



SIDMOUTH COLLEGE
Teacher of English
& optional TLR2a responsibilities



believe • inspire • succeed

Welcome to Sidmouth College

Dear Applicant

Thank you for your interest in the post of Teacher of English at Sidmouth College; this position has the option of additional responsibility (TLR 2a) to either co-ordinate KS3 English or lead Literacy across the College. The College currently has 872 students on roll of whom 119 are in the Sixth Form. The majority of our students are drawn from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe. The College is in a beautiful setting within the Sid Valley and the East Devon area of outstanding natural beauty.

Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages, and prepares every student for lifelong learning. At Sidmouth College learners *believe* they can *succeed*, teachers *inspire* and everyone strives to be the best that they can be.

The College buildings sit within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity. The vast majority of our 1960s buildings have now been replaced with modern, state of the art facilities, including classrooms, technology workshops and seven new Science laboratories and preparation facilities which create a fantastic modern learning environment.

We were delighted to be again judged as Good in the most recent Ofsted report in May 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

The enclosed job description outlines the responsibilities of the role but put simply the successful candidate must:

- have a clear, well communicated understanding of good, successful teaching and learning
- possess the skills and determination to make a significant difference to the lives of our students
- be relentless in building students' self-esteem and encouraging students to aspire in English

If you have any questions please contact the Leadership Team Assistant, Mrs Jo Liddle, on 01395 514823 or jliddle@sidmouthcollege.devon.sch.uk



Yours faithfully

Mrs S Parsons
Principal



Introduction

Sidmouth College is a thriving 11-18 community college located in the Devon countryside.

At Sidmouth College the individual is right at the heart of what we do. Students achieve academic success, develop their creativity, excel on the sports field and encounter a multitude of new experiences in a safe and enjoyable environment, encouraged by a team of dedicated and highly experienced professionals. At Sidmouth College we believe that the vibrant learning community, coupled with a culture of high standards and expectations, brings out the very best in every student and establishes abundant possibilities for their future.

Our Ethos—Believe, Inspire, Succeed

- Every learner believes and succeeds in fulfilling their potential and is inspired to lead a happy, healthy and successful life within a challenging and rapidly changing world.
- All learners have access to inspirational teaching that leads to outstanding learning and achievements which continues beyond the classroom.
- All learners have access to a high quality, relevant and appropriate curriculum that fully meets their needs and supports an engaging and inspiring learning experience.
- We inspire learners to believe in the contribution they can make to their learning, the College and the wider community. Learners take responsibility and develop resilience throughout their learning journey with clear support and guidance.
- All levels of leadership are focused on providing a vision, direction and culture in which all are inspired to believe and succeed.

A caring and supportive community

Care, guidance and support are strengths of the College. Students are organised in vertical tutor groups led by a tutor who monitors academic progress, student well-being and student development. Each tutor group is in one of four Houses - Drake, Grenville, Raleigh and Scott. The tutor group meets at the beginning of each day for registration, support and guidance.

The team of tutors is led by a Head of House who maintains a close overview of the work and wellbeing of the students. In addition, the School Counsellor and the Student Development Centre/pastoral team make a valuable contribution.

A stimulating and exciting learning journey

Learning is an adventure to be enjoyed; a journey that stretches, challenges and opens minds. Our stimulating and engaging curriculum delivers exciting opportunities in the classroom and beyond. Our overarching aim is to provide our young people with the skills and qualifications they need to become happy, successful adults with a passion for lifelong learning. Our Key Stage 3 programme aims to raise the ambitions of all students; developing knowledge, skills and understanding and promoting confidence in their abilities. At Key Stage 3 we ensure students experience learning in a wide range of subjects, including the Arts, Technology, Computer Science and Modern Foreign Languages.

In Key Stage 4 students have the opportunity to study a range of personalised pathways, designed to support their individual talents and interests and maximise their achievement and success. At Key Stage 4 all students study a core curriculum of English Language and English Literature, Maths, Chemistry, Physics, Biology, PE and RE in addition to three option subjects.

At Key Stage 5 we offer a wide range of A Level qualifications and the vast majority of students choose three linear subjects, with some choosing to study four.



believe • inspire • succeed

Appointment Information

Appointment Information

This is an exciting opportunity for someone wanting a key role in Sidmouth College. If you are a well-qualified, ambitious and inspirational teacher who can demonstrate a real passion for English, with commitment to make a difference to the lives of our students by raising standards, achievements and expectations, then we would welcome your application. This is a part-time post starting in September 2024.

