



Exmouth  
Community  
College  
Academy Trust

Job Pack

# Teacher of English

Permanent

MPS/UPR

**Closing Date:** 14 May 2024 at 10.00am

**Interview Date:** 24 May 2023

Exmouth Community College, Gipsy Lane, Exmouth, Devon. EX8 3AF

[www.exmouthcollege.devon.sch.uk](http://www.exmouthcollege.devon.sch.uk)

Headteacher: Tom W. Inman BSc, PGCE, NPQH, MTeach

# Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.



You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision, it will, I hope, give you a sense of why we are so proud of our students and community.

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A handwritten signature in blue ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Inman  
Headteacher

# Introduction to the English Department

## Staffing

Welcome to the English Department, a large and supportive department comprising eighteen members of staff. The majority of our staff are full-time, with one member of staff leading on whole school PSHE.

## Accommodation and Resources

Although Exmouth Community College is a large school, English are based predominantly on the Green Close site so you feel part of a much smaller community. Facilities are good, with each English room being equipped with computer, DVD drive and projector. There are two computer rooms in the English block and access to additional computer facilities can be arranged through the College booking system. Most full-time members of staff have a consistent teaching room.

As a department we work collaboratively to share planning and the creation of resources. The resources are ever-evolving and staff are welcome to add and update documents to unit folders on an ongoing basis.

## Curriculum

It is an exciting time in terms of the college's curriculum development; the team have collaborated to re-structure our curriculum with a focus on imparting the key knowledge our students need to progress, as well as embedding recall activities and vocabulary-focused lessons. This knowledge, in our Key Stage 3 curriculum, is mostly taught through texts, of which there is a large and varied selection. We believe that promoting reading for pleasure is key and, as such, subscribe to Accelerated Reader; students are expected to read for 20 minutes a day and we monitor this closely, rewarding great engagement and intervening as needed.

At GCSE, we follow AQA Language and Literature. At A Level we also run A-Level Literature and an A-Level Language course using the Eduqas specification.

Our intent for our curriculum crosses all three key stages:

- To ensure students are equipped with the knowledge they need to achieve their potential
- To encourage independent critical and creative thought
- To instil a love of reading for life.

## Results

At Post 16 attainment is consistently above national average and Value Added has traditionally one of the highest in the college. In terms of the GCSE, whilst attainment is sound, we are committed to improving our rates of **progress** between KS2 and 4, especially for disadvantaged and SEND students. We are therefore looking for someone who can engage and inspire all pupils to help us achieve this vision in 2024 and beyond.

## Extra Curricular

We have a creative and enthusiastic department and this can be seen in the teachers' commitment to providing enrichment opportunities for students outside of the classroom. We have published students' creative writing by facilitating their entry into competitions. We work closely with the library to host visits from authors such as Malorie Blackman and Carol Ann Duffy. We also take part in national initiatives such as the Carnegie Medal process and have worked closely with the Budleigh Writers' group. We would be interested in a candidate who feels they could contribute to resuming and expanding these opportunities, as we have some many talented writers on the student body.

We welcome applications from vibrant and forward-thinking teachers, who actively seek new ways to inspire their learners. If you feel that you have the subject knowledge, energy and professionalism to work within the department, please do get in touch.

# Job Description

<b>Title:</b>	Teacher of English
<b>Contract Type:</b>	Permanent
<b>Start Date:</b>	1 September 2024
<b>Salary:</b>	MPS/UPR
<b>FTE:</b>	0.8000 - 1.0000 FTE (see below)
<b>Reporting to:</b>	Director of English
<b>Responsibility for:</b>	No line management responsibilities

## Purpose of the Job

The College is currently seeking a qualified teacher to take on a role teaching English. The successful applicant will be expected to provide outstanding teaching and learning of English to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

We have flexibility to offer between 0.8 – 1.0 FTE. Please state your preferred FTE range within the Supporting Statement section of your application.

## Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the English Department.
- Contribute to the effective working of the English Department.
- Participate in departmental CPD and undertake professional development as identified.

## Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

## Department Ethos

- Have an infectious enthusiasm for the teaching of English.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

# Person Specification

Attributes	Essential	Desirable	How Identified
<b>Qualifications</b>			
Qualified to degree level in English or related subject specialism	✓		Application, Certificates.
Qualified teacher status	✓		
Ability to teach GCSE			
Ability to teach A Level			
<b>Teaching Experience</b>			
Successful experience of teaching English in a placement or a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Experience of raising attainment in a positive classroom environment	✓		
<b>Teaching Standards</b>			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well-structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
<b>Personal Qualities</b>			
Adaptable, flexible and creative	✓		Application, Interview, Assessment/ Observation, Reference.
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Awareness and understanding of data protection and confidentiality	✓		
Able to take responsibility and show initiative	✓		
Enthusiastic and inspiring	✓		
Ability to command respect	✓		
Ability to work actively, productively and flexibly as part of a team	✓		

## Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

## Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/db filtering guide)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

## To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Email to: [recruitment@exmouthcollege.devon.sch.uk](mailto:recruitment@exmouthcollege.devon.sch.uk)

Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF

## Questions?

For further information about this post please contact Lorna Jones:

Email: [lorna.jones@exmouthcollege.devon.sch.uk](mailto:lorna.jones@exmouthcollege.devon.sch.uk)

Phone: 01395 255687