

Teacher of English

Full Time/Permanent

Immediate start

Salary Scale: Inner London MPS/UPS (dependent on experience)

ECT's will be considered

Are you a passionate educator who inspires through example and wants to make a real difference to young people's lives? We are looking for a dynamic, ambitious, innovative and proactive teaching practitioner to join our forward-thinking school. To succeed you'll be an ambitious professional with the ability to teach English at KS3, KS4 & KS5.

St. Augustine's C.E. High School is a medium sized mixed comprehensive school situated on the doorstep of central London, in Kilburn. The School's moral purpose is to ensure that every student is 'the best that they can be' and our ethos and values are upheld throughout the entire school community. Students are actively encouraged to develop the attitudes and vision of the School ethos through their learning and sense of belonging to the School. We are fully inclusive and our dedicated staff are focused on quality and achievement whilst ensuring the happiness and well-being of our community.

In March 2023 the school was graded as a 'Good' school with 'Outstanding' for Personal Development by OFSTED.

"The vision of faith, hope and love is central to this school. The core values of kindness and inclusion are guiding principles."

The report highlights many positive aspects of our school, including our strong leadership and management, our ambitious curriculum and our inclusive nature. We are particularly proud that the report recognises our commitment to providing a safe and nurturing environment for our students and that our students feel happy and well-supported.

"Leaders have high expectations, including for pupils' behaviour. They provide pupils with support and guidance. Pupils are safe, happy and well cared for by staff. Pupils appreciate staff's approach to managing behaviour in a fair and reflective way."

In November 2022 the School was proud to be awarded Excellent in all categories of its Statutory Inspectorate of Anglican and Methodist Schools inspection (SIAMS). The School's distinctive Christian vision is firmly established and promoted by the school community at all levels, enabling pupils and adults to flourish. The inspector commented:

"The lives of pupils at St Augustine's are transformed because they are nurtured and cherished by skilled, caring and insightful adults in the school. School leaders and staff, motivated by the school's vision, go to exceptional lengths to ensure that pupils, particularly the most vulnerable have hopeful futures."

"The visionary work-related curriculum, driven by the school's Christian vision, is instrumental in sowing aspiration and self-belief in pupils in this inner-city school, which serves a very deprived area. Pupils achieve far beyond their expectations."

We are a Gold awarded Trauma Informed school which means our approach to every child is with curiosity. We teach our students to regulate themselves and pride ourselves on our positive relationships with our students, connecting with them before we correct. Being a trauma informed practitioner is fundamental at St Augustine's, as it underpins our ethos and values to ensure that every child can be the best they can be.

At St Augustine's we believe there should be no barriers to a child's future and society should and can, be a level playing field. Aspiring for this to be reality we promise to:

- Emphasise high quality subject teaching, reinforced by excellent support for learning and intervention
- Deliver inclusion services that assist personal development
- Provide excellent pastoral care so no student goes unsupported
- Continually develop strong leadership and have high levels of expertise in education.

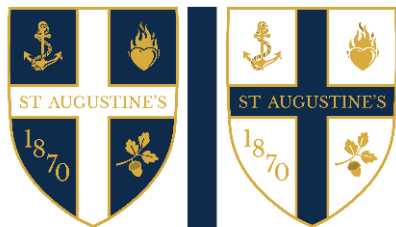
We are passionate about the importance of academic, technical and vocational learning and our students have opportunities to participate in programmes with an impressive array of employer partners including PricewaterhouseCoopers, The Old Vic, Cleveland Clinic, City University of London, Zoological Society of London, and Construction Youth Trust.

St Augustine's CE High School has a strong ethos of collaboration and innovation. If you would relish the opportunity to work within a diverse and exciting teaching environment, with highly motivated students and a supportive leadership team, then St. Augustine's would welcome your application.

Applications will be reviewed on receipt. Candidates may be interviewed before the closing date, and St Augustine's CE High School reserves the right to close any job adverts early if a suitable appointment is made. Applications will only be accepted if submitted on our application form.

For further information and to download an application pack, please visit our school website <https://www.stahigh.org/our-school/vacancies/> and/or contact Sara Hunt, School Business Manager shunt@stahigh.org for further information.

St. Augustine's C.E. High School is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment. The successful applicant will be subject to appropriate child protection screening including checks with previous employers and the Disclosure and Barring Service.



Teacher of English

Job Description & Person Specification

Job Description

Job Title	Teacher of English
Line Manager:	Designated Line Manager/Deputy Headteacher

Main purposes of the job

To ensure high standards of teaching and learning of English across Key Stages 3, 4 and 5 as set out in the curriculum in accordance to departmental and school policy.

