

# TEACHER OF ENGLISH

Permanent Contract—Full Time

Required for: September 2023

Suitable for an ECT, MPS or UPS Teacher of English

Candidate Information



“The central aim of Dene Magna is that every learner shall achieve their maximum potential and enjoy the process”



Part of the Forest of Dean Trust (April 2020)



Dear Candidate

### Teacher of English

I would like to take this opportunity to thank you for taking an interest in teaching English at Dene Magna School. English is a very popular subject and students make great progress at all key stages. Please take the time to read about our English Department in the introduction and to look at our results and curriculum, which we are very proud of. This is an opportunity to join a dynamic, forward thinking and supportive team that is ably led by our dedicated and experienced Head of English, Gemma Meek.

This position is ideal for an ECT looking to develop and thrive or for more experienced teachers looking to develop their careers.

Our school aim is "That each and every learner shall achieve their maximum potential and enjoy the process." and we are very proud of our school. As well as being an Outstanding, successful, oversubscribed and high achieving 11-18 school, Dene Magna has character, personality and soul. We are the founding member of the Forest of Dean Trust, which also includes Drybrook Primary School (one of our partner primary schools) and we are located in the most beautiful setting, which is an easy commute from Cheltenham, Gloucester, Hereford, Bristol and surrounding cities. As someone who drives in each day from Tewkesbury, it is a joy not having to battle in traffic to get to work and it really helps with my mindset.

Dene Magna School has an excellent reputation for developing teachers. We place quality teaching and learning at the heart of everything we do and you will be supported to continue your learning as a member of our community. Our induction programme is second to none and you will be given the opportunity to see lots of us teach as you get to know what makes our students tick. Here is a link to the Teaching and Learning page of our website where you can read about our Reflective Practitioner Programme in detail on how we support and coach our teachers through continuous professional development: <https://www.denemagna.co.uk/page/?title=Teaching+and+Learning&pid=745>

As you read the information in this pack, I hope you get a feel for what it means to be a 'Dene Magna person' and the types of opportunities that lie ahead for you, regardless of the stage in your career. We are looking for someone who loves working with young people, acknowledges that they are never the finished article and will always keep on learning. That person will also possess a very important attribute in teaching; a great sense of humour!

I look forward to hearing from you and hope to meet you in person very soon!

Yours sincerely

Stephen Brady  
Chief Executive Officer of the Forest of Dean Trust  
Headteacher of Dene Magna School

## INTRODUCTION TO THE ENGLISH DEPARTMENT

We are seeking an outstanding teacher to work within the English team. The successful candidate will have the skills and subject knowledge to teach across all year groups, alongside a commitment to ensure that our students make outstanding progress in every lesson. We are seeking an ambitious and highly motivated teacher with a passion for teaching and learning who will champion English at Dene Magna.

You will be joining an established department who is passionate about delivering a high quality curriculum from nursery through to 18. At KS5 our students follow OCR English Literature and AQA English Language and Literature. At KS4 our students follow the Eduqas GCSE in both English Language and Literature. Our KS3 students develop both their cultural capital and core skills via a number of units that cover the breadth of knowledge required for KS4 and 5, whilst also opening our student's eyes to the world around them and our text choices are constantly evolving to match this.

The department has very talented, dedicated and knowledgeable staff and most importantly, we are a team. We moderate our books and assessment to support each other and work collaboratively to ensure the very best outcomes. You will also be given the opportunity to raise the profile of English at Dene Magna by supporting our extra-curricular opportunities such as Reading Buddies and the several trips that we run per year. Not only this but we are all Language champions, and we set the scene as role models who lead this as a whole school priority.

Each classroom has an interactive whiteboard and one of the English classrooms can open up to a super learning room. The department also has access to a Library and the students have one reading lesson per fortnight. Each student in KS3 follows the Accelerated Reader Programme and we also set ILT on Spellzone and Seneca to consolidate learning. English lessons are also supported by department based Teaching Assistants.

