

# Heathlands School, St Albans

Required for September 2024

## Teacher of English to Deaf Children with Curriculum Lead Responsibilities

Due to the expansion of our School and the upcoming addition of a sixth form provision, an exciting opportunity has arisen to join the staff of this vibrant, high achieving local authority special school for deaf children aged 3-18. In February 2023 Heathlands was graded as outstanding in all categories by Ofsted.

**Salary Range for Teacher of English to Deaf Children: Main/Upper Pay Scale**  
**Salary Range for Curriculum Lead Teacher: Leadership range 7-11, including fringe allowance, dependant on qualifications.**

**Hours: This is a full time teacher vacancy, with job share curriculum lead responsibilities, although part time teacher applications will also be considered.**

We are looking for an enthusiastic, flexible and committed lead teacher to join a well-established and expanding team. The successful candidate will be able to teach English in our Secondary provision. Experience to teach at A-Level also would be an advantage.

Expertise in pastoral care would be especially welcome as the successful candidate will also have tutoring or class teacher responsibility for a small group of students.

Qualified Teachers of the Deaf or those with such aspirations are invited to apply. Knowledge of British Sign Language or a commitment to work towards minimum BSL3 is essential. Benefits include, laptops for all teachers, extensive staff development programmes including the opportunity for in house sign language training and qualification as a teacher of deaf children. Onsite accommodation is also potentially available if relocating.

We are looking for a teacher of English who

- Is an experienced teacher
- Has experience and/or qualification to teach deaf children
- Has subject specialism in English
- Has knowledge of British Sign Language or a commitment to work towards minimum BSL3
- Is ready for leadership

Heathlands is committed to safeguarding pupils and this post will require an enhanced DBS check. Your Application Form and Person Specification Form should be returned to:

The Co-Headteachers, Heathlands School, Heathlands Drive, St Albans AL3 5AY.

Email: [head@heathlands.herts.sch.uk](mailto:head@heathlands.herts.sch.uk)

For an informal discussion please telephone the school office on 01727 807807 to speak to the Co-Headteacher or contact the school by email to arrange a facetime discussion.

**Closing date: 22 April 2024 at 12 noon**



## **Heathlands School**

### **Job Description**

<b>Post:</b>	Teacher of English (Secondary)
<b>Salary:</b>	MPS/UPS + SEN points
<b>Purpose of the Job:</b>	To teach pupils within the school and to carry out such other associated duties as are reasonably assigned by the Co-Headteachers.

### **Applicable Contract Terms and Duties:**

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment. Copies of the relevant documents are available at the school.

### **Accountabilities:**

The post holder is accountable to the Headteacher for his/her teaching duties and responsibilities. The Line Manager will be the Deputy Head Teacher. The Line Management system must be followed. The post holder is responsible for the supervision of the work of any classroom support staff they may have. The post holder is accountable for the education and welfare of children in accordance with the national conditions of service and the quality of learning and achievement of all pupils in the class in accordance with the school policies.

### **Responsibilities:**

The particular responsibilities attached to the post of class teacher are as follows:-

- To teach, according to their educational needs, pupils assigned to him/her.
- To set targets for pupil achievement and monitor / evaluate progress.
- To be accountable for the progress of pupils taught
- To follow the guidelines for lesson plans and student assessment and reporting as outlined in the school's documentation and to submit all such information to management on a regular basis.
- To monitor and report to parents on the progress of pupils in the allocated classes.
- To serve as a form tutor offering pastoral support and assisting with pupils' emotional and social development
- To act in accordance with the SEN policy, the Code of Practice

- To aim for the highest standards of sign language communication and comply with the Communication Policy of the School.
- To work collaboratively with colleagues on development of the curriculum, leading/ sharing good practice in particular areas of strength.
- To maintain discipline in accordance with the rules and behaviour policy of the school.
- To contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole.
- To ensure the implementation of the school's Equal Opportunities Policy.
- To enhance classroom practice through the planning and delivery of enrichment opportunities

#### **Entitlements:**

- Appraisal in line with the school's policy
- Training and development within the school's INSET programme.
- Appropriate professional support from the Senior Leadership Team.
- To be consulted before any change is made to this job description.

