



Castle Donington College

Teacher of English

MPR/UPR

Early Career Teachers are welcome to apply

Start date: Autumn Term 2023



Applicants Information

Teacher of English

Dear Applicant,

Thank you for your interest in the post of Teacher of English at Castle Donington College. I hope the enclosed pack will be of interest to you and I look forward to receiving your completed application. We welcome applications from experienced, recently qualified and Career Entry teachers.

Castle Donington College is a growing and successful 11-16 school. In September 2022 we had 650 students on role (Years 7 to 11). The College is situated on the North West edge of Leicestershire on the Leicestershire, Derbyshire, and Nottinghamshire border and within 30 minutes' drive of Nottingham, Derby, Leicester, Loughborough and Burton, being close to the M1 and A50.

In January 2019 we received an Ofsted rating of 'Good' and continue to strive for excellence in all things. We are very proud of our community and the students we serve and so are seeking to appoint an inspirational teacher with the highest personal, academic and professional standards to join us. We joined the East Midlands Education Trust in January 2022. EMET is a thriving trust of high performing schools and we hope being part of this will lead to even greater success. Our future is exciting and you can be part of this.

English is a key subject within the Castle Donington Curriculum. The English Department is currently housed in five rooms with a computer suite. Students study English for four lessons a week at KS3 and experience a full extra-curricular programme of clubs and activities. English is a well-regarded department in the school, delivering to students in KS3 and KS4 in broad ability groups. The English Team is made up of subject specialists. We would particularly welcome candidates who could offer or have experience of teaching Media or Drama. We have recently appointed a new and experienced Head of English who is excited to be able to take the department forward.

The successful candidate would need to be able to operate within a close, dynamic and forward-thinking team. The English Department are committed to developing challenging, engaging and exciting learning experiences for our students. The team has a passion for English and the successful candidate must share this enthusiasm. You will demonstrate a clear understanding of Edexcel GCSE courses whilst contributing to maintaining and developing the existing KS3 curriculum. You will be able to demonstrate impact in achieving further increases in attainment and progress for all students.

All teachers at Castle Donington College are also Tutors. The pastoral care and monitoring of progress of students is an essential part of the teacher's role. All our staff set high expectations. In all areas, they work closely to share best practice and drive school improvement. In a recent staff survey 100% of respondents said that Castle Donington College was a good place to work. We are committed to a happy, purposeful and secure environment that provides the opportunity for all to grow and develop. Our staff are highly valued, well regarded and fully supported. We can offer a coherent programme of induction and we have a strong commitment to professional development. Your development will be a key priority for us, regardless of your experience.

The job description and person specification will give you further details about what we require. We welcome and encourage prospective candidates to come and visit, to meet our staff and pupils and to experience first-hand the ethos and values of the College. If you believe you have the skills and qualities to help us continue to be successful, then I look forward to receiving your application. Details of how to apply can be found overleaf.

Appointment of	Teacher of English
Contract	Full time Permanent
Closing Date for Applications	17 th April 2023
Start Date	Autumn Term 2023

To apply:

- Download an application form from East Midlands Education Trust website www.emet.uk.com/vacancies
- On the application form, please focus on a detailed 'supporting statement' considering the person specification and indicating why you would be the best person for us to recruit to this position. Set out your experience to date and what you feel you can contribute to the post; include information about your current expertise and experience. CVs will not be accepted.
- Please send completed applications forms to recruitment@emet.org.uk by the closing date

Castle Donington College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Safeguarding checks will be undertaken during the recruitment process.

We welcome applications from all who feel they have the qualities to contribute to this School regardless of age, gender, ethnicity or religion.

Please be aware, as the applicant you are responsible for ensuring your application reaches us before the deadline/closing date. Late applications will not be accepted.

