



The John of Gaunt School

*A Community Academy*

Excellence Every Day

APPLICATION PACK





# The John of Gaunt School

*A Community Academy*

## Our Mission

Our mission is to make sure that all our students, regardless of their circumstances, discover their personal best and thrive academically, individually and socially.

We are relentless in driving high expectations and make no apology for ensuring high standards across the school. We will continually ensure every student achieve excellent results, with high-quality teaching and a first-class curriculum, underpinned by outstanding cultural capital experiences and exceptional pastoral care.

## Ethos and Culture

We are a highly inclusive school that blends nurturing individual care with high standards and expectations.

Our students are proud of their school and are happy, ambitious, inquisitive learners. They thrive on a curriculum and character education programme that takes place in classrooms, and includes clubs, trips and activities. Our ethos is underpinned by strong relationships between students, parents, carers, staff and governors, who all work tirelessly together to ensure students develop their individual characteristics to be successful at school and beyond.

## Values

- **Excellence**  
We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.
- **Respect**  
We treat others in our diverse, inclusive community as we wish to be treated. We acknowledge individual differences yet join together in an uncompromising respect for each other.
- **Responsibility**  
We understand that we own our actions. We work hard to understand our emotions and manage them effectively, whilst ensuring we put any mistakes right.
- **Resilience**  
When we encounter challenges, we persevere and bounce back. We see setbacks as stepping stones to success and always give 100%.
- **Ambition**  
Our ambition knows no limits. We will push ourselves to be the best version of ourselves to ensure success.





**The John of Gaunt School**  
A Community Academy

## English Teacher Full Time, Permanent Contract

Dear Applicant

I am delighted that you have shown an interest in this post at The John of Gaunt School which it is will start on 1<sup>st</sup> September 2022. You will join a committed and highly talented staff team with a supportive Governing Body who share high ambitions and the desire of excellence for our students. This is a truly exciting time to join our growing, forward thinking school.

We are looking for a talented and passionate practitioner, whether experienced and looking for a fresh challenge or new to the profession. We run a very strong ECT programme for those new to the profession.

You will have the drive to inspire our students, the skills and knowledge to teach English across the age and ability range. You will share our commitment to raising the achievement of every student. And will need to bring a sense of energy to the role and a desire to continually improve.

You will find several documents within this pack. The application form can be accessed via our website by clicking the following link. [Link to Vacancies](#)

The John of Gaunt School is large and dynamic school with approximately 1200 students on roll. We are a single Academy and actively promote collaboration with our feeder primary schools through the Trowbridge Schools' Social Enterprise - Collaborative Schools Ltd and the West Wiltshire Alliance; a partnership of 8 secondary schools and Wiltshire College. Our school roll is rising significantly each year and our reputation has accelerated over the last two years. We are now at the forefront educational practice and we are delighted that our recent changes are accelerating the progress of our students.

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your experiences have prepared you for this role. Your application form and covering letter should be addressed to Paul Skipp and returned via email to [vacancies@jogschool.org](mailto:vacancies@jogschool.org)

The closing date for applications is Thursday 3<sup>rd</sup> February 2022 at 10am. If you haven't heard from us by 17<sup>th</sup> February, please assume that you will not be called for interview.

Thank you, once again, for your interest in this post. I look forward to reading your application.

Paul Skipp  
Headteacher

Excellence Every Day



## The John of Gaunt School

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### At The John of Gaunt School

We are committed to safeguarding and promoting the welfare of students and expect all staff to share this commitment. A copy of the school's Safeguarding Children in Our School Policy and our Policy and Code of Conduct for Safe Practice are included in this pack for your reference. Further related policies will be included in the induction process. The interview will seek clarification on information you provide on your application form, assess your suitability for the post and assess your suitability to work in an environment where you will have contact with students. It will include questions relating to safeguarding and promoting the welfare of children.

If you are shortlisted references will be sought from your current or most recent employer and any issues arising from a reference will be discussed at interview. If you have worked with children in the past, but do not do so at the moment, a reference will be sought from this employer as well. If you have been self-employed, please provide statements or evidence from your clients/accountant or solicitor. References will be required which cover the past 5 years.

The application form asks you to give the contact details of a 'personal referee'; this should not be a relative or friend. Please give names and email contacts for all referees. The post will only be offered once two satisfactory references have been received.

Due to the nature of this post, you will be required to apply for an enhanced disclosure with barred list from the DBS (Disclosure and Barring Service) if you are offered the post. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The school will apply on your behalf and will pay the necessary fee. This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 Exceptions Order 1975, 2013 and 2020.