Extra-curricular activities include theatre visits, trips to the RSC, outside author visits and also a residential trip to London to see various sites of interest. We have won the Carnegie debate at Cheltenham Literature Festival on three occasions, and we also run cross-curricular opportunities, e.g. to the Imperial War Museum in London.

The Department is incredibly proud of its past achievements but is constantly looking to the future. The successful candidate will need to be a team player with enthusiasm, high levels of subject expertise, determination to succeed and a sense of humour.

This is a fantastic opportunity for you as well as the students and school and we look forward to meeting you.

## The English Department

### **Gemma Meek (Head of English/Director of Curriculum Quality)**

Gemma has been Head of English since January 2015

### **Mr Oliver Smith (2<sup>nd</sup> in Department)**

Oli has been a Teacher of English/Drama since September 2014

### **Mrs Elizabeth Balmer (Teacher of English, Assistant Head and Head of Sixth Form)**

Liz has been a Teacher of English at Dene Magna since January 2014

### **Mrs Ann Compton (Teacher of English)**

Ann has been teaching English at Dene Magna since 1996

### **Miss Jess Hassell (Teacher of English and Language Lead)**

Jess has been a Teacher of English since September 2018

### **Miss Kelly Savagar (Teacher of English & PP Y7 Lead)**

Kelly has been a Teacher of English since September 2019

### **Mr Luke Marden (Teacher of English)**

Luke joined us in September 2021

### **Miss Naomi Watkins**

Naomi started teaching English in January 2023

## **Vacancy—Teacher of English**

### **Mrs Fay Kibble**

HLTA to the English department—

Fay has been an HLTA at Dene Magna since 2006 and has once again been providing support to the English department since April 2021



## **JOB DESCRIPTION FOR TEACHER OF ENGLISH**

### **MAIN RESPONSIBILITIES**

- Responsible for the planning & delivery of high quality lessons
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning styles/strategies within the English department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of work as directed by HOD
- Work alongside the English department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & PSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna (Reflective Practitioner Programme, Coaching and Lesson Study)
- To keep up to date with new initiatives and national developments in your subject.

### **OTHER SPECIFIC DUTIES**

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- 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 the Headteacher 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
- 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 application or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner
- Adhere to Dene Magna policies.

### **ACCOUNTABILITY**

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons
- Promote independent learning within your lessons.

## JOB DESCRIPTION (continued)

### In return, we can offer:

- Professional, passionate and dedicated teaching and support staff, who are willing and eager to undertake continuous professional development.
- Talented, stimulating and enthusiastic students with a desire to learn.

We believe it is only right that we balance the challenges that we set, with an understanding that gets the best out of someone; which means valuing them and nurturing them. We are fully aware that a passionate, supported and well directed team will go on to achieve great things.

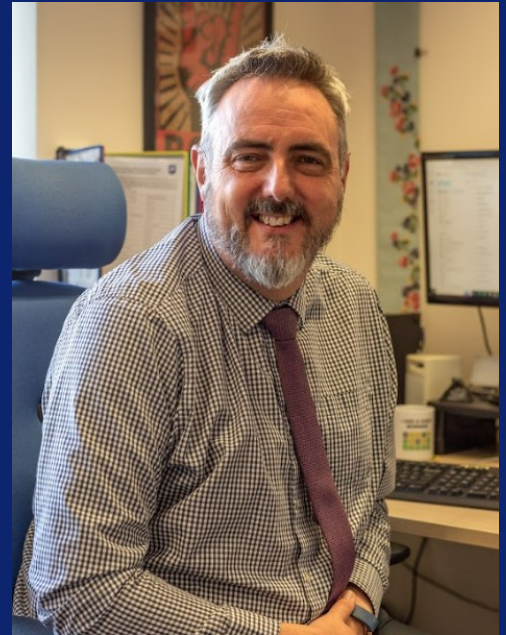
### As a Trust we provide:

