

*As a Christian school we recognise the unique and wonderful in everyone.  
As a community we support one another to flourish and live life in all its fullness.*

<b>Title: NQT Teacher of English – KS3 Trained</b> <b>Reports to: Leader of English</b> <b>Salary Range: MPS</b>		<b>Edwinstree Middle School, - A Voluntary controlled Church of England School</b> <b>Norfolk Road, Buntingford, Hertfordshire SG9 9AW</b> <b>To be read alongside the National Standards &amp; Professional Standards Policy</b>	
<b>ROLE CONTEXT</b> Able to give examples of	<b>ROLE IN ACTION</b> Able to give examples of some and demonstrate the capacity to learn how to deliver the following:	<b>NEED TO KNOW</b> Demonstrate capacity to learn how to complete the following:	<b>NEED TO BE</b> Demonstrate the capacity to learn how to complete the following:
<p>As a Christian school, we recognise the unique and wonderful in everyone. As a community, we support each other to flourish and live life in all its fullness.</p> <p><b>Our Curriculum</b> embodies our vision: <b>Individual and unique</b> – As a school we believe that our students are unique and that, while the national curriculum provides a framework, the context of the individual's learning, is key to underpinning what is taught in school. We are clear that it is better for students to fully understand the elements of the curriculum they have covered, then to have covered it all badly, and without depth and understanding.</p> <p><b>Wonderful</b> – We relish the opportunity that middle school brings to open students to the foundation subjects in specialised rooms with specialist teachers. We also recognise, post SATs we have a fabulous opportunity in key stage 3 to build to GCSE but also to explore and to celebrate the wonderfulness of all subjects. We are passionate that this time prior to GCSE should create curious and interested learners who are really engaged. We deliberately choose to follow their, and our, passions in the curriculum. We want them to leave really interested in the world, and keen to further explore it.</p>	<p><b>Core Areas of Responsibility</b></p> <ul style="list-style-type: none"> <li>• Effectively plan to meet the needs of all students within the classroom on a lesson-by-lesson basis so that all students make good progress over the year and many make rapid.</li> <li>• SEND and PP progress is equal or exceeds other students' progress in the classroom.</li> <li>• Adhere to the school's marking policy, providing timely and effective feedback to students.</li> <li>• Assess accurately with the support of the subject and moderation procedures.</li> <li>• Follow schemes of work and enrich the resources that are used.</li> <li>• Promote passion and a growth mind set in the subjects that you teach.</li> <li>• Acknowledge and promote the ethos of the school</li> <li>• Ensure a purposeful, happy, and learning working environment.</li> </ul>	<p><b>Organisational Capabilities</b></p> <ul style="list-style-type: none"> <li>• Ability to work to the national standards and set procedures that come with the necessary scrutiny when working in the public sector</li> <li>• Ability to work to optimum resource efficient ways so as to minimise delays and over-administration</li> <li>• Take innovative approaches to reviewing working methods and practices to identify efficiencies and best practice to improve service quality.</li> <li>• A willingness to participate in Personal Development review and staff development procedures.</li> <li>• Demonstrable analytical and problem solving skills.</li> <li>• Ability to review, reflect and learn new approaches.</li> </ul>	<p>Edwinstree Staff competencies:</p> <p><b>1. Results Driven</b></p> <ul style="list-style-type: none"> <li>➤ Restless bias to achieve exceptional standards and deliver set goals</li> <li>➤ Remains focused on the priorities and delivers them relentlessly despite issues that may arise</li> <li>➤ Sets stretching targets using appropriate data for themselves and their students.</li> </ul> <p><b>2. Quality Focused</b></p> <ul style="list-style-type: none"> <li>➤ Continually seeks ways to improve and learn.</li> <li>➤ Is rigorous in analysis including self-assessment</li> <li>➤ Recognises that high quality outputs require high quality inputs and operates accordingly</li> </ul> <p><b>3. Innovative</b></p> <ul style="list-style-type: none"> <li>➤ Finds ways around restrictions and/or limitations</li> <li>➤ Applies alternative thinking to problems to generate creative solutions</li> <li>➤ Is up to date with innovative ideas/models of excellence and able to adapt them to suit Edwinstree.</li> </ul> <p><b>4. Communicates with Impact</b></p> <ul style="list-style-type: none"> <li>➤ Adapts style appropriately to suit the audience</li> <li>➤ Actively listens</li> <li>➤ Wins people over from opposing view points</li> <li>➤ Communicates clearly[both written and oral]</li> <li>➤ Builds positive relationships within and beyond own working area</li> <li>➤ Delivers engaging and professional presentations</li> </ul>

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<p><b>Flourish</b> – While we recognise the importance of SATs, we refuse to allow the pressure of this exam to shrink our curriculum. All subjects have signed up to supporting the development of literacy and numeracy across the curriculum. We take pride in offering our students and enriched, engaging and full curriculum from Year 5 onwards</p> <p><b>Fullness</b> – We use our Christian values and faith to support students to take on challenging ideas and to try to understand the world, its wonder and its conflict. All subjects map their involvement with these values and where we celebrate and identify what makes us ‘British’ and the importance and value that diversity brings us. All subjects provide enrichment and opportunities within extra- curricular activities.</p> <p><b>People</b> – As a Christian school we know our vision is for all stake holders, not just our students and we work hard to support each individual member of staff to find their wonderful. We are clear that continued learning is central to our success.</p> <p><b>Key Partners/Relationships</b> Students Parents Staff – Department of English Diocese Governing Body Local Authority</p>	<ul style="list-style-type: none"> <li>• Work closely with the appropriate subject leaders, supporting and developing the curriculum and its delivery</li> <li>• Have responsibility for a tutor groups, liaising with the appropriate Leader of Learning on matters of pastoral care or administrative duties</li> <li>• Attend any relevant meetings with colleagues and actively continue to improve your learning by continuing a planned programme of learning</li> <li>• Attend appropriate meetings with parents</li> <li>• Take full and active part in supporting a specific area of the curriculum or school development during and after the second year of full time employment</li> <li>• Adhere to policies with particular reference to the safeguarding umbrella policies within the school</li> <li>• Promote effective and safe use and storage of data following the new GDPR from 25/5/18</li> <li>• Carry out any other reasonable duties that the Headteacher may feel necessary</li> </ul> <p><b>Critical Success Factors</b></p> <ul style="list-style-type: none"> <li>• Achievement of targets in relation achievement &amp; progress</li> <li>• Meet and succeed in all teaching standards on an annual basis</li> </ul>	<p><b>Be the Expert</b> (technical knowledge, qualifications, experience, occupational competence and requirements, etc). The successful candidate will be able to demonstrate:</p> <ul style="list-style-type: none"> <li>• That their key drive is the success of the students</li> <li>• Qualifications at degree level including a teaching qualification</li> <li>• Understanding of educational policy and developments in KS3 education</li> <li>• Best practice in providing a safe and secure learning environment</li> <li>• The ability to be innovative and enterprising</li> <li>• Evidence of continued learning</li> </ul>	