



Eggar's School

Raising Standards Lead: Literacy, Media & English

Encouraging every individual to belong, to aspire, to achieve

Please return completed application forms to joinus@eggars.hants.sch.uk.

No CVs will be accepted.

Deadline for applications is: 09:00 Monday 9 October; interviews thereafter.

Start Date: January 2024

Please note that we encourage early application and we may interview and appoint ahead of the deadline if necessary.

Eggar's School is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. All successful applicants will be subject to a DBS check and other relevant employment checks.

Welcome from Sarah Holman, Head Teacher

Thank you for your interest in the position. I would like to welcome you personally to our lovely school. We require a capable and inspiring professional to support our highly committed teaching staff. The right candidate will be self-motivated, organised and possess a passion for helping young people achieve their very best.

Eggars is a friendly and vibrant school in the heart of Hampshire. Set in a magnificent 38-acre site, the campus is an impressive environment where students can focus on their learning and thrive in all aspects of school life. We hold firmly to our values of Belong, Aspire, Achieve and are committed to ensuring that every child is able to secure outstanding outcomes.

As a school, we have a well-established reputation for academic excellence, sporting prowess and exceptional talent in Music and the Performing Arts. We expect our students to reach their full potential across the curriculum and will help them every step of the way to be happy, confident, successful individuals ready to make a positive contribution to the world around them.

If you are interested in this position, you are very welcome to arrange a visit. Please email joinus@eggars.hants.sch.uk.

Shortlisted candidates will be invited to interview. Interview days provide an opportunity for applicants to find out more about the school and showcase their skills and ability. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

Eggars School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure & Barring Services check, along with other relevant employment checks. The application form is available on our website www.eggars.net/vacancies.

Yours sincerely

Sarah Holman
Head Teacher



Contact with Parents

The school values and encourages its partnership with parents. Parents and carers are invited to meet subject teachers during the year and progress reviews are issued to keep them informed about the progress of their children.

Curriculum and Teaching Organisation Years

Years 7 and 8

The curriculum we offer has always been broad and balanced including English, Mathematics, English, Computer English, Design Technology, Physical Education, History, Geography, PPD (Philosophy Personal Development) French and Spanish, Music, Art and Drama.

Years 9, 10 and 11

The programme of study in Years 9, 10 and 11 have been developed to deliver an academic and vocational curriculum to meet the needs, aspirations and interests of our students. Every student studies English, Mathematics, English, Computer English and Physical Education. There is an opportunity for choice at this level and every effort is made to accommodate the wishes of students and their parents. The school offers a diverse range of KS4 courses including many of the more practical BTEC courses. Some students study KS4 courses at other schools or colleges in Hampshire.

Pastoral Care

Our concern for individual students is reflected in our pastoral organisation. The school is year based, each year having a team of tutors and a Year Leader. Tutors and Year Leaders stay with their groups for the full five years. The role of the Year Leader is fundamental to the system; each one has a specific responsibility for the progress for the year group and also has a distinct curriculum role. As with all managers in the school, an important aspect of the role of the Year Leader is to monitor learning. All teachers and tutors in the school are trained to use our data systems so that they can track and monitor the academic development of each individual child and ensure that all children make progress. In 2011 we introduced a House System, which has energised the rewards system and brought staff and students from all parts of the school together in a vibrant and warmly competitive atmosphere.

Service

Please note that it may not be possible to transfer across previously accrued service with other local authority schools or colleges.

Salary

Please note that salaries are not automatically portable between schools as pay scales and funding criteria vary across the country. Salaries for part time posts will also vary subject to the actual days worked in each academic year, which is subject to timetabling requirements.

Equality and Inclusion

British and European law states that a person cannot be employed to this post if they do not have permission to live and work in the United Kingdom.

Developing in your career with Eggar's School

Arriving as an ECT

All ECTs at Eggar's are supported by a high-quality induction programme. The programme is quality assured by South Farnham Teaching School hub (SFET), our appropriate body. We work alongside the i2i SCITT at Weydon School, who are our delivery partner.

Each ECT will:

- Be provided with an induction period that is underpinned by the Early Career Framework (ECF) and helps ECTs to understand and apply the knowledge and skills required.
- Have an appointed Induction Tutor who will carry out regular progress reviews.
- Have a 10% timetable reduction in their first year and a 5% reduction in the second year of induction.
- Weekly one to one mentoring meetings throughout the two years to provide effective, targeted feedback with a qualified Mentor.

