



THE RADCLIFFE SCHOOL
INSPIRE AND ACHIEVE

Teacher of English

MPS/UPS
Plus a Golden Hello of £2,000

Candidate Information



Teacher of English MPS / UPS Plus a Golden Hello of £2,000

“The Radcliffe School is a Good School” – Ofsted, 2020

We are looking to welcome a dedicated and engaging teacher to our English department, from September 2024 or sooner, as we work to achieve and surpass the objectives outlined in our vision: supporting learners as they seek to develop an empowering knowledge of English.

A Golden Hello of £2,000 will be payable upon completion of your first year.

In the Radcliffe English department, we have worked hard to develop a sequenced curriculum that challenges and supports students to consider broader patterns behind different forms of spoken and written communication. We are interested in archetypal narratives and what they can teach us in the 21st Century, as well as in the journey of vocabulary, story and rhetoric over time.

In 2020, The Radcliffe School was judged to be a ‘Good’ school by Ofsted. In the English Department, we are working to build on that judgement by strategically planning learning opportunities and by consolidating our practice in terms of timely and effective use of all types of assessment.

The successful candidate will be collaborative and keen to contribute to a team of colleagues who value and welcome new ideas; regularly evaluate team successes and challenge each other to continue improving. They will crucially provide a friendly and supportive presence for a diverse cohort of students who are keen to learn and to be shown the magic of English.

This position would suit an experienced teacher or an Early Careers Teacher who is keen to start their career in a friendly and supportive school. We have extensive experience of providing excellent mentoring and support to new staff.

We are an iPad school with all staff and students receiving an iPad (along with regular CPD on how to use it) to support teaching and learning.

We can offer onsite accommodation for new staff in one of our two houses. Each house is semi-detached with three bedrooms and a large garden. Please enquire for more information.

This is a unique opportunity to take on an exciting role in a forward-thinking school and to work with committed and collaborative staff. The ideal candidate will be passionate about teaching and learning and will have the ability to motivate students. They will be happy to work in support of a large and friendly team.

The Radcliffe School offers the opportunity to:

- Work with a Department that is passionate about achievement for all pupils.
- Work with fantastic students who enjoy a dynamic and engaging curriculum.
- Operate within a diligent team of excellent teachers who have a wealth of expertise and experience.
- Teach, research, develop and examine at GCSE and A Level.
- Work with a driven and inspirational department in pursuit of excellence.
- Be part of a strong induction programme tailored to your experience and needs.



- Contribute to high quality teaching and learning, and the provision of extracurricular activities to drive students forward.
- Collaborate within a very supportive environment where professional development is an essential aspect of our daily practice.
- Develop your career.
- Contribute to the creation of outstanding student experiences in learning for all.

If you believe that you have the energy, passion, resilience and drive to be part of our positive journey we would love to have you on our team. Visits to the School are welcomed and encouraged.

Please contact Jo Moloney, HR Manager, on 01908 682 289 or go to www.radcliffeschool.org.uk for more information about the post and an application form.

The deadline for applications is 9am on Tuesday 16 April 2024.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post requires an enhanced DBS disclosure. We are an equal opportunities employer.

The Radcliffe School, Christchurch Grove, Wolverton, Milton Keynes, MK12 5BT

Tel: 01908 682 222

www.radcliffeschool.org.uk

Headteacher: Paula Lawson



JOB DESCRIPTION

In addition to the responsibilities of class teacher as set out in the school teachers' pay and conditions document you will also undertake the following duties and responsibilities.

Shaping the future
<ul style="list-style-type: none">• Support the Curriculum area vision.• Collaborate with colleagues to deliver the Curriculum area's improvement agenda.• Participate in termly self-evaluation to inform planning and development.
Leading teaching and learning
<ul style="list-style-type: none">• Participate in the termly evaluation of student targets to inform intervention.• Actively monitor student progress and deliver/support intervention strategies.• Support the Curriculum Team Leader to develop an innovative, cost effective & sustainable curriculum.• Support the development of appropriate teaching and learning strategies.• Support the development of relevant, creative and innovative learning resources for the curriculum.
Developing self and working with others
<ul style="list-style-type: none">• Build and maintain an effective teaching team (including Support Staff).• Work collaboratively to secure high quality teaching across the department.• Support, deliver and identify CPD opportunities and needs for the department.• Attend internal and external meetings as appropriate.• Liaise with the Curriculum Team Leader to manage cover work for absent colleagues.
Managing the organisation
<ul style="list-style-type: none">• Support the Curriculum Team Leader to maintain accreditation with the relevant exam and validating bodies.• Maintain an awareness of school policies and implement them appropriately.• Ensure that the classroom environment is vibrant, well organised and attractive.• Support and contribute to cross-curricular links.• Contribute to liaison with other organisations relevant to the Curriculum area.• Support the Curriculum Team Leader's management of the budget.
Securing accountability
<ul style="list-style-type: none">• Participate in the performance management cycle.• Implement school policies, inc. health and safety, equal opportunities and report any problems.
Strengthening community
<ul style="list-style-type: none">• Build a department culture that develops the school's rich diversity.• Promote good communication with key stakeholders to support student achievement in accordance with the school vision.