This position has the option for the role holder to take on the additional responsibility as either KS3 Coordinator or Literacy Lead across the College.

We require a highly committed and motivated practitioner who can ensure that the English Department will grow from strength to strength. The successful candidate will have a high standard of teaching and learning, have the ability to think strategically and creatively and be able to work collaboratively across the Department and the College. At Sidmouth College, we are always keen to invest in potential. Therefore, this post would suit someone who is committed to their own and others' continuous professional development, and who has aspirations of further progression.

Excellent curriculum knowledge is essential and the ability to teach the AQA GCSE English specification will be vital. The successful candidate will be expected to teach English at KS3 and KS4. They must possess the ability to enthuse and inspire students and staff by sharing their passion for English. The ability to teach A Level would be an advantage.

The post would suit an NQT or experienced teacher of English, or someone looking for a different setting with new challenges and opportunities.

The English Department

The English department consists of a team of eight experienced teaching staff, including the successful applicant. English lessons all take place in a pleasant modern block. The College library is also housed here.

The English team are lively and motivated and aim to inspire young people, giving them a love of English and literature, and working co-operatively with others. We also intend to help students to develop useful skills for life such as: reading, writing, and speaking in a range of situations, and strategies and resources for students to support and develop each other.

We are keen to enable students to achieve their potential in English and we work together as a team to develop teaching.

The Curriculum

At KS3, the schemes of work are being re-visited to prepare our students for the challenge of the GCSE specifications and for life. We start preparation for GCSE in Year 9 and, in Year 10 and 11, follow the AQA specifications. We have offered AQA A level Literature and A level Language in past years. Currently, we offer Literature A Level but may offer both again in the future.

Application Process

The closing date for applications is **Wednesday 15th May 2024 at 12.00noon**

Interviews to be held w/c 20th May 2024

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. A copy of our safeguarding policy can be found here: [Safeguarding](#). This role falls under KCSIE regulated activities and, as such, it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children. The successful candidate will be required to undertake an Enhanced Disclosure and Barring (DBS) check. Please ensure you read and understand our Privacy Notice, which can be found on our website, before applying. We make appointments in accordance with our Recruitment and Selection Policy.

Sidmouth College is an equal opportunities employer.

Teacher of English

Post: Teacher of English —0.8FTE, Permanent from 1 September 2024
Scale: TPS + optional TLR2a responsibilities of either KS3 Coordinator or Literacy Lead
Responsible to: Head of Department

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal.

Core purpose of a class teacher:

To be an effective teacher (and tutor) who supports and challenges all students to achieve their full potential. To secure high levels of expectation and attainment, and promote high levels of participation in both the formal and informal curriculum of the College.

Accountabilities:

- To maintain a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.
- To plan lessons/activities/tutorials and sequences of lessons to meet students' individual learning needs.
- To use a range of appropriate strategies and follow College policies for teaching/tutoring, behaviour management and classroom management.
- To do all that you can to ensure that you safeguard and promote the welfare of students in the College.
- To set well-grounded expectations for students in your teaching and tutorial groups using information about prior attainment.
- To assess, monitor and record the progress of students in your teaching (and tutorial groups) and give them clear and constructive feedback.
- To do all you can to ensure that, as a result of your teaching (and tutoring), your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally and in the College.
- To take responsibility for your own professional development and use the outcomes to improve your teaching (and tutoring) and your students' learning.
- To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the College.
- The teacher will play a critical role in the life of the College. They will provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They will take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

Performance Appraisal

Your annual performance review is based on this overall job description and with particular emphasis on your individual annual targets. These are set in discussion with your line manager and grouped under the headings: Professional Development; Departmental Improvement Plan; Student Progress.



KS3 Coordinator Job Description.

KS3 Coordinator additional responsibilities:

The teacher will undertake a sustained significant additional responsibility in the context of this College's staffing structure (and not required of all classroom teachers) for the purpose of ensuring the continued delivery of high quality teaching and learning and for which the teacher is made accountable. In particular these significant responsibilities will include:

Impact on educational progress beyond assigned students

Working with other relevant teachers and assistants in the subject/department:

- Identify appropriate attainment and/or achievement targets
- Monitor standards and achievement against annual targets
- Monitor planning, curriculum coverage and learning outcomes
- Monitor standards of pupil behaviour and application
- Lead evaluation strategies to contribute to overall school self-evaluation
- Plan and implement strategies where improvement needs are identified
- Make every effort to ensure that relevant attainment/achievement targets are met