Person Specification- Teacher of English

	Essential / desirable
Qualifications and Knowledge	
Qualified to degree level and above	E
Qualified to teach in the UK	E
Right to work in the UK	E
Knowledge of KS3 and KS4 curriculum in English	E
Knowledge and understanding how the English curriculum is assessed	E
Knowledge and understanding of Health and safety requirements in English	E
Understanding of role regarding safeguarding and keeping children safe	E
Experience	
Recent teaching of English at KS3 and KS4	E
Experience of teaching English at KS5	D
Experience of teaching in more than one school	D
Proficient at using data to monitor, implement appropriate intervention to support progress	E
A proven track record of excellent outcomes for students	E
Teaching and Learning	
Excellent classroom practitioner	E
Willingness to implement strategies that deliver high quality teaching for all students	E
Excellent classroom management and effective behaviour for learning strategies	E
High expectations of all	E
Able to use flair and creativity to engage and enthuse students	E
Ability to challenge students of all abilities, needs and backgrounds.	E
Effective organisational skills including the ability to meet deadlines	E
Drive and ambition for planning and delivering engaging lessons	E
Able to contribute to curriculum maps and share resources	E
Skills and attributes	
A positive outlook, well-motivated, enthusiastic and energetic	E
Commitment to own professional development	E
Professional appearance and manner	E
Work in ways that promote equal opportunities	E
Self-awareness, empathy, ability to manage feelings, motivation and social skills	E
The ability to influence and motivate others in a positive way	E
Commitment to supporting the full life of the school	E
Able to demonstrate resilience, motivation and commitment to driving up standards	E
Strong communication, planning and organisational skills	E
Ability to work independently and as part of a team	E

Job Description Teacher of English

Job Title:	Teacher of English	Reporting to:	Head of Department
Department:	English	Contract Type	Full Time permanent

Safer Recruitment Statement

Castle Donington College is committed to safeguarding and promoting the welfare of pupils and young people and expects all staff and volunteers to share this commitment. This post is designated as a *Regulated Activity* and the post holder will be subject to number of checks being carried out including References and an Enhanced level check by the Disclosure & Barring Service regarding any previous criminal record.

Equality Statement

Castle Donington College is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the duties below under the terms of the Disability Discrimination Act 1995 and the Equality Act 2010 to accommodate a suitable disabled candidate.

Responsibilities of all teachers:

- To have an understanding of and always act within, the statutory frameworks which set out your professional duties and responsibilities.
- Treat all pupils with dignity, building relationships rooted in mutual respect and at all times observing proper boundaries as appropriate to their professional role within the College.
- Having a regard for the need to safeguard pupils' well-being in accordance with statutory provisions. To ensure all pupils are safe at all times.
- Show a tolerance of and respect for the rights and beliefs of others.
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
- Ensuring that personal beliefs are not expressed in ways that exploit pupils' vulnerability or might lead them to break the law.
- To have proper and professional regard for the ethos, policies and practices of the College and maintain high standards in your own attendance and punctuality.

Role of all teachers:

To make the education of pupils your first concern. To be accountable for achieving the highest possible standards in work and conduct. Teachers at the College act with honesty, integrity and work in the best interests of the pupils at all times.

All teachers will:

- Encourage good progress and outcomes
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and effective use of assessment
- Manage behaviour effectively to ensure a safe and productive learning environment
- Fulfil wider professional responsibilities
- Keep themselves and others safe

Responsibilities of a Teachers at Castle Donington College Specific to the post

All teachers have a responsibility to inspire and engage pupils to demonstrate a passion for your subject, continuously improving classroom practice and achieving excellent outcomes for all pupils by:

- Ensuring teaching, behaviour and outcomes are good or better in your lessons

- Demonstrating excellent subject knowledge
- Adapting your teaching to respond to the strengths and needs of all pupils
- Participating fully in the College's quality assurance programme in order to raise standards
- By sharing best practice internally and externally to ensure the quality of teaching is good or better
- Ensuring all pupils engage and make progress by making effective use of the available data to plan and deliver engaging lessons
- Making effective use of resources for learning and using the latest technologies for learning to ensure best pupil outcomes and experience
- Ensuring that all pupils in your lessons achieve at least expected levels of progress and a high proportion exceed them
- Identifying, tracking, analysing and responding to data in relation to reporting on outcomes, to ensure that the highest outcomes possible are achieved
- Contributing to the creation of schemes of work that challenge, stretch and fire the imaginations of our pupils
- Challenging pupils by ensuring behaviour strategies are followed consistently in line with College procedures
- Ensuring that incidents of poor pupil behaviour are successfully dealt with to minimise disruption to learning
- Carry out appropriate duties and participate in meetings as defined by the relevant rota and calendar
- Personally and collectively support pupils in becoming confident individuals, successful learners and responsible citizens
- Respond speedily to parental concerns
- Act as role models by demonstrating a professional level of dress, appearance and behaviour.
- Treat all colleagues with respect
- Engage actively in the Performance Management process
- Be expected to comply with any reasonable request from a manager to undertake work at a similar level that is not specified in this job description
- Be a form tutor

This job description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job. This job description is current at the date shown, but following consultation with you, may be changed by the Principal to reflect or anticipate changes in the job which are commensurate with the salary and job title.

March 2023