The Radcliffe School has a professional dress code for staff and is a non-smoking workplace. We expect our staff to have a professional and positive approach and to actively collaborate with colleagues in providing the best possible learning experience for our students.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and vulnerable adults. All employees are expected to share this commitment, to follow the School's safeguarding policies and procedures and to behave appropriately towards children and vulnerable adults at all times, both in work and in their personal lives.



PERSON SPECIFICATION

Specification	Essential	Desirable	Evidence
Qualifications	Relevant degree, 2:2 or better	Qualified teacher status Postgraduate degree and/or further relevant professional studies.	Application form
Experience	Experience of successfully teaching across age and ability range. Evidence of successful, consistently good to outstanding teaching practice. Understanding of Pupil Premium.		Application form and interview
Philosophy	Commitment to the "fun and fundamentals" of learning. Commitment to self-evaluation and continuous improvement. Commitment to sharing best practice. Belief in the positive difference high quality educational opportunities make to peoples' lives. Commitment to the values and ethos of the school		Application letter and interview
Professional knowledge / understanding	Knowledge and understanding of current issues in education. Understanding of the Curriculum. Awareness of different learning styles and multiple intelligences.	Experience of working with other agencies to enrich the education of students. Thorough understanding of the potential of e-learning.	Application letter and interview
Skills	Excellent oral and written communication skills. Excellent literacy and numeracy skills. Ability to give and receive effective feedback and act to improve own performance and that of others. Ability to explain ideas clearly and succinctly. Excellent user of ICT. Excellent attendance and punctuality record.		Interview and References
Personal Attributes	Excellent interpersonal skills - ability to communicate well with pupils, parents and staff. Ability to inspire, challenge and motivate staff and students. Ability to ask for advice and support where necessary. Self motivating with a positive outlook. Ability to work to deadlines and under pressure. Commitment and enthusiasm. Dependability and sound organisational skills Understanding of own strengths and areas for development Good time management Administrative efficiency		Interview and References

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HOW TO APPLY

The following guidelines are designed to help you submit a job application in line with our requirements. Please ensure that you comply with the instructions below as, if you do not, the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Jo Moloney, Personnel Manager on 01908 682 289 or jo.moloney@radcliffeschool.org.uk.

Application Form

Please complete all the sections of the form in full, giving as much detail as possible. Once completed, you must sign and date the application form to confirm that the information and any attachments are correct. Note that CVs will be accepted only if an application form and covering letter are also included in the application.

Equal Opportunities Monitoring

Please ensure that you have completed the online Equal Opportunities Monitoring form or attach the Equal Opportunities Monitoring Form to your application.

Please send these documents to jo.moloney@radcliffeschool.org.uk to arrive by the closing date.

Shortlisting

Shortlisting will be completed as soon after the closing date as possible. Shortlisted candidates will be contacted by telephone. We are unable to contact non-shortlisted applicants. If you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Radcliffe School. Candidates may be required to complete a test or exercise relating to point(s) of the job description and criterion/criteria of the person specification.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will be required to bring some photo ID with them on the day of the interview e.g. valid passport, driving licence or identity card.

References for shortlisted candidates

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Radcliffe School has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer), confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS).

Disabled applicants

The Radcliffe School welcomes applications from disabled people. If you require any adjustments to enable you to attend the interview please ensure that you have provided this information on your application form. If you are called for interview, please discuss any adjustments you may require to carry out the duties of the role with the interview panel so that the appropriate arrangements and any adjustments can be made if necessary.

(Under the Equality Act, a disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.)

