



Monmouth | Ysgol Gyfun
Comprehensive School | **Trefynwy**

Teacher of English

Part time (0.5) 1-year temporary contract

Commencing 1st September 2024

Recruitment Pack



Introduction from the Headteacher

Thank you for your interest in this role.

We are very proud of our inclusive and aspirational school, and we have exceedingly high expectations of every single one of our students. We take great pride in enabling them to grow and to flourish. In order for that to happen, our students need to do two simple things - work hard and be kind. Our students and staff thrive in a community where consistency and routines go alongside us knowing each student well and supporting them to reach their potential.

We have the benefit of a magnificent award-winning school building that was recently completed under the 21st Century Schools programme. It is a wonderful modern facility that has education at its heart. Located in the centre of Monmouth, we serve our local community as well as other nearby areas in both Wales and England. We number around 1,700 students and 200 staff, and we are over-subscribed in every year group.

We are absolutely determined to provide an exceptional standard of education for every child that comes to our school, so that they have the opportunity to lead happy and successful lives. Our approach to Curriculum for Wales is founded on the importance of subjects and on the principle of powerful knowledge. Our work on this is the subject of a recent Estyn case study to share our practice more widely. Our pedagogy is founded on the research evidence of learning and on how to maximise student progress.

We are fully comprehensive and provide for a wide range of learning needs. Currently there are 14% of the school population on the Register for Additional Learning Needs. We also have an integrated Specialist Resource Base, which is also the subject of a recent Estyn case study for its exceptionally strong provision. Students come from a wide range of socio-

economic backgrounds and the rolling average for FSM is 13.8%.

We welcome applications from candidates whose personal qualities and values reflect those in the person specification, and whose experiences also place them in a strong position to deliver the job description. A full induction programme and meaningful professional learning is offered to all staff.

You will find us to be a supportive, collaborative group of colleagues, who work to provide an exceptional standard of education for all of the students in our care. We take great pride in what we do, and we continue to be wildly ambitious for what we can achieve together in the future.

I look forward to reading your application, should you wish to apply.

Kind regards

Hugo Hutchison
Prifathro / Headteacher



Job Description

1 Title of Post: Teacher of English

2 Salary Grade: Teachers' Pay Scale

3 Relationships

- 3.1 The postholder is responsible to the Headteacher through the Faculty Leader of English for teaching subject duties and to the Heads of Year for Form Duties.
- 3.2 The postholder works on a professional level with all colleagues (externally and internally) as appropriate to establish and maintain productive relationships.
- 3.3 The postholder liaises with parents, carers, and students as appropriate.

4 Purpose of the Job

- 4.1 To contribute to the teaching, and other work of the Faculty as defined by the School Teachers' Pay and Conditions (Wales) document. As a Form Teacher, to undertake duties to support the progress of students in the Form.

5 Responsibilities

- 5.1 To teach and participate in the development of schemes of work, materials and syllabuses of the Faculty, attending meetings as necessary.
- 5.2 To take responsibility for your own professional development, using the Monmouth Comprehensive Performance Record and Development Sheet in the Performance Management Policy and professional Development Policy to guide and support progress with the aim of meeting professional standards.
- 5.3 To control and oversee the use and storage of books, stationery and other teaching materials ensuring that any Health & Safety Regulations are observed.
- 5.4 To carry out the duties of a Form Teacher in respect of students to include:
 - the development of positive learning relationships
 - the establishment of rapport with students to develop their social and academic potential and be a main source of reference
 - the marking of Form registers, ensuring absences and lateness are accounted for and taking appropriate action where they are not
 - the compilation of reports, profiles and references on students as required
 - the monitoring of homework of students, the teaching of Form periods, escorting the Form to assemblies and attending tutor meetings called by the Heads of Year.
- 5.5 To work alongside the Heads of Year to monitor students' progress and set targets, and ensure the needs of students are met.
- 5.6 To carry out supervision of students' duties as detailed by the Headteacher.

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- 5.7 To ensure that students access the support they require from school and external agencies.
- 5.8 To uphold and comply with the statutory provisions of the Health and Safety Work Regulations 1999, The Monmouthshire Safeguarding and Child Protection Policy 2017 and any other relevant Council and School policies relating to Safeguarding and Health and Safety.
- 5.9 To follow school and LA policies and procedures on Safeguarding and Child Protection in all work with children and families.
- 5.10 Be aware of and comply with policies and procedures relating to Behaviour Management, uniform, confidentiality and data protection, reporting all concerns to an appropriate person.
- 5.11 Uphold and promote the vision and ethos of the school.
- 5.12 Participate in training, learning activities and performance development as required.

6 Professional Development

The school is committed to supporting all in developing their practice to achieve the very best outcomes for all students. Our CPD policy outlines the provision and practice for this role.

7 Performance Management

Our Performance Management policy and practice supports us in achieving the school's aims and objectives. Individual Performance Management is integrated into wider school improvement systems and priorities.

- 8** The duties and responsibilities of the post are subject to those details in the Statement and Conditions of Employment and will count as directed time as detailed in such statement and as defined by the Headteacher.

- 9** The job description does not define in detail all the duties/responsibilities of the post, will be reviewed at least once a year and may be subject to modification or amendment after consultation and agreement with the post holder.

