|  |  |
| --- | --- |
|  | **CHARLES DARWIN SCHOOL**  **APPOINTMENTS**  **Head of English**  **TLR1C**  **September 2023** |
|  |  |

**THE SCHOOL**

Charles Darwin School is a highly successful co-educational comprehensive school for students aged 11-18 which has been serving the local community since 1973. It is one of two schools operated by Charles Darwin Academy Trust; the other school is Biggin Hill Primary School.

Charles Darwin is a “good” school (Ofsted 2018) with an ethos that encourages academic rigour, high expectations and a well disciplined approach to learning. The school is very popular and has 1297 students including the Sixth Form.

Set in the heart of the green belt and on the edge of Biggin Hill, yet within easy travelling distance to London, the school is surrounded by open spaces. The school has extensive sports and community facilities which include floodlit tennis courts, a multi-gym and a floodlit 3G pitch. The school also runs the Darwin Leisure Centre which is located on the school site.

At the heart of the school are its distinctive ethos and a shared vision which are supported by the staff, students, parents and governors. This ethos and vision have helped to create a very strong caring and cohesive community based on the enduring values of high achievement, friendship, respect and compassion for others. This philosophy is supported and evidenced by the excellent relationships which exist between the staff and students. The school enjoys a low staff turnover and is able to attract and retain well qualified and committed staff. There is an excellent programme of support for both new and experienced staff.

Staff wellbeing is a key focus for the school with an Assistant Headteacher having specific responsibility in this area. A number of “treats” are arranged throughout the year and the school runs a “Staff Hero of the Month” award where the winner receives a £50 voucher of their choice. In addition, some of the many benefits staff enjoy are free on-site parking, free tea/coffee at break, child-care vouchers, a cycle to work scheme, free flu vaccinations and the opportunity to join outstanding residential trips such as trips to Iceland, Germany, France and the annual ski-trip.

**THE POST**

This full time post, available from September 2023, is an outstanding opportunity for a highly motivated and talented curriculum leader to join us in a leadership role of a successful, enthusiastic and supportive faculty.

The English faculty has a good record of success in public examinations. At GCSE in 2022, 84% of students achieved Grade 4 or above in English. A Level results were outstanding according to ALPS rating, with 90% of students scoring grades A\*-C. All students study English Literature as well as English Language at KS4.

The successful candidate will have insight and enthusiasm; should be willing to adopt an innovative approach to curriculum planning and be committed to using a wide range of approaches to support pupils making progress in and out of lessons.

We are looking for candidates who have:

* The capacity to become very skilled and highly effective leaders
* A natural willingness to work collaboratively as part of a team
* A passion for excellence and for their subject
* Excellent management and interpersonal skills
* The drive to ensure all our children from a range of backgrounds can make excellent progress

We offer:

* A forward looking culture supported by staff, parents and governors
* An ethos that encourages academic rigour, high expectations and a well disciplined approach to learning
* A comprehensive induction package, superb promotion prospects and career development

The post is offered with TLR1C – currently £14,732

We actively encourage applicants from all backgrounds.

**THE PERSON**

The person appointed to this post will:

* Be a fully qualified and experienced teacher of English
* Be passionate about English and able to convey this to students
* Be an outstanding classroom teacher
* Have a contagious, positive energy
* Possess clear and effective communication skills
* Demonstrate a good understanding of issues in English
* Have an excellent record of supporting students to make beyond expected progress
* Be able to analyse and interpret data effectively
* Have a clear understanding of leadership and management issues at department level
* Be able to employ a range of leadership styles
* Create a successful department that ensures student achievement and well being
* Be able to monitor and support colleagues so they can constantly deliver high quality lessons
* Be ready to work with other middle managers and contribute to ongoing faculty and school improvement
* Promote a dynamic and motivating approach to teaching and learning
* Be able to lead a team effectively
* Have the ability to communicate well, to work as a member of a team, and to have effective working relationships with students, staff and parents
* Have a commitment to continuing personal professional development
* Have a commitment to equal opportunities and to safeguarding and promoting the welfare of children and young people

Teaching Responsibilities:

* To undertake a designated programme of teaching across the relevant key stages.
* Teach consistently high quality lessons.
* Plan and deliver schemes of work and lessons that meet the requirements of KS3 - KS5.
* Be a role model for students inspiring them to be actively interested in English.
* To maintain discipline in accordance with the school procedures, and to encourage good practice in regards to punctuality, behaviour and standards of classwork and homework.
* Engage actively with colleagues in the on-going development of teaching and learning, subject knowledge and pedagogy within the curriculum area.

Any offer of employment will be subject to an enhanced disclosure with the Disclosure and Barring Service and full background checks.

All of our teaching staff are employed under national conditions. The School Teachers’ Pay and Conditions Document is binding on the school and regulates the employment of School Teachers. The document can be accessed at: http/www.teachernet.gov.uk.

Completed application forms should be sent to Julie Hodgkinson, Personnel & Administration Manager at [jho@cdarwin.com](mailto:jho@cdarwin.com)

**Closing date: Tuesday 16th May 2023**

We reserve the right to appoint to this post prior to the closing date should a suitable candidate apply.

Interviews are likely to take place on 22nd/23rd May.

Interested candidates are invited to visit the school prior to application, but this is not essential