

RAINHAM MARK GRAMMAR SCHOOL

APPOINTMENT OF HEAD OF ENGLISH MPS/UPS (TLR1d)

The Post:

We are seeking to appoint an enthusiastic, dynamic and committed subject leader to the position of Head of English from 1 September 2021. The successful candidate will be someone who can exhibit a passion for the subject, a willingness to lead from the front and a desire to develop the pedagogy of others by engaging with educational research. If you wish to lead a successful and well-resourced department, teaching intellectually curious and academically ambitious students, then this is the school for you. Previous experience in a selective school is not necessary. The post of Head of English is one that we see as incredibly important; you will play a crucial role in sustaining the academic excellence of the school and in cultivating a love of reading, writing and literature. The department, as it is large, currently has three 'seconds in department'. The exact distribution of responsibilities between the head of department and the three seconds in department is open for negotiation. The current model is for each 'second' to manage a key stage.

The specific roles of the Head of English are:

- To teach English at all levels in the School, including the Sixth Form.
- To continue to monitor and develop all Key Stages, paying particular attention to the curriculum delivered and the overall vision of the department: "Enriching lives through language and literature."
- To take responsibility for specific administrative tasks such as ordering resources, organising theatre visits and competitions.
- To share good practice and develop that of others;
- To manage Literacy and intervention within English.
- To lead in:
 - Preparing, reviewing and updating schemes of work;
 - Giving guidance to staff in the department;
 - Preparing and implementing the department development plan;
 - Interpreting data and contributing to the self-evaluation of the department;
 - Preparing materials for use within the department;
 - Acting as a performance management reviewer.

The Department:

There are eight teachers who teach within the department. There is a wealth of experience and you will find the department hard-working, friendly, innovative and supportive. We have embraced an approach to marking and assessment that encourages students to take responsibility for their own improvement through 'Whole Class Feedback' and guided self and peer assessment when appropriate. We take pride in working well as a team and in setting high standards for our students. English is a popular subject in the school and we are proud of the inclusive, respectful ethos that we have created in our department.

The department is well-resourced: books, materials and levels of technical equipment are all extremely good with a visualiser for every teacher. The English block consists of seven spacious teaching rooms and the English Office. The members of the department have worked together to produce well-structured, rigorous modules based on a range of rewarding texts at Key Stage Three. We continually reflect and discuss our Key Stage Three programme of study and encourage a collaborative, open debate about curriculum content. We run a three-year KS3 and feel that this should remain to allow students to develop a love of language and literature before proceeding into KS4 studies.

The department is successful and large: all students (200+ in each year group) are entered for both English and English Literature at GCSE (AQA). In Years 10 and 11 groups sizes do not exceed 27 at present. We feel that the success of our pupils further up the school is due to their having an enjoyable,

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stimulating and challenging course from Year 7 onwards. The subject is popular in the Sixth Form with close approximately 30 students taking A level in English Literature (AQA Specification B).

The department runs a number of extra-curricula activities such as the school's digital magazine 'The Mark', a professional and incredibly successful publication edited by Year 13 students. We also regularly enter students for creative writing and poetry competitions. The department, as a whole, offers students a number of opportunities to meet and work with visiting authors and poets, as well as visit the theatre during their time at the school.

The Person:

We are looking for someone who possesses the following qualities and/or experience. We realise that such a list of attributes always looks daunting, and we acknowledge that you will not possess all these to the same degree. Please feel free to indicate in your supporting statement how you fulfil some of them.

- Proven success as a classroom teacher.
- The ability to inspire students and to develop positive relationships with them.
- Appropriate experience across the 11-18 age range.
- Results which provide evidence of competence across the Key Stages.
- The willingness to approach change positively and to take a lead in change where required.
- The ability to identify needs within the department and to respond creatively to those needs.
- Efficient administrative skills
- The ability to support, encourage and guide other members of the department and to inspire confidence in colleagues.
- The ability to work positively as a member of a team.

If you would like further information about the post, please do not hesitate to contact to Mr Mark McDowell (Assistant Head Teacher) mmcdowell@rmgs.org.uk