



The North Halifax Grammar School

Job Description

We are currently seeking to appoint for the following positions:

Teacher of English/English & Media

1. Permanent position at 1.0 FTE to commence September 2019.
2. Maternity cover at 0.8 FTE to commence Easter 2019.

The ability to teach Media to A Level would be an advantage in either post.

Our Vision

NHGS is the school that everyone wishes they went to: where enthusiasm is infectious and excellence is standard; where co-operation is at the heart of all we do, where everyone strives to achieve their goals and is mindful of the right ways to do so.

We equip our students with the knowledge, skills and understanding to navigate life with confidence and set courses of their own choosing. Together, we develop the whole person by:

Living to Learn | Learning to Live

Our Mission

Our mission is to be a school where our behaviours create excellence.

Our Objectives

- To be a school where everyone is safe, is valued, and enjoys the highest possible level of personal well-being.
- To be a school where students develop the skills, knowledge and attributes to navigate life with confidence and set courses of their own choosing.
- To be a school where all students make excellent progress from their different starting points as a result of world-class teaching, learning and assessment.

Details of the Post as Advertised: Teachers of English/English & Media

The successful candidates would teach across a range of key stages and become part of an experienced, supportive and well-established team in an Academy where academic standards are high, student behaviour is excellent, and parents are supportive of the Academy's aims and ethos.

Students are taught in mixed ability classes (target grades 6-9) across all year groups. At KS3 the curriculum is designed to lay solid foundations for GCSE study without narrowing the confines of student experience. They experience a range of high quality texts from all eras, write in a variety of styles and develop their confidence

articulating ideas orally. At GCSE all students study AQA English Language and Literature. Post-16 the department currently offers AQA English Language and OCR English Literature.

The Department is keen to broaden students' horizons beyond the curriculum. There is a debating society, a creative writing group and a sixth form "Masterclass". Theatre and drama are an important strand in the Academy's enhancement activities. Members of Year 12 work with Lower School students to run theatre companies, with plays publicly performed, and there is a strong tradition of school productions.

The addition of being able to teach Media at KS5 would be an advantage.

There are also opportunities to contribute to a whole range of extra-curricular activities, where a new member of staff would be welcomed and quickly become part of the life of the Academy.

A person specification for the post is attached.

Additional information about The North Halifax Grammar School

The North Halifax Grammar School Academy Trust is a successful, high-performing selective Academy. The school was formed in 1985 with the amalgamation of the Highlands School and the Princess Mary School. In its 26 year history it has established a well-deserved reputation for high academic standards and concern for the development of the individual.

The Academy is an 11-18 co-educational grammar. It operates joint admissions arrangements with the Crossley Heath School. A minimum of 335 students are admitted each year based on their performance in admissions tests in verbal reasoning, Mathematics and English. Currently there are 1117 students on roll with 339 in the Sixth Form.

The Academy became a foundation school in September 1999, so that the Governing Body is the owner of the buildings and site, employer of the staff and the admissions authority for the Academy. The school became an Academy on 1st June 2011.

The Academy was inspected in December 2007. Following that inspection the Academy was re-designated as a Specialist Science School for a further three years and as a High Performing Specialist School in Languages from April 2009. The most recent inspection was in January 2011 and the Academy was judged to be 'Outstanding' overall.

The Academy's motto is Living to Learn Learning to Live. All activities in the Academy promote and facilitate opportunities for students to learn how to learn and lead full and successful lives.

NHGS operates a Smoke Free Policy for all its employees. This applies to all buildings which are wholly owned by the Governors of the Academy.

The North Halifax Grammar School Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All staff have a responsibility to ensure the safeguarding of children and are expected to share the school's commitment to providing a secure and supportive environment in which children can develop and grow into mature and responsible people.

The Curriculum

The working day is based on a cycle of five one hour lessons. The curriculum is broad, balanced and offers the same opportunities to all students.

Students are placed in one of the five tutor groups on entry to the school and these act as teaching groups for most subjects in Years 7-8 (the Lower School). There is some setting for core subjects in Year 8 and above.

In Year 7 students follow a common curriculum of Art, Drawing, English, French, Geography, History, Information and Communications Technology, Mathematics, Music, PE, Personal, Social Citizenship, Health and Enterprise Education, RS, Science and Technology.

In Year 8, all students are introduced to German or Spanish, and continue both French and German/Spanish in Year 9. All students continue the study of at least one MFL to GCSE in Years 10 and 11. The other subjects studied in Year 7 continue in Year 8.

In the Upper School (Years 9 to 11) students are placed in one of six tutor groups. The average teaching group size is lower (c 26) in the Upper School. In Years 10 and 11, students follow a core curriculum of GCSE courses in, English Language and Literature, a Modern Foreign Language (French, German or Spanish), Mathematics and Science, RS and non-examination courses in P.E., PSCHEE and Careers education.