Having a criminal conviction will not automatically exclude you from employment, this will depend on the nature of the position and the circumstances and background of the offences committed. However, an offer of employment will be conditional until DBS and medical clearance have been received.

*"A Good School"*

OFSTED, JUNE 18

*"A highly inclusive school... committed to the success of every pupil"*

OFSTED, JUNE 18

# Excellence Every Day

Headteacher: Mr P Skipp



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## **ENGLISH TEACHER FULL TIME, PERMANENT CONTRACT**

To meet the needs of our growing student numbers, we would like to appoint a dynamic and committed English Teacher to teach across the age and ability range, to start 1<sup>st</sup> September 2022. You will have the skills and drive to inspire our students, coupled with high expectations and strong interpersonal skills. You will be joining a team of enthusiastic and dedicated teachers, who care passionately about their students and are committed to raising standards and enjoyment in the subject.

We are looking for a colleague with:

- a commitment to raising student achievement at all levels
- an imaginative and creative approach to teaching and learning
- a shared belief in our inclusive ethos.

A commitment to help all young people and staff to achieve their best is expected of all staff.

Our school is a fully comprehensive single Academy for students from the ages of 11 – 18, with approximately 1200 students on roll. We are a school for our community and strongly believe in the potential of every young person.

As an employer we are committed to offering equal opportunities to all. We particularly welcome applicants from Black, Asian and minority ethnic (BAME) backgrounds as they are currently underrepresented in our school. All appointments will be made on merit and take account of the skills and experiences required for the role.

**Closing date for applications is 10.00 am on Thursday 3<sup>rd</sup> February 2022**

**Excellence Every Day**



## **English Teacher Job Description Permanent Contract**

- Start Date: • 1<sup>st</sup> September 2022
- Working Hours: • Full time
- Accountability: • Accountable to the Headteacher.  
• Under the daily leadership of Director of Learning
- Safeguarding: • The John of Gaunt School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and individually take responsibility for doing so.  
• The postholder must hold enhanced DBS clearance.
- Comment: • This job description will be reviewed annually as part of our Performance Management process and may be subject to amendment or modification at any time after consultation with the post holder. It is not comprehensive but sets out the main expectations of the school.



## **English Teacher Job Description cont.**

### **Teaching & Learning:**

- To manage student learning through effective teaching in accordance with subject schemes of work and policies.
- To embrace whole school initiatives.
- To teach across the full age and ability range, as required.
- To deliver small group intervention sessions, as required.
- To teach a second subject, as required.
- To plan differentiated lessons which meet the needs of all abilities, including those with SEN and most able students.
- To set homework regularly in accordance with the school's policy.
- To encourage independent learning.
- To promote learner self-esteem and a positive academic self-concept.
- To work effectively as a member of the subject team to improve the quality of teaching and learning.
- To deepen learner knowledge and understanding and to maximise their achievement.
- To use positive behaviour management techniques based on mutual respect and recognising that every child matters.

### **Monitoring, Assessment, Recording, Reporting and Accountability**

- To ensure all students receive regular, effective feedback on their work which promotes learning.
- To be immediately responsible for learner tracking, recording and reporting.
- To work with the Individual Learning Department (SEN) where necessary e.g. to effectively use IEPs to match curriculum materials and approaches to meeting learner needs.
- To assess learners' work and use findings to inform future planning, teaching and subject development.
- To produce informative, helpful and accurate reports to parents.
- To plan lessons and keep an accurate record of learner progress.



## English Teacher Job Description cont.

### Knowledge and Understanding

- To have a thorough and up-to-date knowledge of all the national curriculum and examination courses.
- To keep up-to-date with research and development in pedagogy both within the subject and as a teacher/learner.

### Professional Standards and Development

- You are expected to be a role model to learners through personal presentation and professional conduct.
- To be punctual to lessons and meetings.
- To support school policies.
- To strive for personal and professional development.
- To be involved in extra-curricular activities, including trips and exchanges abroad.
- To liaise effectively with parents and other stakeholders involved with education and welfare.
- To undertake any reasonable task requested by the Head of Subject or Director of Learning.
- To demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.

### Pastoral Duties

- Every subject teacher is expected to be a tutor.

### ECTs only

- To aim to pass the standards at the end of the induction period to maintain QTS.
- To take full advantage of the school's induction programme.
- To seek advice and guidance.
- To engage in reflective self-analysis of professional practice.
- To play an active part in the everyday life of the school.