#### **Knowledge, Experience and Training:**

- Qualification and experience in the teaching of English
- Qualification and experience in teaching a second subject to KS3/4 is advantageous
- Qualification to teach Deaf children
- British Sign Language fluency and/or a commitment to achieve minimum level 3
- Effective communicator including high levels of written English
- Good interpersonal skills; the ability to work in a team, be flexible and liaise effectively with others
- Pro-activity in curriculum development work
- Knowledge of wider enrichment opportunities and proven use of these
- Ability to think flexibly and solve problems

#### **Benefits:**

- Working within a dynamic and highly successful school team
- Fully funded courses to learn British Sign Language
- Full training provided to become a Qualified Teacher of the Deaf
- Regular funded CPD opportunities
- SEN points mean increased salary and decreased workload
- Laptops for all teachers
- Access to Schools Advisory Service including online GP and many more perks
- Breakfast provided
- School lunch free and bookable Monday-Friday
- Free onsite parking
- Great school community

# **Job Description for Curriculum Lead Teacher (English)**

## **Leadership Grade 7-11**

### **1. Purpose of the post**

To be accountable for the co-ordination of curriculum development and delivery of English subjects in Upper School.

To oversee the educational progress of pupils within these curriculum areas ensuring an impact on pupil progress not limited to post holder's assigned classes.

To lead, develop and enhance the teaching practice of other staff within identified subjects.

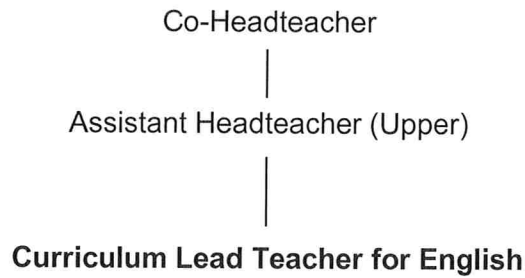
To undertake the normal responsibilities of all classroom teachers in the school with additional non-contact time to deliver this remit

### **2. Main Areas of Responsibility**

**The following responsibilities are in addition to those expected as standard from Heathlands classroom teachers**

- To demonstrate high professional standards and expect them of others.
- To oversee the curriculum development, planning and delivery of relevant subjects for Upper Schools including the curriculum development work of subject specialists.
- To serve as a "consultant" to Lower School staff on specific subject issues
- To contribute to management decisions on all aspects of policy and development in relation to your curriculum area playing a significant role in relevant aspects of strategic review and drafting of the schools' development plan
- To co-ordinate the budgeting and resourcing of relevant subjects in discussion with subject teachers
- To lead enrichment and innovation within relevant subjects
- To support Upper school subject specialists
- To make recommendations on and deliver subject training to colleagues
- To make recommendations on appropriate exam courses
- To be aware of local and national initiatives related to your subject areas, their implications for the school and be positive in the management of change
- To be proactive in developing contacts with subject specialists in other schools
- To undertake any other reasonable request of the Assistant Headteacher or Co-Headteacher in line with the spirit of this job description

### 3. Organisational Structure



### 4. Supervision

The Lead Teacher will be line managed by the Assistant Headteacher in Upper School. Performance Management/Appraisal will be undertaken in line with statutory and school procedures.

### 5. Contacts

The Lead Teacher will have contacts with:

- Teachers and classroom support staff
- The school's leadership team
- Other school staff including Admin and Residential Care Team
- Parents and Carers
- Colleague in other schools
- Curriculum support groups/ professional organisations

### 6. Knowledge, Experience and Training

- Qualified and experienced subject specialist with experience of teaching deaf children
- Proven track record of excellent classroom practice
- BSL 3
- Skills and qualities of a good manager
- The ability to lead and motivate a team
- The ability to identify development issues and to draft and implement action plans
- Creativity and flexibility
- Awareness of health and safety issues and attention to detail
- Excellent communication skills