



CREATING A CLIMATE FOR GREAT LEARNING,
SUCCESS AND OPPORTUNITY

Recruitment Pack

Teacher of English

Start date: September 2024 (or would
consider an earlier start)
Full time / Permanent



BENTON PARK SCHOOL

'Creating a climate for great learning, success and opportunity'

Vision

Creating a climate for great learning, success and opportunity



Values



Endeavour



Resilience



Inspiration



Collaboration



Compassion

Curriculum Intent



Promotes a love of learning and provides an environment for all students to succeed in, whatever they aspire to do.



Places high value on the breadth, acquisition, retention and application of knowledge.



Enriches and bridges gaps in cultural knowledge.



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Teacher of English

Location: Rawdon, Leeds

Contract: Permanent – September 2024, or would consider an earlier start

Closing Date: 8am on Tuesday 7th May 2024

Salary Range: MPS/UPS

This is an exciting opportunity for a talented colleague to join our vibrant and ambitious school as a Teacher of English.

Benton Park is a thriving and growing state funded, local authority maintained comprehensive school with over 1550 students – including around 300 in the Sixth Form. We are located in Rawdon, on the outskirts of Leeds City Centre and we work amongst a vibrant and supportive local community. We have recently completed a move into brand new state of the art premises following a successful £28.5 million building project. Our new environment is an excellent place to work and learn and we are committed to our work being supported by the latest technologies in our classrooms.

We are a successful, inclusive school where our students are our greatest asset. We have high standards and expectations which are matched equally with our high aspirations for all members of our school community and we work hard to provide support and investment to enable these to be achieved. We pride ourselves on treating each and every one of our students as an individual and the excellent climate we have created for great learning, success and opportunity enables our students to achieve their full potential.

Our work is underpinned by our five key values: Endeavour, Resilience, Inspiration, Collaboration and Compassion. Our values are aimed at developing young people to be the very best they can be and to equip them with the skills, knowledge and attributes to be confident, rounded and successful members of society.



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Dear Colleague

Teacher of English

Thank you for your interest in becoming a Teacher of English here at Benton Park School. We have celebrated many achievements in the last few years, but we know that we can go even further and we are keen for a new leader to join us to support in achieving this.

You will enjoy working with a talented and hardworking staff team who have the students at the heart of everything they do each and every day. Our students are articulate, caring young people who are keen to learn and develop and we enjoy productive and successful partnerships with our parents, carers and the local community.

Following on from the appointment of our new Headteacher in September 2022 this is a really exciting development in our leadership structure. If you share our values and this sounds like the perfect next step in your career please get in touch and we will be happy to share with you our ambitions for the future

Thank you for your interest in our school.

Yours sincerely

Delia Martin
Executive Headteacher





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Information about our school

We are a Local Authority maintained school situated to the North West of the vibrant and diverse city of Leeds in the North of England. We are oversubscribed and have recently increased our pupil admission number to 300 per year to meet local demand. We have very supportive families and work with numerous local primary schools including areas such as Rawdon, Yeadon and Calverley.

We have benefited from a £28.5 million investment in our premises and we are very proud of the state-of-the-art facilities and equipment we are able to offer our students and staff. We are also proud of our growing Sixth Form. The move to our new premises has allowed us to create a bespoke Sixth Form centre and we have invested heavily in the refurbishment of it to ensure it is an inviting place to study and learn.

Our vision of 'Creating a Climate for Great Learning, Success and Opportunity', drives every aspect of our work. This is underpinned by our 'Aspirations for All' programme where we actively promote the importance of our students having high aspirations for themselves in all aspects of their lives. Central to this work is supporting students to consider their next steps at the end of their time with us, but also to support them in developing the skills and knowledge they need to be able to access whichever future pathway they choose. The work we do on this programme also focusses on developing the skills our students need to encompass our school values of Resilience, Inspiration, Collaboration, Endeavour and Compassion. Our Personal Development Curriculum, which also includes our Aspiration for All Programme, and our student leadership development opportunities, have a regular focus on mental health and wellbeing, an aspect that we know is extremely important in supporting all young people.