Leading, developing and enhancing the teaching practice of others

Working with other relevant teachers and assistants in the subject/department:

- Maintain personal expertise and share this with other teachers and assistants
- Act as a role model of good classroom practice for other teachers, modelling effective strategies with them
- Monitor and evaluate standards of teaching and assessment, identifying areas for improvement
- Plan and implement strategies to improve teaching where needs are identified
- Induct, support and monitor new staff
- Act as an appraiser for identified teachers and assistants

Accountability for leading, managing and developing the subject or curriculum area

Working with other relevant teachers and assistants in the subject/department:

- Develop, implement and evaluate schemes of work and assessment which reflect key College learning strategies
- Oversee and evaluate subject budget allocations and resources
- Identify relevant school improvement issues
- Define and agree appropriate improvement targets
- Co-ordinate CPD needs and opportunities
- Evaluate the impact of all improvement activities on the quality of teaching and learning
- Provide the Principal (or other appropriate management post-holder) with relevant subject, curriculum area or pupil performance in the annual department review/improvement plan



Literacy Lead Job Description.

Literacy Lead additional responsibilities:

The teacher will undertake a sustained significant additional responsibility in the context of this College's staffing structure (and not required of all classroom teachers) for the purpose of ensuring the continued delivery of high quality teaching and learning and for which the teacher is made accountable. In particular these significant responsibilities will include:

Responsibilities of the literacy lead:

- Ensure literacy improvement within Sidmouth College, with a focus on embedding disciplinary literacy across the curriculum. This should include: vocabulary, oracy, reading and writing.
- Keep up to date with current research.
- Monitor and quality assure literacy standards and provision in departments across the College.
- Plan and deliver training for subject staff so that they can lead on literacy in their classrooms.
- Lead the coordination of literacy improvement strategies and intervention programmes with a particular focus on students with literacy barriers, particularly, disadvantaged students lower prior attainers and SEN students.
- Liaise with the literacy HLTA and SENCo to ensure that the bottom 20% have quality provision to improve their reading and writing.
- Act as a role model for staff, providing active support and advice to them whilst holding them accountable.
- Embed a reading culture.
- Work alongside the leadership team to improve student outcomes by increasing students' ability to access, process, comprehend and respond to the curriculum.

The successful candidate must:

- Be an outstanding Teacher and able to demonstrate proven and successful English and literacy innovation in their role.
- Possess outstanding knowledge of English and literacy education.
- Have a proven ability to raise standards with a strong and secure knowledge of proven and sustained literacy improvement strategies.
- Have an excellent ability to think and plan strategically and creatively to ensure improvements.
- Have an exceptional understanding of all literacy data - an ability to analyse forensically and use analysis to inform improvement planning.
- Have proven experience of quality learning strategies, monitoring pupil progress and using interventions to raise attainment and progress outcomes.
- Possess successful experience of leading and / or providing improvement strategies in a school and / or to other schools.
- Have a track record of successfully leading improvements.
- Hold a relevant teaching qualification and QTS, ideally with NPQ leading literacy and a higher education qualification.



Person Specification

Requirement	Essential	Desirable
Holds a DfE recognised teaching qualification together with Qualified Teacher Status	✓	
Has the ability to teach English Language and Literature to A Level		✓
Has the ability to teach to GCSE in both English Language and Literature	✓	
Can evidence continuing professional development	✓	
Has the ability to use assessment, tracking and student level data to raise standards of achievement.	✓	
Can provide evidence of successful teaching across the 11-16 range and ability range	✓	
Demonstrates a sound understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	✓	
Demonstrates an understanding of the effective planning and delivery of a balanced curriculum	✓	
Has a clear vision and strong commitment to inclusion and how this can be achieved for students	✓	
Has the ability and strong commitment to working in partnership with staff and parents	✓	
Can set, maintain and actively promote high standards of student behaviour	✓	
Conveys enthusiasm, determination and an insistence on high standards	✓	
Has the ability to envision, enthuse, inspire and motivate students, staff and parents	✓	
Has good decision making skills and the ability to identify and implement solutions to problems	✓	
Has good self-management skills, including the ability to plan one's time effectively	✓	
Enjoys working in new and challenging situations with the capacity to work under pressure	✓	
Has a high level of personal integrity	✓	
Exhibits a willingness to learn new skills and approaches, and share good practice and experiences with others	✓	
Has an excellent attendance and punctuality record	✓	
Is committed to the role	✓	