## English Teacher Person Specification

	Essential	Desirable	Assessed by
Qualifications	<ul style="list-style-type: none"> <li>• DfES recognised Qualified Teacher Status</li> <li>• Graduate in a relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant qualifications</li> </ul>	Application form
Experience	<ul style="list-style-type: none"> <li>• Successful teaching experience at secondary level</li> <li>• Contribution to effective curriculum planning</li> <li>• Teaching English in a secondary school</li> </ul>	<ul style="list-style-type: none"> <li>• Extra-curricular activities</li> <li>• Teaching an additional subject</li> <li>• Delivering small group, intervention sessions</li> </ul>	Application form, interview and references
Knowledge and Understanding	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the National Curriculum requirements</li> <li>• The ability to recognise outstanding classroom practice</li> <li>• Competence in using student data to monitor and improve performance</li> <li>• Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students including SEN, EAL and high achievers</li> <li>• Understanding of how to differentiate learning activities</li> <li>• Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement</li> <li>• Confidence in using ICT to support teaching</li> <li>• Aware of current trends in English teaching</li> <li>• Knowledge of the role of, and understanding the importance of, being a form tutor</li> </ul>	<ul style="list-style-type: none"> <li>• How to foster extra-curricular involvement</li> <li>• Removing barriers to learning</li> </ul>	Application form, references and interview

## Person Specification cont.

	Essential	Desirable	Assessed by
Professional Skills	<ul style="list-style-type: none"> <li>• An excellent classroom practitioner</li> <li>• Evidence of delivering effective lessons which lead to at least 'good' progress</li> <li>• Good level of ICT skills</li> <li>• The ability to inspire, develop and motivate students and raise their aspirations through a range of strategies eg assessment for learning</li> <li>• Clear and effective communication in both writing and speaking</li> <li>• Ability to manage young people effectively</li> <li>• Excellent organisation and management of resources</li> <li>• Ability to set targets for students in order to raise achievement</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with young people</li> <li>• Ability to engage effectively with parents to support learning</li> <li>• Ability to converse at ease in accurate spoken English</li> </ul>		Interview and references
Requirements	<ul style="list-style-type: none"> <li>• A positive role model for students</li> <li>• Enthusiasm for and commitment to the achievement of the school's overall vision for success at all levels</li> <li>• Energy and drive</li> <li>• Commitment to contributing to school life as a whole and willingness to be involved with clubs and community projects</li> <li>• Ability to work as part of a team and to develop and maintain positive relationships with teaching and support staff</li> <li>• Willingness to seek further professional development</li> <li>• Share high expectations of achievement, teaching and behaviour</li> <li>• The ability to establish and maintain personal credibility amongst staff, students, parents and governors</li> <li>• A commitment to continual improvement and excellence</li> <li>• Ability to work effectively as part of a team</li> <li>• Solution focussed</li> <li>• Committed to safeguarding and promoting the welfare of children</li> <li>• Committed to anti-discriminatory practice</li> <li>• Follow confidentiality protocol</li> <li>• Hold enhanced DBS certificate with children's barred list checks</li> </ul>	<ul style="list-style-type: none"> <li>• A healthy sense of perspective</li> <li>• Ambitious to further career</li> </ul>	Interview



## English Faculty Description

The English Faculty occupies a central place in the work of the school and, we are happy to say, has recently been shortlisted for English Team of the Year with the Times Educational Supplement. The faculty has thirteen specialist teachers of English and media, three of whom are part-time, and some of whom have additional areas of expertise and responsibility around the school – including strong links with our individual learning department. The Faculty is managed by the Director of Learning; she is assisted by a Director of KS4, Director of KS3, Lead Practitioner, and a full-time HLTA who undertakes intervention work focused on pupil premium students. The hallmarks of the English Faculty's work are the extremely high quality of classroom teaching and a sharp focus on assessment and monitoring. The English Faculty team pride themselves on being innovative and forward-looking, enthusiastic and caring.

All full-time English specialists currently have their own classrooms; most of these are situated in the same area of the school. All are equipped with data projectors, speakers and document cameras; all members of staff have their own laptop computers and access to the internet. The English Faculty has its own small computer room which is particularly useful for teaching smaller classes of lower ability students, sixth form classes or intervention groups. In addition, media teaching takes place in a computer suite, with access to equipment such as cameras, lighting and sound recorders. We also have a technician who regularly works in the faculty to support media lessons. A particular strength of the faculty is our resource-base, which includes a wide selection of literature and course books, as well as fully-resourced schemes of work across the key stages, written by our team. We participate in the 'Talk for Writing' secondary programme, with the aim of improving student literacy in all subjects. We participate fully in the school's CPD programme to ensure that our resources, skills and professional practice are of the highest order, with members of our team regularly delivering CPD for other colleagues in the school.