Recently Qualified Teachers

RQTs will be supported through year 3 to 5 by a Line Manager and Performance Management Reviewer. Our whole school programme of continuing professional development events include INSET days, Eggar's Experience clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect;

- An induction day for new staff before your position commences.
- Monthly and Weekly subject specific focus time throughout the year.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.

Experienced Teachers

Experienced teachers, often with some Upper Pay Spine status, will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events include INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can expect:

- An induction day for new staff before your position commences.
- Termly Middle Leadership focus time throughout the year.
- Annual opportunities to hold Teaching and Learning positions of responsibility.
- Leadership Development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance Research Programmes.

Teachers in Middle Leadership Posts

Teachers in positions of leadership responsibility for Curriculum areas or Progress Leadership often with some Upper Pay Spine status will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events include; INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays afternoons, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences.
- Bi- weekly Subject Specific focused Line Management and Mentoring throughout the year.
- Half -Termly Middle or Senior Leadership focus time throughout the year.
- Annual opportunities to hold Teaching and Learning positions of responsibility.
- Leadership Development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance Research Programmes.

Staff Benefits at Eggar's School

Eggar's School enjoys a supportive work environment and offers staff a number of benefits:

- Employer contributions to both the Teacher' 'Pension Plan and the Hampshire Local Government Pension Plan.
- Access to a free and confidential counselling support line and face to face sessions.
- Free eye tests and a set payment towards the cost of glasses if, as a result of the eye test, it is considered necessary by the optician that glasses be worn for display screen work.
- Free on-site parking.
- Tea and coffee provided free of charge.
- Good news Friday All Staff Briefings with breakfast.

Data Protection Act 2018

You will be responsible for ensuring that workplace responsibilities such as confidentiality, treatment of personal information and records management are carried out in compliance with the requirements of the Data Protection Act 2018 and the Employment Practices Data Protection Code 2002.

All shortlisted candidates will be subject to online and social media checks.

Job Title: Raising Standards Lead – Literacy, Media & English

Reports to: Senior Leadership Team

Salary Range: L6 – L9

Job Description

We are looking to appoint an experienced and highly effective professional with the energy, drive and ambition to lead the academic development of our students across Literacy, Media and English.

This role will involve working strategically and collaboratively with the Curriculum Leader for English and Senior Leadership Team to secure excellent outcomes at KS4 for all students.

The main purpose of the role is:

- To lead, develop and promote excellence in raising standards of progress and achievement at KS4 in English and Media
- To review the achievement and progress data of individual and groups of students at KS4 and to support the Curriculum Leader in the implementation of a strategic plan for rapid improvement
- To co-ordinate motivational, impactful intervention tailored to the needs of learners at KS4
- To deliver a revision and study skills programme to support students with exam preparation and to engage parents in how to best help their child
- To share PiXL resources, engage in external networks and embed best practice across the school in raising standards
- To plan, teach and assess English and Media across a variety of age ranges and abilities, developing and enhancing classroom practice to secure the best possible outcomes
- To facilitate and encourage a learning experience which provides students the opportunity to achieve their full potential, supported by strong subject knowledge and current pedagogical practices
- To work with the Literacy Team, Lead Practitioner for English and Curriculum Leader for English to promote Literacy across the curriculum and to further develop a Reading culture at Eggar's
- To take a lead role in the creation of a new Library space to raise the profile of reading for pleasure
- To play a full part in the life of the school community, to support its distinctive values and ethos and to be a role model to staff and students.

Our Pastoral Care System is essential to the ethos of the school. Most teaching staff will take a tutor group. The tutor may be the first person to whom a student chooses to turn for help or advice. As such, a tutor should be both approachable and well-organised so that students can feel secure in the school environment.

Full training and development will be given and would suit anyone interested in developing into senior leadership in the future. We have a first-class track record of developing our staff into senior leader positions.

New staff are supported through a carefully constructed induction programme, with all new appointments assigned a mentor or buddy. Eggar's is an innovative and enjoyable place to work, with opportunities for career progression within the school actively encouraged and supported.

