

EDUCATION

CWMBRAN HIGH SCHOOL

JOB TITLE: Teacher of English
SALARY: MPS / UPS
CONTRACT: Full Time (Permanent)

An exciting opportunity has arisen at Cwmbran High School to join a highly experienced and skilful team.

We are seeking to employ a dynamic, resourceful, creative, energetic and enthusiastic teacher of English to start September 2024, or summer term if an early start can be agreed.

The successful candidate would be an Honours Graduate with experience teaching KS3 and KS4 English (English Language and English Literature).

They must have an awareness of a range of teaching and learning styles, strategies for raising standards and be an excellent classroom practitioner.

For an informal discussion regarding the vacancy, please contact the school.

This post is subject to an Enhanced Disclosure Application to the Disclosure & Barring Service.

This post requires registration with the EWC - Education Workforce Council.

You are welcome to submit your application form in English or in Welsh. Each application will be treated equally.

Application forms should be returned to:

Miss H Moss, Headteacher's PA, Cwmbran High School, Ty Gwyn Way, Fairwater, Cwmbran NP44 4YZ or Telephone 01633 643950 or E Mail: helen.moss@chs.schoolsedu.org.uk.

Closing Date: 12 Noon on Tuesday 9th April 2024

Post Ref: REQ004616-0904

Start Date: September 2024/ summer start.





Cwmbran High School



Teacher of English

Recruitment Information Pack



ROLE TITLE:	Teacher of English
CONTRACT TYPE:	Permanent
GRADE/SALARY:	MPS
HOURS:	32.5 hours per week, term time only
WORK PATTERN:	Full Time, Monday – Friday, 8.15am – 3.15pm, term time only
LOCATION:	Cwmbran High School
REPORTING TO:	Head of Department
DISCLOSURE AND BARRING SERVICE (DBS) CHECK:	Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to the following DBS check: An Enhanced with Children Barred List Check
WELSH LANGUAGE ASSESSMENT:	Welsh language skills are desirable for this post.

SAFEGUARDING:

Safeguarding and Child and Adult Protection are key priorities for the School and Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. You are responsible for playing your part in the well-being, safety and protection of children and adults at risk. You will have a responsibility to participate in training to the appropriate level of safeguarding and have a duty to fulfil your personal responsibilities for safeguarding.

PURPOSE OF POST:

Cwmbran High School are seeking to employ an energetic and enthusiastic teacher of English to commence September 2024.

The successful candidate would possess a degree in English, or equivalent. They must also have thorough knowledge of developments in the teaching of English; an awareness of a range of teaching and learning styles and be an excellent classroom practitioner. The successful candidate will also understand current changes being introduced to the English curriculum in Wales.

It is desirable that the candidate has recent experience of teaching English 11-16 in the last 3 years. It is imperative that they also possess an excellent understanding of strategies for raising standards and pupil achievement.

For an informal discussion regarding this vacancy please contact Miss H Moss (Headteacher's PA) to discuss the vacancy further. Applications may be submitted in Welsh, and an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check. This post requires registration with the EWC - Education Workforce Council.



Teacher of English

RECRUITMENT INFORMATION PACK

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1. INTRODUCTION AND WELCOME FROM THE HEADTEACHER

We are delighted you have shown interest for the position of Teacher of English.

The ideal candidate must be able to effectively support the Head of Learning, Language and Communication Faculty/English department and Team to ensure there is accelerated progress across many key areas of the English department.

We are looking for a person who is a strong, reflective and resilient individual, who will integrate seamlessly into the English faculty and be an integral part of our road to success.

Our school is at a significant point in its improvement and we are keen to appoint an effective teacher who has the experience and commitment to raise standards and develop pedagogy. We believe that this is an exciting opportunity to join a welcoming school community that is building towards a successful future.

We have high aspirations and expectations for all. Our aim is to provide consistently high-quality learning and teaching experiences for every pupil within a culture where staff and pupil wellbeing is paramount.

We are committed to ensuring all our pupils develop as successful individuals, from our most vulnerable to our more able and talented learners. We recognise that for pupils to achieve their potential, their learning needs to be personalised to meet their individual needs. We also recognise that learning is more than academic achievement. It should be focused on the development of the whole child, including their personal development. Ultimately, we strive to be a school where learning is valued and pupils achieve their potential in a happy and safe community where they show respect and tolerance for others.