### KS3

In Year 7, 8 and 9, English is taught in mixed-ability groups. Year 7 students have 8 English lessons per fortnight, one of which is a reading lesson that takes place in our school library. Year 8 students have 6 lessons a fortnight and year 9 have eight lessons a fortnight. The Key Stage 3 English curriculum has been designed to allow each student in a year group to be studying the same module at the same time. These modules have fully-resourced schemes of work available, which creates consistency of teaching and learning across a year group.



## **GCSE**

In Years 10 and 11, students currently follow GCSE courses in both English Language and English Literature with the AQA exam board, studying the play *An Inspector Calls* alongside classics such as Shakespeare's *Romeo and Juliet* and *Jekyll and Hyde*. Joint-planning is at the heart of our GCSE teaching, with team members regularly pairing up to plan a KS4 unit of work. The Faculty has also developed a range of effective intervention techniques which have enabled successive Year 11 cohorts to feel that they are being strongly supported in the lead up to their exams and, in turn, to respond by being purposeful and focused in their work. Our English Language 9-4 rate for 2019 was 69% and the combined 'English' (taking into account the best of both Language and Literature GCSEs) was 75%.

In addition to English, we also teach a popular GCSE course in Media Studies, with the AQA exam board, as one of students' options choices.

## **A Level**

The English Faculty offers newcomers exceptional opportunities in A level teaching; we currently offer A levels in English Literature and Media, and have previously offered A levels in English Language and Literature, whenever there is adequate student demand. We teach the courses offered by the AQA exam board (the 'B' specification for English Literature) and these have proven to be exceptionally popular, with the numbers of students opting for English at this level being high. In recent years, many students have gone on to study English or English-related subjects at university. It would be an advantage for candidates to have the background or willingness to teach any or all of these subjects.

## **Enrichment**

A range of enrichment activities are offered in English to complement work in the classroom. Each year we put forward teams from Years 8, 10 and 12 to compete in the 'Young Voice of Trowbridge', a public speaking competition against teams from other local secondary schools. Other recent enrichment activities include creative writing competitions, and theatre trips to Bath and Bristol. All English colleagues are encouraged to offer an extra-curricular activity. Last summer, we successfully piloted our first literature festival in school, with visiting authors and poets and lots more school events.

The English Faculty is at the forefront of change and innovation within the school. We are an ambitious team, with many of our members quickly advancing to take on additional responsibilities within the faculty and across the school. We welcome new colleagues who have fresh ideas and can contribute to improving our professional performance and raising student achievement.



## Essentials of Teaching the JOG Way

Area	Essentials	Tools
<b>Behaviour and Engagement</b>	<ul style="list-style-type: none"><li>✓ Lessons start with Meet, Greet, Stand and Seat.</li><li>✓ Correct use of the behaviour system results in disruption free learning.</li><li>✓ Positive student choices and effort are rewarded.</li><li>✓ Expectations of student talk (silent/discussion) are made explicit in all activities.</li><li>✓ Active engagement of all students happens through Cold Call questioning.</li><li>✓ Established class routines help maximise learning time.</li><li>✓ Lessons end with silent dismissal</li></ul>	<ul style="list-style-type: none"><li>★ Meet, greet, stand and seat</li><li>★ Thumbs up and down icons</li><li>★ Class Charts</li><li>★ Behaviour expectations flow chart</li><li>★ Organised resources</li><li>★ Routines for distributing books</li><li>★ Cold Call Questioning</li></ul>
<b>Quality of Instruction</b>	<ul style="list-style-type: none"><li>✓ A clear learning aim and related success criteria make the purpose of lessons explicit.</li><li>✓ Lessons begin with a review of previous learning.</li><li>✓ Explanations are highly effective.</li><li>✓ Student understanding is secure before learning moves on.</li><li>✓ Exam literacy and skill are developed through frequent guided practice and application.</li><li>✓ Students practise applying their learning to achieve mastery.</li><li>✓ Independent application follows guided practice.</li></ul>	<ul style="list-style-type: none"><li>★ Low stakes quizzing</li><li>★ Interleaving</li><li>★ Knowledge Organisers</li><li>★ Online resources e.g. Hegarty Maths, Memrise, Quizlet</li><li>★ Exam questions and PLCs</li></ul>
<b>Support and Challenge</b>	<ul style="list-style-type: none"><li>✓ Teaching is pitched high in every lesson, providing challenge to the most able.</li><li>✓ It is also adaptive to the differing needs of students as they emerge.</li><li>✓ Learning is supported and scaffolded where needed.</li><li>✓ SEN-friendly teaching strategies are employed.</li></ul>	<ul style="list-style-type: none"><li>★ Class Charts notes showing differentiated strategies</li><li>★ Alternative methods of recording available</li><li>★ Coloured backgrounds for slides</li><li>★ Writing frames</li></ul>