Personal Specification

	Requirement	Essential or Desirable	How Tested (S) used at Shortlisting
Education/Qualifications			
1.1	Degree in English or related discipline	E	Application Form
1.2	Teaching Qualification	E	Application Form
Experience			
2.1	Newly qualified or experienced practitioners are equally welcome to apply		
Aptitudes and Skills			
3.1	Ability to offer English to GCSE level	E	Application Form / Interview
3.2	Ability to offer English to A level	D	Application Form / Interview
3.3	Ability to enthuse and motivate students in English	E	Application Form / Interview / Micro Lesson
3.4	To maintain a high standard in teacher-student relationships in the classroom	E	Interview / Micro Lesson / Reference
3.5	To have the ability to work as an effective Form Tutor	E	Application Form / Interview
3.6	To be able to provide extra-curricular opportunities to students	D	Application Form / Interview
Personal Attributes			
4.1	To be an effective communicator with the interpersonal skills necessary to work closely with colleagues and students	E	Interview
4.2	To be able to contribute enthusiastically to the school's vision and objectives	E	Interview
4.3	To be an effective team member and to be able to act on personal initiative	E	Interview
4.4	To be well organised and able to implement school policies effectively	E	Interview
4.5	To be highly motivated	E	Interview

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4.6	To be flexible in approach to work and people	E	Interview
4.7	To be committed to further personal development	E	Interview
Safeguarding			
5.1	Commitment to pupil wellbeing, safeguarding and child protection	E	Interview
5.2	Positive references	E	Post short-listing
5.3	Enhanced DBS	E	Post interview

Faculty Information – English

Thank you for your interest in joining the English team at Monmouth Comprehensive School. The role for which you are applying is an exciting opportunity to join a passionate team of dynamic teachers who are committed not only to the promotion of competence in literacy, but to instilling in our young people a love of reading, writing, speaking and interacting.

English at Monmouth Comprehensive School is more than the sum of its parts. Our ethos as a department very much centres on the philosophy that it is not what you teach but how you teach it that really matters. This means nothing is off limits, which allows us to expand students' horizons and introduce them to new and exciting concepts. For instance, our Y7 curriculum includes an introduction to the history of the English language, including important milestones in the evolution of our language.

We feel that school curricular often take quite a circumspect and superficial approach to the study of language and literature. This is why, when we introduce students to concepts and genre, such as dystopian fiction, we do not just look at the hallmarks of dystopian writing, but examine the context and commentary that lies behind the conceit of the story; we examine authorial motive and apply these principles to our own dystopian writing.

It is our belief that English makes a very real and unique contribution to young people's lives; the books we read together in our English lessons tend to stay with us down the years and we see this as an opportunity. We want our young people to read independently and for pleasure, and this is no easy feat in a world where teenagers spend an average of seven hours on their phones each day. It is our duty to model good reading habits and show them how immersive reading can be.



Faculty Information – English

The English faculty prides itself on its results and the achievement of its students. In particular, we like to boast of our outcomes at KS5 as our results fall into ALPS grades 1 and 2, which makes us one of the top achieving centres in the country for GCE English language and GCE English literature. We are also proud of the fact that all our students study both language and literature at GCSE – literature should not be an option – and our results are solid with 81% of students achieving A* - C in one or other of these subjects in our best (pre-COVID) year.

The introduction of the new Curriculum for Wales has given us a very welcome excuse to completely redesign our curriculum. Central to the English curriculum at our school is the acquisition of knowledge through challenging and diverse literature; cultural enrichment through subsidiary texts; and developing precision in thinking and communicating with overt teaching of vocabulary. This first iteration of our new curriculum has been recognised and commended by ESTYN, and we are excited to begin working on the next iteration.

We also have a raft of extra-curricular clubs which are designed to enhance the cultural capital of English at MCS. These clubs include reading groups (covering Carnegie shadowing), a creative writing club called Muse, and a speaking and debating group. We are always looking to expand our programme of after-school clubs, and welcome candidates who are keen to contribute to the extracurricular life of the school.

We are very fortunate in our twenty-first century school environment, as the English faculty boasts a suite of ten classrooms, a large hub space, a presentation staircase and a number of small breakout rooms, which allow us a degree of flexibility in designing a learning experience we would never have thought possible ten years ago. The range of spaces means we can move from traditional classroom learning to dynamic group work in the hub, to presentations in the breakout spaces and lectures on the presentation staircase. Anything is possible now.

Nicholas Jones
Head of Faculty



The Recruitment Process

1. Application

Application forms can be downloaded via www.eteach.com – we do not accept CVs.

Completed paper applications should be returned to: Mrs Laura Claypole, Monmouth Comprehensive School, Old Dixton Road, Monmouth NP25 3YT.

Emailed applications may be sent to: mon.recruitment@monmouth.schoolsdu.org.uk

Closing Date: Monday 17th June at 12 noon

2. Interview Process

Interview Date: Friday 21st June

3. Additional Information

Please contact: Mrs Laura Claypole mon.recruitment@monmouth.schoolsdu.org.uk for any further information.

4. Safeguarding

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check. Candidates must be aware of and comply with policies and procedures relating to child protection and safeguarding, health, safety and security, confidentiality, and data protection, reporting all concerns to the appropriate person.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. Applications are welcome in English or in Welsh, and will be treated equally.