Person Specification:

	ESSENTIAL	DE SIRABLE	EVIDENCED THROUGH
Knowledge and Qualifications	<p>Qualified Teacher Status</p> <p>Current knowledge of the national curriculum and research, initiatives and technologies in child learning and development.</p> <p>Understanding of assessment for learning and its use to raise standards</p> <p>Current knowledge of safeguarding legislation and government guidance relevant to the post</p>	<p>An understanding of the role of parents and the community in school improvement and how this can be promoted and developed</p> <p>Evidence of continual professional development that is relevant and appropriate to the post.</p>	<p>Application</p> <p>Documentary evidence</p> <p>Interview</p>
Skills	<p>Ability to challenge and differentiate teaching and learning for students of varying abilities</p> <p>Ability to create excellent working relationships with students to motivate them to engage and achieve.</p> <p>A skilful communicator with strong interpersonal and presentation skills, both oral and written, that naturally adapts to a diverse audience. E.g. parents, staff, students and the wider community on a range of issues</p> <p>Excellent planning and organisational skills including time management for the effective delivery of teaching and learning and to identify priorities and meet professional targets</p> <p>Computer literate with the ability to make effective use of ICT in learning</p>	<p>Data analysis for the effective monitoring and assessment of pupil performance and goal setting.</p>	<p>Application</p> <p>Interview</p> <p>Presentation</p> <p>References</p>

Experience	<p>Proven success of delivering high quality teaching relevant to the post across all ability ranges within Key Stage 3 and Key Stage 4, that is both engaging and inspiring including preparing students for external examinations.</p> <p>Implementing and contributing to a meaningful curriculum and learning experience together with demonstrable evidence of classroom teaching that is engaging for all students, supports student progress and where there is good classroom organisation and class management</p> <p>Evidence of monitoring and evaluating student progress that supports continuing improvement</p> <p>Evidence of collaborating and building effective relationships with parents and the wider community to enrich teaching and learning for the wellbeing of students</p>	<p>Successful experience of teaching students with SEN</p> <p>Experience of participating in extra-curricular activities</p>	<p>Application</p> <p>Interview</p> <p>References</p>
Personal attributes	<p>Commitment to excellence in learning and teaching which is challenging and stimulating whilst creating a safe and inspiring learning environment</p> <p>Enthusiastic and flexible approach, with present to inspire confidence and trust, whilst being self-reflective and responsible to feedback for continual development</p> <p>Welcomes accountability to a wide range of groups, forms constructive relationships with the ability to understand the importance and value of engaging with parents and the wider community</p>		<p>Interview</p> <p>Presentation</p> <p>References</p>

	With a strong working ethos, committed to enabling the academic, spiritual, moral, social, emotional and cultural development of students, recognising and valuing the richness and diversity of students needs and the whole school community		
--	--	--	--

Application Procedure

Applicants should complete an application form in full before your application can be considered. It is available to download from our website www.eggars.net Please submit your application so that it is received no later than the closing date and time to:

Eggar's School | London Road | Holybourne | Alton | Hampshire | GU34 4EQ

FAO: HR Officer

E: joinus@eggars.hants.sch.uk

Application Form Completion

Please ensure that the application form is fully completed, including the Equality Monitoring Form. Two referees must be supplied, as indicated on the application form. Please indicate on the form where you saw the post advertised.

Selection Procedure

Shortlisted candidates will be invited to interview. Interview days usually involve time for applicants to get to see the school and staff they will be working with, as well as a number of assessment activities, depending on the post. Interviews are normally arranged within three weeks of the closing date. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

Job Hazard Assessment

Job Specific Information

The following information highlights hazards related to the role that could pose a risk to the post holder. Applicants should be aware that where roles are exposed to hazardous risk, risk assessments are undertaken and control measures are put into place where possible.

Manual Handling

The types of manual handling operation involved in this role are:	Objects
The above manual handling operations are required on the following basis:	Infrequent
The weights involved in these manual handling operations are likely to be:	Up to 5kg

Display Screen Equipment

This role will require the post holder to be a Display Screen Equipment user and will involve the use of:	A laptop An inter-active whiteboard A desktop computer A tablet
---	--

Job Characteristics

This role involves working with children and young people:	Between 11 and 16 years of age In addition, this role involves working with children and young people with special needs including those with physical disabilities
This role also has potential to involve:	Verbal abuse and/or aggression and this is likely on an infrequent basis

Work Environment

This role is carried out in an environment which involves:	Lone working on occasions
--	---------------------------

Driving

This role may require the postholder to Drive:	Their own vehicle, if applicable, for work purposes on infrequent occasions
--	---

Applicants should be aware that, where roles are exposed to hazardous risks, risk assessments are undertaken and control measures are put into place where possible.