## Essentials of Teaching the JOG Way

Area	Aspiration	Essentials
<b>Modelling</b>	<ul style="list-style-type: none"><li>✓ Learning is modelled through practical demonstrations or written/drawn responses.</li><li>✓ Models of excellent practice are used to stretch and challenge students</li><li>✓ Models and success criteria are co-created with students.</li><li>✓ Model answers/responses are deconstructed collaboratively.</li></ul>	<ul style="list-style-type: none"><li>★ T4W toolkit: NHTW grids, hands-on vocabulary activities, model answers, boxing up, shared writing text mapping, mime.</li><li>★ Visualiser</li><li>★ Flip-chart</li></ul>
<b>Questioning</b>	<ul style="list-style-type: none"><li>✓ Cold call questioning is used to engage all learners.</li><li>✓ Questions are bounced around the room rather than back and forth between teacher and student.</li><li>✓ Questions are used to diagnose gaps in understanding and/or misconceptions.</li><li>✓ Higher-order questions are pre-planned to challenge.</li></ul>	<ul style="list-style-type: none"><li>★ Cold Call Questioning</li><li>★ Think-pair-share</li><li>★ Pose Pause Pounce Bounce</li><li>★ Question stems</li></ul>
<b>Feedback</b>	<ul style="list-style-type: none"><li>✓ Formative feedback is given throughout lessons.</li><li>✓ Marking type and frequency matches school policy.</li><li>✓ Next Steps are clear, specific and actionable.</li><li>✓ Students are given time to respond to Next Steps.</li><li>✓ Progress over time is evident in student GEM work.</li><li>✓ Presentation and effort over time are consistent or improve.</li></ul>	<ul style="list-style-type: none"><li>★ Red pen (teachers/TAs)</li><li>★ Green pen (student RTM)</li><li>★ Mobile marking (teacher and TA)</li><li>★ Diagnostic marking grids</li><li>★ GEM resources</li></ul>



## The John of Gaunt School

*A Community Academy*

### Our Town

The historic woollen town of Trowbridge is the County town of Wiltshire, and situated close to the edge of Salisbury Plain. Trowbridge is a socially diverse and rapidly growing town. With moderately priced housing, the town offers a range of High Street and independent shops, supermarkets, cafés, pubs and restaurants, as well as a weekly street market featuring local stalls and traders. Situated just 25 minutes by road from Bath, with good public transport links nationally, Trowbridge provides a great base from which to explore the region, including the world famous landmarks such as Stonehenge and Avebury as well as numerous National Trust and English Heritage sites.

### Our School

As one of 3 secondary schools in Trowbridge, The John of Gaunt School is a fully comprehensive single Academy for students from the ages of 11 – 18, with approximately 1200 students on roll. We are a school for our community and strongly believe in collaboration. We actively promote this with our local primary schools through Collaborative Schools Ltd - a social enterprise incorporating all Trowbridge schools; and the West Wiltshire Alliance. Our strong partnerships with local primaries mean that most students join us already knowing the geography of the school and key staff.



## Our Leadership Structure

Our Headteacher is supported by the Strategic Leadership Team which comprises:

- 1 Deputy Headteacher
- 5 Assistant Headteachers
- 3 Associate members
- Finance and Business Manager

## Our Students

We believe that every student deserves an engaging, inclusive and dynamic curriculum which prepares them for life in the 21st Century. Our curriculum is personalised and aims to meet the needs of all individuals, ensuring students are appropriately challenged.

We believe that high quality teaching is the core purpose of our school. Recruiting, developing and retaining the very best leaders and teachers is of the utmost importance to us. Our staff are hugely talented and dedicated to delivering high quality lessons, within a purposeful learning atmosphere.

We have high expectations and students expect to be challenged. We ensure that learning takes place in a calm and purposeful atmosphere. We know that learning is maximised when students play an active role in lessons and develop the independent skills required to become confident, lifelong learners. As a school we believe that effort leads to success and teachers seek to develop dedication and resilience in all students.

We believe that happy children who feel safe and well supported are more likely to succeed. We pride ourselves on how we know our students as unique individuals and how all are enabled to flourish.





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