General Responsibilities

TEACHING AND LEARNING

- identifying clear teaching objectives and specifying how they will be taught and assessed
- setting tasks which challenge students and ensure high levels of interest
- setting appropriate and demanding expectations
- setting clear targets, building on prior attainment
- be aware of and make provision for students who are SEN/DSP, very able, LAC or who have other particular individual needs
- providing clear structures for lessons maintaining pace, motivation and challenge
- making effective use of assessment and ensure coverage of programmes of study
- good class room management - maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- using a variety of teaching methods to:
 - match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - select appropriate learning resources and develop study skills through library, ICT and other sources
- ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- evaluate own teaching critically to improve effectiveness
- ensure the effective and efficient placement of classroom support.

MONITORING, ASSESSMENT, AND REPORTING

- mark and monitor students' work and set targets for progress in accordance with schools marking policy
- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving
- undertake assessment of students as requested by examination bodies, departmental and school procedures
- prepare and present informative reports to parents and attend parents evenings.

PASTORAL DUTIES

- be a Form Tutor to an assigned group of students
- promote the general progress and well-being of individual students and of the Form Tutor Group as a whole
- liaise with the Pastoral Year Co-ordinator to ensure the implementation of the school's pastoral system

- register students, accompany them to collective worship, encourage their full attendance at all lessons and their participation in other aspects of school life
- alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved
- contribute to PSHE and citizenship and enterprise according to school policy
- contribute to the broader life of the school by supporting and leading curricular and extra-curricular events.

OTHER PROFESSIONAL REQUIREMENTS

- have a working knowledge of teachers' professional duties and legal liabilities
- operate at all times within the stated policies and procedures of the school
- know subject(s) or specialism(s) to enable effective teaching
- take account of wider curriculum developments
- establish effective working relationships and set a good example through their presentation and personal and professional conduct
- endeavour to give every child the opportunity to reach their potential and meet high expectations
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students
- support the school's distinctive Church of England vision and ethos
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings.
- take responsibility for own professional development and duties in relation to school policies and practices
- liaise effectively with parents and governors.

GENERAL

- to work according to the School's policies and procedures.

EQUALITIES

- ensure implementation and promotion in employment and service delivery of the School's equal opportunities policies and statutory responsibilities.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from their Line Manager, SLT or Headteacher to undertake work of a similar level that is not specified in this job description. It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

Person Specification

Qualifications	<ul style="list-style-type: none"> • Degree in relevant subject • QTS 	<ul style="list-style-type: none"> • Essential
Experience	<ul style="list-style-type: none"> • Experience of delivering outstanding outcomes through own teaching and working with others 	<ul style="list-style-type: none"> • Desirable
Skills and knowledge	<ul style="list-style-type: none"> • Excellent professional knowledge and understanding, including of recent developments in the curriculum, and of a range of pedagogical approaches to raise attainment • A thorough knowledge of the National Curriculum • Understand the importance of emotional intelligence in managing oneself and others and an ability to maintain professional integrity even when under pressure • Understanding of the needs of students in a diverse school population. • Effective communication, good time management, ability to prioritise and problem solve • knowledge and understanding of monitoring and evaluation procedures 	<ul style="list-style-type: none"> • Essential • Essential • Essential • Essential • Essential
Abilities	<ul style="list-style-type: none"> • Ability to deliver outstanding lessons proven by a track record of being rated consistently good or outstanding for lesson observations and book checks 	<ul style="list-style-type: none"> • Desirable
Qualities	<ul style="list-style-type: none"> • Strong ongoing commitment to developing your own knowledge skills and understanding as an educator • Commitment to achieving the highest possible results for all students • A commitment to safeguarding and promoting the welfare of young people • Able to keep confidentiality throughout all aspects of their work • Good attendance and punctuality • Resilience, energy and enthusiasm • Adaptability to changing circumstances and new ideas • Committed to the ethos of the school • Willingness to be flexible and take on additional duties as and when required 	<ul style="list-style-type: none"> • Essential • Essential • Essential • Essential • Essential • Essential • Essential • Essential • Essential
Equal Opportunities	<ul style="list-style-type: none"> • A commitment to equal opportunities, awareness of diversity issues and working in a positive and non-discriminatory way • A commitment to working in a multi-cultural environment and with students from diverse backgrounds and abilities • A commitment to working in a flexible and collaborative manner with all members of the school community 	<ul style="list-style-type: none"> • Essential • Essential • Essential