As an inclusive school every member of our school community is valued. We expect the best from everyone, whether pupils are more able academically or talented at sports or the arts or have additional needs, we commit to ensuring the best possible learning journey for each individual, building their capacity to become skilled, life-long learners who are socially aware, healthy and active citizens

Staff professional development is fundamental to our improvement journey. We are committed to investing heavily in providing staff with a package of relevant and meaningful support, tailored to individual needs.

This is a great opportunity for an outstanding teacher who has the energy, drive and a skillset to help deliver high quality learning experiences in the department and help shape a culture of excellence.

For an informal discussion regarding this vacancy or an informal school visit please contact me to discuss this opportunity further. Matthew.sims@chs.schoolsedu.org.uk

Good luck
Matthew Sims
Headteacher



2. Welcome to the Languages, Literacy and Communication Area of Learning

You will be joining a stable, highly experienced Department, many of whom hold wider responsibilities within the school. We are a supportive and positive team, always looking to improve and innovate in all areas. Members of the Department are encouraged to share best practice and work collaboratively with the aim of maintaining the highest standards.

You will be joining our school at an exciting time, as we make an important transition to an Area of learning. The Languages, Literacy and Communication Area of the curriculum addresses fundamental aspects of human communication. It aims to support learning across the whole curriculum to enable learners to gain knowledge and skills in English, International Languages and to be excited by the richness of literature. We want our learners to be curious as they make connections between languages and seek opportunities to practise them. We strive to make our learners empathetic and embrace other languages and their cultures. As well as this, we want our learners to appreciate our literary heritage and enjoy the linguistic diversity of our community.

In this Area, our learners will experience how different languages should be explored in relation to one another, so too the skills of listening, speaking, reading and writing. It also means that learning about and through literature should be seen as contributing to all aspects of learning about languages.

Our learners will be given opportunities to use languages in order to be effective as they interact, explore ideas, express viewpoints, knowledge and understanding and build relationships. The learning and experience will support them to develop an awareness of how they use a range of languages to express themselves for different purposes and audiences.

Literature expands horizons. In all its forms it can inspire and motivate us, while also helping us to learn more about language and communication. This Area aims to provide learners with literary experiences that can engage them as listeners, viewers, readers, narrators and creators. These experiences will support them to appreciate a creator's craft as well as develop their own creative skills.



3. SCHOOL OVERVIEW

Cwmbran High School is an 11-16 school with just over 1100 pupils on roll and serves the Fairwater District of Cwmbran. Over the past three years, on average 35 - 40% of pupils have been eligible for free school meals, however due to the removal of the transitional protection (PLASC 2023) has significantly dropped to 30.47% (345). The school benefits from three specialist bases: including an ASD base that support Autistic Spectrum pupils, the HIB (Hearing impaired base) which is a specialist provision to accommodate pupils with hearing impairments, and the Victory Church which is an offsite provision for pupils with severe emotional, social and behavioral difficulties.

The school benefits from a purposeful governing body. It has valuable relationships with the LA and consortia and is developing the effectiveness of its school-to-school working. The school has been in an Estyn category for a number of years and requires a continued culture shift to overcome a few negative attitudes and behaviours to learning and low aspiration throughout the school's community.

The short term aims for the remainder of the academic year 2023-24 are seen in the table below. This is the product of a multi-agency SDP planning approach involving school leaders, school staff, the Local Authority, EAS and Cardiff High School (our partner school).

The 11 objectives of the SDP relate to **Learning and Teaching**, **Wellbeing** and **Leadership**. These 11 priorities remain our focus.

Learning & Teaching (Provision)	Wellbeing	Leadership
Learning and Teaching - R4	Provision for groups (FSM & ALN) - R4	Vision, Values & Reputation
Literacy – R1 and R3	Improved attitudes to learning - R2	SER & SDP - R5
Numeracy – R1 and R3	Improved attendance - R2	Accountability - R5
Skills intervention – R1 and R3		Safeguarding

Our SDP is aligned with our Estyn recommendations, the Local Authority Strategic Priorities and the National Mission: **“Raise standards, reduce the attainment gap and deliver an education system that is a source of national pride and confidence”**.

The school continues to make sound investments in our facilities and resources to enhance the learning experiences of our pupils and staff.