- Competitive salary and clarity in the performance management process.
- The opportunity to take on short or long term roles within the Trust that help us along our journey.
- The ability to work with teachers and children from other countries as part of Dene Magna's International School offer.
- Dene Magna's Reflective Practitioner Programme.
- Comprehensive new staff induction.
- Full support for CPD and a career mapping tool to facilitate this.
- Free onsite parking.
- On site canteen.
- Free use of the onsite Gym at Dene Magna.
- A Duvet Day for staff who have been with us for more than one term.
- A termly prize draw for staff.

This information is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at anytime after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Trustees.

This information does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties.



## Safeguarding Information

Dene Magna School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment.

The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

We have DSL's trained to an enhanced level. The posts are subject to an enhanced Disclosure and Barring Service check, section 128 check where appropriate and the prohibition register will be checked. We also have staff trained in Safer recruitment.

Our Child Protection Policy, Privacy Notice for Applicants and Document Retention Policy can be found on our website under Policies.

# PERSON SPECIFICATION

The successful candidate will possess all or most of the following attributes:

| QUALIFICATIONS  |   |
|---|---|
| • A good honours degree   | E |
| • Qualified teacher status  | E |
| EXPERIENCE  |   |
| • Experience of teaching 11-18  | D |
| • Feedback confirming excellent teaching  | E |
| • A track record demonstrating a commitment to high standards, continuous improvement and quality assurance | E |
| • Teaching experience post 16   | D |
| • A track record of effectively leading/motivating students and developing team approaches                  | E |
| PROFESSIONAL DEVELOPMENT  |   |
| • Evidence of commitment to own professional development  | E |
| • Evidence of keeping up to date with educational thinking and knowledge                                    | E |
| • A strong commitment to the quality professional development of staff                                      | E |
| • A potential to develop leadership and management skills in the future                                     | E |
| KNOWLEDGE   |   |
| • Knowledge of the KS3 and KS4 curriculum   | E |
| • Knowledge of the KS5 curriculum   | E |
| • A good understanding of the use of target setting and tracking data                                       | E |
| • An advanced understanding of the use and potential of ICT to develop learning                             | D |
| PRACTICAL AND INTELLECTUAL SKILLS   |   |
| • A commitment to placing teaching and learning at the heart of your work                                   | E |
| • A commitment to promoting the ethos of Dene Magna with accent on high achievement for all                 | E |
| • Ability to empathise with the needs of students and to be firm but fair and effective                     | E |
| • Ability to prioritise and manage time effectively   | E |
| • An effective communicator and motivator of students   | E |
| • A team player with the ability to establish good working relationships with staff, students and parents   | E |
| • The ability to set clear expectations and parameters and to hold other accountable for their performance  | E |
| • The ability to challenge underperformance   | E |
| • A commitment to safeguarding the needs of young people  | E |
| PERSONAL QUALITIES  |   |
| • A positive attitude to continuous improvement   | E |
| • A commitment to ensure each student maximises their potential and enjoys the process                      | E |
| • A positive role model to students   | E |
| • A sense of humour   | E |
| • An ability to communicate and work with a range of adults   | E |
| • Hardworking and a team player   | E |
| • A reflective practitioner who wants to continue learning  | E |

D = desirable      E = essential

# INTRODUCTION TO THE TRUST AND DENE MAGNA SCHOOL & SIXTH FORM

The Forest of Dean Trust was formed in April 2020 with Dene Magna School taking Drybrook Primary School and Nursery under its wing.

Dene Magna School is a successful, oversubscribed and high achieving nationally acclaimed 'Outstanding' Academy and Teaching School. Dene Magna also opened its Sixth Form College in September 2019.

Both schools are situated in a beautiful part of the country, enjoying easy links to surrounding towns and cities.