Students take two GCSE options chosen from Art, Computing, Geography, a second Modern Foreign Language, History, Psychology, Technology (Food, Graphics, Resistant Materials and Textiles), PE and Music.

In Science, all groups take Biology, Chemistry and Physics as separate sciences.

All students have a week's work experience in Year 11.

In the Sixth Form, all students will take at least three A Level subjects. The subjects currently offered are:

Art	English Language	Media Studies
Biology	English Literature	Music
Business Studies	French	Photography
Chemistry	Geography	Physical Education
Computer Science	German	Physics
Design and Technology	Government and Politics	Psychology
Economics	History	Sociology
Electronics	Mathematics (in all its forms)	Spanish

In Years 12 and 13 all students follow a non-examination course in PSCHEE.

The vast majority of students leaving the Sixth Form continue their education at University and the remainder enter employment with further training.

Students are well-motivated and respond well to effective teaching. A wide range of extra-curricular activities and experiences enables students to develop talents and abilities in PE, drama, music and games. Training, conferences and events are also organised, throughout the school, to promote their personal and social development.

Student Support

The Academy is divided into three sections – the Lower School (Years 7-8); Upper School (Years 9-11) and Sixth Form (Years 12-13). Heads of Section lead teams of Year Group Leaders and tutors who are responsible for the monitoring, progress and day-to-day support of students. Staff work closely with parents in encouraging students to reach their potential. The Academy has developed close links with primary schools, the police, the local community and employers.

General Information

NHGS has an active Parents' Association, and an experienced, supportive, Governing Body.

How to Apply

Completed application forms, plus a short letter in support of the application if desired, should be sent to Mrs K Morris, Personnel Officer, The North Halifax Grammar School Academy Trust, Moorbottom Road, Illingworth, Halifax, HX2 9SU.

Internet: www.nhgs.co.uk

Tel (01422) 244625

Fax (01422) 245237

Email: recruitment@nhgs.co.uk.

Closing date for applications:

Early applications are recommended as interviews may be held for suitable candidates prior to the closing date.

The vacancy will close on successful appointment or on Friday 1st March at 12 noon at the latest.

Thank you for your interest in this post.



Teacher of English/English & Media

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	<ul style="list-style-type: none"> Qualified Teacher Status A good degree in English Literature or English Language or associated with the position offered 	<ul style="list-style-type: none"> Good understanding of English Language study 	Application
EXPERIENCE	<ul style="list-style-type: none"> Evidence of successful teaching in a permanent position or in teaching practice Experience of strategies for raising achievement and achieving excellence Experience in using new technologies to support learning and teaching 	<ul style="list-style-type: none"> Evidence of extra-curricular contribution Experience of sixth form teaching in English and/or Media 	Application Reference Interview
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> Of the subject(s) to be taught and of progression therein Knowledge of statutory frameworks and requirements for teaching the subject(s) Awareness of links with other subjects at all levels Understanding of assessment and recording 	<ul style="list-style-type: none"> Enthusiasm for Language, Literature, Media & Theatre Knowledge of other cross-curricular links 	Application Reference Interview
CIRCUMSTANCES – PERSONAL	<ul style="list-style-type: none"> Should allow attendance at evening meetings 	<ul style="list-style-type: none"> Willingness to organise and participate in educational visits and trips and enhancement activities 	Application Interview Reference
TRAINING	<ul style="list-style-type: none"> A commitment to continuous professional development 	<ul style="list-style-type: none"> Evidence of relevant in service training (not applicable for newly-qualifying teachers) especially regarding KS3, 4 and A level changes 	Application

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
PRACTICAL AND INTELLECTUAL SKILLS	<ul style="list-style-type: none"> • Good communication skills • Good control of students • Efficient and effective organisation and administration • Ability to plan ahead • Ability to meet deadlines • Effective classroom management • Ability to establish good working relationships with colleagues and students • Participate in effective performance management • Use of ICT and current applications 		Application Reference Interview
DISPOSITION ADJUSTMENT ATTITUDES	<ul style="list-style-type: none"> • Enthusiasm for the subject(s) • Enthusiasm for teaching • Awareness of and ability to cope with the wide range of students ability and expectation • Care of pupils • Ability to take initiative and be flexible • Willingness to accept delegated responsibility • Ability to help maintain high standards in the department 	<ul style="list-style-type: none"> • Willingness to contribute to pupils' development through additional activities • Ability to manage discussions on sensitive issues objectively without allowing personal beliefs to shape the outcome 	Application Reference Interview