The school's mission, values and aims are, “Strive, Believe, Achieve” continue to give a clear purpose and a sense of direction for school improvement that has the wellbeing of learners and staff at its heart. Having combatted low aspirations of a few we are beginning to see a school flourishing.



4. APPLICATION PROCESS

Further details about the school can be found by contacting Helen Moss.

To apply for this post please complete an application form via Eteach.

You are asked to give the names of two referees, one of which should be your current Headteacher and/or Chair of Governors.

We will contact the referees of short-listed candidates prior to interview.

School visit if required: to be arranged by appointment

Closing Date: Midday 9th April

Shortlisting: 9th April

Interviews: 11/12th April

Start Date: September 2024/ summer start.

Please note that we are unable to accept CVs

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us, please assume your application has been unsuccessful.

Due to the nature of this job, it will be necessary for the appropriate level of Disclosure and Barring check to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4 (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action by the School. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.



5. JOB DESCRIPTION AND PERSON SPECIFICATION

JOB DESCRIPTION

Post Details	
Post Title: Teacher of English	
Grade: MPS	
Section: Cwmbran High School	Service Area: Education
Responsible To: Head of Department	
Office use only	
Job Evaluation ID	Date Issued:

Job Purpose
To assist the Head of Department in the delivery of effective teaching and learning within the Department.
Key Responsibilities
<ul style="list-style-type: none"> • To deliver engaging lessons that develop pupils' skills. • To give quality feedback to learners and track pupils' progress. • Record, monitor and effectively use data to plan for pupils' learning. • To implement strategies for the raising of achievement. • Contribute to the effective teaching & learning of the subject. • To work with the Head of Department to provide an agreed contribution to schemes of work. • To provide guidance and support to pupils in preparation for external examinations.

Resources/Equipment/Material
<ul style="list-style-type: none"> • General school resources management. • Site security and maintenance of equipment. • Health & Safety guidance and safe use of equipment and resources.

Supervision/Management of People
N/A



Knowledge, Skills, Training and Experience

- Qualified Teacher
- Honours Graduate
- Knowledge of developments in teaching
- Understanding of strategies for raising standards of pupil achievement.
- Evidence of keeping updated with educational thinking and knowledge.
- Excellent ICT skills
- Ability to teach through 11- 16
- An understanding of the use of individual pupil data to raise standards.

Special Working Conditions

- Attendance at school events

General

- To promote the highest standards of professional practice within the department.
- To promote the aims and aspirations of the school through the work of the department.
- Any other reasonable duties appropriate to the post as agreed with the Headteacher from time to time.
- To participate in appropriate meeting with colleagues and parents / carers.



PERSON SPECIFICATION

Post Title: Teacher of English	Date: April 2023
For office use only	
Shortlisted By:	
Name of Candidate:	Date:

Please note you will need to meet the essential criterion to be invited for interview.

Requirements	Selection Method		
	Essential or Desirable	Score	Tested at Interview and/or Application Form
Education/Qualifications/Knowledge			
1.1 Qualified Teacher Status	E		A
1.2 Honours Graduate	E		A/I
Experience			
2.1 Experience of working in a successful Department	D		A
2.2 A thorough knowledge of current developments in teaching	E		A/I
2.3 An awareness of a range of Teaching & Learning styles.	E		A/I
2.4 An understanding of strategies for raising standards of pupil achievement	E		A/I
2.5 An understanding of the use of Individual pupil data to raise standards	D		A/I
2.6 Evidence of keeping up to date with Educational thinking and knowledge	E		A/I
2.7 Previous Primary School teaching experience	D		A/I
Skills and Abilities			
3.1 The ability to establish good working relationships	E		A/I
3.2 The ability to communicate with and motivate young people	E		A/I
3.3 Good ICT Skills	E		A/I
3.4 Ability to teach to through 11-16	E		A/I
Personal Attributes			
4.1 Excellent classroom practitioner	E		A/I



4.2 A commitment to raising standards of achievement across the ability range	E		I
4.3 A commitment to comprehensive education	E		I
4.4 A commitment to equal opportunities	E		A/I
4.5 A propensity to emphasise what children can do as opposed to what they cannot do.	E		A/I
Circumstances			
Total Short Listing Score			

Score key: 0 = Not Met Criteria 1 = Fully Met Criteria