Celebrating success is incredibly important to us and we always seek to reward our students for going above and beyond in any aspect of their school life. We have a positive rewards culture and enjoy sharing in our students' successes. Our philosophy is that a busy student is a successful student and to support this we offer a wide and varied range of extra-curricular opportunities. This includes a range of lunchtime and after school clubs as well as trips and visits both in the UK and abroad. We also run a hugely successful Duke of Edinburgh scheme.

Further details about our school, including all aspects of our curriculum design can be found at www.bentonpark.org.uk and in the school's Prospectus available [here](#)



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Welcome from the Headteacher

Thank you for your interest in our school. As a Teacher of English at Benton Park, you would play a pivotal role in helping to shape a strong, positive and successful learning experience for all of our students.

We are looking for a highly motivated, positive colleague who can contribute to ensuring excellent standards in all areas of school life. A team player, you will have the ability to form high quality relationships with staff, students and parents alike.

At Benton Park, we take an evidence informed approach. No individual element of our practice is revolutionary. We don't believe in off-the-shelf strategies or practices; there is no silver bullet. It is really about being values driven, having clear vision, focusing relentlessly on results, operating strict routines, doing the simple things well every day, and building strong relationships at all levels.

Our 'warm-strict' approach instils strong learning habits ultimately helping students become better qualified, more successful and happier. We expect students to follow homework and equipment rules, wear uniform with pride and always be 'on task', fully engaged and ready to learn.

Every decision we make is based around our vision 'creating a climate for great learning, success and opportunity' and we live and breathe this each and every day. We are committed to ensuring that every student throughout our school has access to a truly inclusive and aspirational education.

We have the highest expectations of our students to encourage them to be the best that they can be. We expect all of our students to display the Benton Park values at all times and staff reward them for this. We also have bespoke Personal Development and Aspiration for All lessons to develop our students to be young people who can make a positive change to Benton Park and the world beyond.

Our curriculum is underpinned by an expectation that students will 'know and remember more' as they move through their time with us to develop a mastery approach. This is identified through our Learning Journeys and Progression Models, which are available through our website. Our curriculum intent, which permeates all our work with students both in and out of the classroom, is to promote a love of learning by providing an environment in which all students can succeed, whatever they aspire to do. We place high value on the breadth, acquisition, retention and application of knowledge and we actively develop opportunities to enrich and bridge gaps in cultural knowledge.



Mr N Skilton
Headteacher



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Teaching and Learning at Benton Park

I Do, We Do, You Do

Our teaching model is built around Rosenshine's Principles of Instruction and follows I Do, We Do, You Do. Teachers ensure that they model excellence before scaffolding and guiding students to produce the best quality work possible. This enables students to then produce outstanding work during their independent practice.

Learning Journeys and Progression Models

All of our teaching is built around our Learning Journeys and Progression Models. We believe that students should 'master' their learning and, in doing so, know and remember more. Our subject areas have developed high-quality and effective Learning Journeys and Progression Models to support this and ensure there are opportunities for immediate and effective feedback.

Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

Professional Development

Developing our staff is incredibly important to us. All staff have access to professional development across the school calendar. We believe that the best professional development is not a one-off event but a process. To support the development of teaching across the school we use Teaching Walkthrus. Many of our staff also access external courses including NPQs.

Learning Habits and Routines

At Benton Park, we build our teaching around some crafted routines to support teaching and learning. We explicitly teach these to our students to ensure that learning time is maximised and that transitions are effective. We pride ourselves on supporting all learners, including our most vulnerable, having access to the highest quality support through these habits and routines.

Reading

Reading, and literacy, form central pillars of our approach with students. Students have the opportunity to be read every morning to develop their reading and also their cultural capital. We expect every member of our School community to talk in full sentences at all times to support our drive for improved oracy and, subsequently, literacy levels.



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JOB DESCRIPTION

Teacher of English

Subject	English
Allowances	MPS/UPS
Line Manager	Director of English
Review date	November 2024

All teachers will make the education of their students their first concern, and be accountable for achieving the highest possible standards in work and conduct.

Promote a shared vision for English that 'creates a climate for great learning, success and opportunity' while enacting the intent of the English curriculum.

To support the work of the English Faculty and the delivery of a Department Development Plan which delivers both whole-school and department specific priorities.

Teachers must act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and be self-critical; forge positive professional relationships and work with parents in the best interests of their students.

Teachers must uphold the vision, values and aims of the school.

