

**Ravens Wood School**

Teacher of English

*“The CPD at Ravens Wood is inspiring, creative and forward thinking”*

A career with Ravens Wood School and the Impact Multi Academy Trust is rewarding and inspiring.

We are an extremely ambitious and creative school that believes in progression from within. With a strong, forward thinking leadership team, staff are supported and inspired to be the best that they can be.

We are looking for someone to join our exceptional English department who is:

* Forward thinking
* Enthusiastic
* Able to inspire students
* Able to impact students to be the best they can be
* Positive, creative and determined
* Empathetic, resilient, and flexible

In return we can offer you:

* An excellent induction and support programme for new staff
* Continuous and forward thinking CPD
* A supportive Senior Leadership Team who consider staff well-being
* A 24/7 Employee Assistance Programme (EAP)
* A friendly working environment
* An on-site fitness suite available for free use by staff
* Excellent catering facilities including a coffee shop

We are committed to equality of opportunity for all our staff. We particularly welcome applicants from ethnic minority backgrounds as they are currently under-represented on our staff body.

We recognise the vital contribution that members of a diverse team make to our students learning. The range of cultural experiences, differing viewpoints and role models this brings is essential in our Trust and we recognise the gap that would be left in our offering without these.

We are committed to safeguarding and promoting the welfare of children. Employees of the Trust must uphold Safeguarding Policies and Procedures. The successful candidate will be subject to an enhanced DBS check.

To apply please download an Application Form from our website under Teaching Staff vacancies at [www.ravenswood.bromley.sch.uk](http://www.ravenswood.bromley.sch.uk)

**Closing Date: Wednesday 17th May 2023 at midday**

**Early applications are encouraged, we reserve the right to close the vacancy once a suitable candidate is found.**

For enquiries please contact Jo Acott on: [jobs@rws.uk.net](mailto:jobs@rws.uk.net) or

Ravens Wood School, Oakley Road, Bromley, BR2 8HP, Tel: 01689 856050 Fax: 01689 869948

Ravens Wood School is part of the Impact Multi Academy Trust



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Person Specification – Teacher of English

**Candidates should fulfil the following criteria:**

**Experience**

* Experience of teaching and maintaining the professional teaching standards
* Teaching KS5 English
* Successful completion of teaching practice & PGCE/GTP year (if ECT)

**Education & Training**

* Qualified Teacher Status
* Record of continuing professional development
* Graduate: Good Honours Degree in a related subject

**Knowledge**

* Excellent subject knowledge and passion for the subject
* Good knowledge of pedagogy, how students learn and teaching and learning styles
* Knowledge of effective assessment strategies
* Knowledge of how to use data for target setting and improving performance
* Strong written and literacy skills

**Skills/Aptitudes**

* Good classroom practitioner using effective behaviour management and a range of learning strategies
* Excellent relationships with students and colleagues
* Ability to inspire and motivate students
* Ability to work effectively under pressure and meet tight deadlines
* Creativity, energy and enthusiasm
* Adherence to professional code of conduct and dress
* Flexibility and adaptability to change
* Good ICT skills
* Ability to teach at all levels

**Committed to:**

* Inclusion and a positive, “can do” approach to learning
* A supportive ethos of enhancement, study support and extra-curricular activities
* Flexible working practices / willingness to go that “extra mile”
* Raising the profile of your subject within the school and the Community
* Responsible for promoting and safeguarding the welfare of children and young persons for whom you are responsible or come into contact with
* Role modelling the ethos of the School



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Job Description – Teacher of English

**PURPOSE:**

The post holder is required to carry out the duties of a school teacher as set out in the *School Teachers’ Pay and Conditions Documen*t and the school’s own policy.

**In addition, post-holder will:**

* Have an impact on student progress beyond their assigned students
* Support and manage student development across the curriculum – this will entail being assigned specific areas of curriculum development and the potential opportunities to lead existing initiatives
* Participate in department self-evaluation and department development planning
* Be responsible for promoting and safeguarding the welfare of children and young people within the school
* Be responsible for planning and delivering challenging and progressive lessons across KS3, KS4 and KS5
* Be an effective member of the department and attend team meetings
* Contribute to the implementation, evaluation and success of the school vision and ethos
* Provide relevant staff with relevant student information
* Act as role model of good practice, modelling effective strategies, supporting and promoting the ethos of the School
* Work with other colleagues to maximise the use of data to effectively identify students who are underachieving and where necessary, develop and implement effective plans to support them
* Support the HoD to monitor and review the provision across the department in terms of:
  + breadth and balance of pastoral care/curriculum
  + continuity in that records are completed and passed on; and that policies are implemented
* Identifying appropriate department targets and personalised goals for students
* Identify group and individual training needs and provide support for colleagues in your area of responsibility
* Support the HoD in securing and embedding within your team, the pastoral and behavioural support systems present in the school
* To be responsible for promoting and safeguarding the welfare of children and young people within the school

**Student progress**

* Support the student review processes and procedures for the department
* Monitor the progress of individual students as appropriate
* Ensure that wider curriculum activities for your department provide opportunities for students in line with the SMSC agenda

**Student guidance, behaviour and support**

* Ensure colleagues enforce the school’s behaviour policy and are models of good practice for students
* Keep reports of student behaviour
* In line with school policy and practice take steps to prevent bullying and support victims of bullying
* Work in partnership with parents and carers to involve them in their child’s learning and to support their education
* Work in collaboration with other professionals and outside agencies in order to provide support to students in order that they may access and benefit from their educational provision

**Other Specific Duties**:

* Be accountable to the Headteacher for all delegated management tasks
* Play a full part in the life of the school community, to support its distinctive ethos and policies and encourage and ensure staff and students follow this example.
* Be prepared to teach outside of your specialism but within your capabilities
* Continue personal professional development as agreed
* Engage actively in the performance review process
* Comply with the school’s Health and Safety policy and undertake risk assessments as appropriate
* Undertake any other duty as specified by STPCD not mentioned in the above
* Employees of the Trust must uphold Safeguarding Policies and Procedures

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 a manager to undertake work of a similar level that is not specified in this job description

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. All employees are expected to uphold the ethos of the school.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.