <li>▪ Excellent interpersonal and communication skills (including written, oral and presentation)</li> <li>▪ Excellent organisational skills</li> <li>▪ Preparedness to challenge under performance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coaching and mentoring skills</li> </ul>
Special aptitudes	<ul style="list-style-type: none"> <li>▪ Strong written communication</li> <li>▪ Effective behaviour management</li> <li>▪ Reliability and integrity</li> <li>▪ Capacity to work hard, under pressure, to meet deadlines</li> <li>▪ A good record of attendance during the last two years</li> <li>▪ Adaptable and amenable with respect to working practices</li> <li>▪ Possesses a Growth Mind-set</li> </ul>	



## Career with Endeavour MAT - what we can offer you:

In the competitive world of educational recruitment, we appreciate how important it is for individuals to consider whether there is a natural fit between their personal values and those of the organisation they are anticipating joining, whatever stage of their career they join us.

A significant reward of working within one of our Trust schools is that you will have the opportunity to work with some of the most talented, engaged and motivated students and staff in the country. Our common values of **respect, integrity, determination, equality of opportunity** and **self-management** instil in our students a strong work ethic and our supportive culture provides what many of our existing staff describe as a 'family feel' within our MAT.

As well as offering you a competitive salary with pay progression opportunities, and access to a generous pension scheme, there are also many other additional benefits of working within one of our Trust schools, including:

- Being part of a supportive and collegiate staffing team
- Access to a strategic programme of personalised CPD to help you plan your future career
- As a Trust with both selective and non-selective schools, staff secondment opportunities are supported for those seeking to further develop their knowledge and skills
- Access to sponsorship for a range of career enhancing qualifications including National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL), as well as Masters degrees and much more.
- Staff social events and enrichment opportunities e.g. Art classes, Book Club and Sporting activities
- Opportunities to participate in a varied programme of school trips, including visits to Thailand, Spain, as well as Winter Sports in the USA etc.
- A policy of promoting from within (where possible).
- Access to coaching and mentoring and an assortment of intra school and Trust to Trust collaborative opportunities via our Teaching School Alliance NWKTSA



## Application Process

The closing date for applications is midnight on **Tuesday 18<sup>th</sup> May**. Interviews will be held on **Tuesday 25<sup>th</sup> May**. It is our intention for all candidates to be observed teaching a face-to-face lesson as part of the selection process, however the format of this will be subject to the regulations, and risk assessments appropriate to the circumstances at that time.

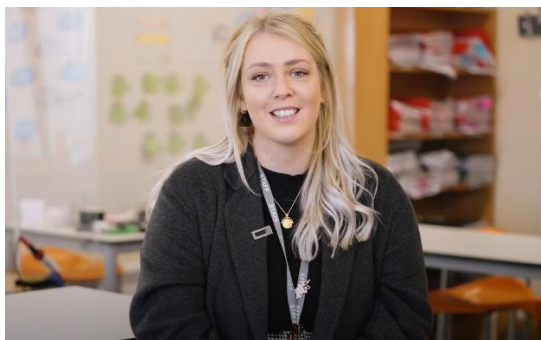
Early application is recommended as applications will be assessed upon receipt. To apply please visit the Careers & Vacancies page on the school's website [www.stonelodgeschool.co.uk](http://www.stonelodgeschool.co.uk) where you can register your interest and complete our online application form. Please include a supporting statement (on no more than two sides of A4) which should include how you meet the criteria in the person specification and how your skills and experience to date make you an ideal candidate for this post.

We would strongly advise Applicants to experience a virtual visit to our school prior to application, which can be accessed by clicking the links below

[Stone Lodge School Career Opportunities – Head Teacher Introduction - YouTube](#)



[Stone Lodge School Career Opportunities – Meet Our Staff - YouTube](#)



We would normally welcome site visits to the Trust's schools for interested candidates, however, due to the current Covid restrictions we regret that this may not be possible at present. If you would like an informal conversation to discuss the role in more detail, we would be happy to arrange this. Please call Leonie Verbeke-Cain 01322 250340.



**Gavin Barnett**  
**Head Teacher, Stone Lodge School**