Teachers must meet the Teachers' Standards at all times.

The specific responsibilities include:

Accountable to the Headteacher in the following aspects:

Planning, Teaching and Class Management

- To identify clear teaching objectives, specifying how they will be taught and assessed.
- To set tasks which challenge students and ensure high levels of achievement
- To deliver high quality teaching in line with the school's Teaching and Learning Policy, in order to secure 'outstanding' progress for all students.
- To provide clear structures for lessons maintaining pace, motivation and challenge.



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- To use an appropriate range of teaching methods to ensure that all students achieve their potential.
- To ensure that students acquire and consolidate knowledge, skills and understanding to in line with the English curriculum intent.
- To plan teaching to achieve progression for students' learning.
- To support positively all students' individual learning needs, including students with specific learning support needs.
- To support delivery of the PSHCE programme and the school's Aspiration for All programme, including the development of CIAG across the English curriculum.
- To ensure full coverage of examination board syllabus requirements.
- To ensure the effective and efficient deployment of any classroom support.

Monitoring, Assessment, Recording, Reporting

- To assess how well learning objectives have been achieved and use them to improve specific aspects of teaching making effective use of agreed subject progression maps and models.
- To regularly mark and monitor students' work, providing feedback and setting targets for progress and development.
- To assess and record students' progress systematically, keeping appropriate records.
- To undertake assessment of students as required by examination boards and departmental/school procedures.
- To use comparative data to set clear targets for student achievement and follow reporting procedures within the school.
- To support educational enrichment activities within the faculty including booster classes as necessary to provide a breadth of experience that will improve student enjoyment, learning and progress.

Manage behaviour effectively to ensure a good and safe learning environment

- To have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's ATL policy.
- To have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- To manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.



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- To communicate effectively with parents / carers with regard to students' achievements and well-being
- To make a significant contribution to English Department so that the department meets the school's aims and vision.

Wider professional responsibilities

- Support and promote the school's policies on diversity and equality of opportunity.
- To be aware of and comply with policies and procedures relating to child protection and safeguarding ensuring all concerns are reported appropriately in a timely manner.
- To be aware of and comply with policies and procedures relating to data protection and the security and confidentiality of data, ensuring all concerns are reported appropriately in a timely manner.
- To communicate effectively with all members of the Faculty so that they are familiar (and work in line with) the aims, objectives and curriculum intent of the department and the school.
- To make a positive contribution to the wider life and ethos of the school.
- To develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- To carry out the duties of a Form Tutor, offering support and guidance for students and delivering the Form Tutor Programme.

GENERAL DUTIES

As defined by the School Teachers' Pay and Conditions Act 1991 and subsequent orders as listed in the most recent School Teachers' Pay and Conditions document.

VARIATION IN ROLE

Given the dynamic nature of the role and structure of Benton Park School, it must be accepted that, as the School's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the post holder.

HEALTH & SAFETY

The Teacher of English will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work.



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The School (and the Local Authority) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.



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Job Title: Teacher of English

KEY CRITERIA	ESSENTIAL	DESIRABLE
ATTRIBUTES		
PHYSICAL	Energy and drive	
QUALIFICATIONS	Good honours degree Qualified Teacher Status	Evidence of on-going professional development
IN SERVICE TRAINING	Attendance at any relevant CPD	Evidence of taking charge of own development by proactively seeking out opportunities to improve
EXPERIENCE	Good to Outstanding classroom teaching. Experience of the use of ICT within English	Experience of teaching 'A' level English. Track record of raising standards (for own classes).
SPECIAL KNOWLEDGE	National Curriculum requirements at all key Stages. Range of teaching and learning styles. Up to date knowledge of effective pedagogy	Understanding of performance data in an educational setting
PRACTICAL and INTELLECTUAL SKILLS	Good organisation. Effective communicator and motivator. Innovative thinker. Visionary ideas.	



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DISPOSITION ATTITUDE	Sense of humour Energetic Team player Enthusiastic and committed. Relentless focus on raising standards through Teaching and Learning A desire to become involved in new initiatives including enrichment activities	Commitment to sharing best practice
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We are actively committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be made subject to an enhanced DBS disclosure.

We promote diversity and want a workforce, which reflects the population of Leeds.



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