As a successful teaching school all staff, wherever they are within the Trust, have the opportunity to work alongside outstanding and supportive colleagues, to observe and share practice on a regular basis and develop pedagogy through reflection.

The Trust prides itself on excellent student behaviour and has a strong ethos about inclusion and diversity. We are passionate about our community and that includes staff work-life balance. All staff receive the highest level of support, have access to the very best in terms of resources and CPD and will be working in a community where they can really make a difference.

Our curriculum is tailored to meet the needs of our students that we serve, raising their aspirations and allowing them to pursue their dreams, with a particular emphasis on excellence and enjoyment. We listen, challenge and support each other while recognising that we all develop at a different pace and all experience a different journey.

Our community continues to thrive because of the relentless focus that we have on excellent teaching and learning.

At Dene Magna we actively promote our central aim each and every day...

***'that every learner shall achieve their maximum potential and enjoy the process'.***

## HOW DO I APPLY?

The next step for you in joining us on this exciting journey is to complete the application form and send this, along with a detailed covering letter explaining why your skills and experience would make you the perfect candidate for this position at Dene Magna School.

If you have any questions prior to you submitting your application or if you would like to come and visit us so we can share all the exciting things we are doing, please contact us at [vacancies@FODT.co.uk](mailto:vacancies@FODT.co.uk) or ring Tricia Lloyd on 01594 546030.

We can't wait to hear from you!

**Deadline for applications is: Monday 6th February 2023, 2pm**

Interviews will be held week commencing 13th February

## OVERVIEW OF OUR RESULTS

| English Language GCSE |      |       |       |       |
|-----------------------|------|-------|-------|-------|
| Summer Result         | No's | % 7-9 | % 5-9 | % 4-9 |
| 2022                  | 168  | 17    | 52    | 74    |
| 2021                  | 166  | 20    | 62    | 84    |
| 2020                  | 167  | 19    | 60    | 80    |

| English Literature GCSE |      |       |       |       |
|-------------------------|------|-------|-------|-------|
| Summer Result           | No's | % 7-9 | % 5-9 | % 4-9 |
| 2022                    | 168  | 16    | 55    | 71    |
| 2021                    | 166  | 16    | 58    | 83    |
| 2020                    | 167  | 16    | 56    | 80    |

| English Lan/Lit A Level |      |        |        |        |
|-------------------------|------|--------|--------|--------|
| Summer Result           | No's | % A*-A | % A*-B | % A*-C |
| 2022                    | 5    | 20     | 60     | 80     |
| 2021                    | 10   | 30     | 40     | 90     |

| English Literature A Level |      |        |        |        |
|----------------------------|------|--------|--------|--------|
| Summer Result              | No's | % A*-A | % A*-B | % A*-C |
| 2022                       | 9    | 22     | 44     | 89     |
| 2021                       | 9    | 11     | 33     | 67     |





## OUR VISION, VALUES AND ETHOS

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.





## EXTRA CURRICULAR AT DENE MAGNA

At Dene Magna we offer a wide variety of extra curricular activities. From Achievement Evenings with guest speakers to one off enrichment experiences and a whole host of regular after school clubs which provide even more exciting opportunities for students to get involved in. We also are keen participants in the Duke of Edinburgh Award.

We also run student exchanges to both Japan and Kenya and offer exciting and awe inspiring trips to wonderful places such as Paris, Barcelona, Austria (Ski-ing), London and Berlin (in non covid years of course!)

*Okinawa, Japan — Student Exchange*



*Kenyan — Student Exchange*



*Barcelona*

*Paris*

*London*





## ALL THROUGH JOURNEY...



Being part of the Forest of Dean Trust means children have not only excellent provision for their early years but also a seamless transition to secondary school at Dene Magna

## TRAVELLING TIMES TO GET TO US (approximate).



## DENE MAGNA SCHOOL & SIXTH FORM



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Gloucestershire GL17 0DU  
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