



# Beths Grammar School

## Teacher of English

### Recruitment Pack





Dear Applicant,

Thank you for your interest in this exciting and very important post.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for a teacher with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are looking for a dynamic and innovative individual, who is committed to providing an educational opportunity for all in a world class learning culture, who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for students succeeding and our development of the 'whole student' and believe you have the skills to lead and inspire others, we very much look forward to hearing from you. I look forward to reading your application.

With best wishes,

RJBlyghton

**Mr R J Blyghton**  
**Headteacher**



## BACKGROUND

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many



staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.

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While Beths is a traditional grammar school, it is geared for the twenty-first century. ICT is widely used and both students and staff are provided with their own electronic devices. We offer a broad and balanced curriculum which includes Music, Drama and Art at A Level.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.



## Teacher of English

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6<sup>th</sup> form.

At Beths Grammar School, our English curriculum is underpinned by the premise that all students should be challenged and supported to achieve their potential. We want to expand students' horizons, ensuring that they leave Beths as effective, literate communicators, who recognise the importance of language and literature for life and the world more generally. As such, our curriculum is designed to promote a love of literature and reading, whilst also equipping students with essential literacy skills - both written and verbal - throughout. In keeping with other core values, the English Department seeks to embed and promote appreciation, inclusivity, discipline, enjoyment and respect - in a broad and balanced curriculum. In particular, the department believes it is vital to ensure students enjoy the subject and are engaged throughout the enriching journey we intend to provide. We strive to be a beacon of excellence within the school.

Underpinned by the National Curriculum, our curriculum is designed so that knowledge and skills in English will be developed and mastered across the Key Stages. We want our curriculum to aid long term recall without being repetitive, with each year clearly building upon prior learning, adding an additional level of challenge and further broadening students' horizons in Key Stage 3, Key Stage 4 and - for some - Key Stage 5. We want our students to leave with an enhanced awareness of their own cultural heritage and the cultural heritage of others, having been exposed to a diverse range of writers, historical contexts, literary forms, issues and genres throughout their time at Beths.

Students should leave Beths being able to analyse, evaluate and compare fiction and non-fiction texts, with the confidence to adapt their own writing for different purposes. Furthermore, we believe in emphasising the connections between English and the 'real world' throughout our curriculum, introducing students to the authentic process of a writer, able to edit and critique their own work as a writer of that form or genre would. In addition, we want students to be given a range of extra-curricular opportunities, allowing them to explore literature outside of the classroom and make connections between their own lives and the lives of others. Ultimately, through the English curriculum, we want our students to develop as people. We aim to support students in becoming literate, independent, ambitious, culturally-aware individuals, who are able to translate their study of English into their next steps and use the subject to contribute to wider society.

We are seeking to appoint an exceptional **Teacher of English who can teach up to A Level**, who is looking to join a large, outstanding and dedicated team for **September 2025 (or earlier)**. There is also the potential to teach **Drama**. This post would suit an **Experienced or Early Careers Teacher**.



## JOB DESCRIPTION

**Post Title:** Teacher of English

**Department:** English

**Grade:** MPS – UPS (Outer London)

**Responsible to:** Head of Department

**Start date:** September 2025, or earlier

**Key accountabilities of the role:**

ACTIVITY	RESPONSIBILITY
Curriculum	<ul style="list-style-type: none"><li>Plan and prepare lessons in line with departmental Schemes of Work, using appropriate teaching methods and resources.</li><li>Set Homework as per the Homework timetable.</li><li>Mark and monitor student's class and homework providing constructive oral and written feedback, and setting targets for student's progress.</li><li>Contribute to the development of schemes of work and departmental policies.</li></ul>
Students	<ul style="list-style-type: none"><li>Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline and appearance.</li><li>Undertake students' supervisory duties and cover for absent colleagues in line with school procedures.</li><li>Operate the school and Department's Discipline Support and Rewards Policy.</li><li>Assess and record each students' progress, including through observation, questioning, testing and marking.</li><li>Make every reasonable effort to ensure delivery of the school's Home School Agreement.</li><li>Undertake Form Tutor responsibilities as set out the in the Staff Handbook.</li></ul>
Monitoring	<ul style="list-style-type: none"><li>Understand and use national, local and school data to set clear targets for student's achievement.</li><li>Contribute to Department monitoring of the assessment of students.</li></ul>

<b>Communication</b>	<ul style="list-style-type: none"> <li>• Contribute to meetings and discussions about teaching methods, Schemes of Work and Departmental Policies.</li> <li>• Keep Head of Department, Form Tutors, Heads of Year informed about student progress.</li> </ul>
<b>External Communication</b>	<ul style="list-style-type: none"> <li>• Maintain familiarity with statutory assessment and reporting requirements and know how to prepare and present informative reports to parents.</li> <li>• Attend Parents Evening and Academic Tutoring when necessary.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Review own professional development and identify training needs.</li> <li>• Take part in the Performance Management arrangements/</li> <li>• Take part in lesson observations to share good practice.</li> </ul>
<b>Budgets/Resources</b>	<ul style="list-style-type: none"> <li>• Assist Head of Department to: <ul style="list-style-type: none"> <li>- identify resource needs</li> <li>- operate stock control system</li> <li>- keep departmental areas tidy and have effective displays.</li> </ul> </li> <li>• Follow agreed safety procedures for the department</li> </ul>
<b>Other Specified Responsibilities</b>	<ul style="list-style-type: none"> <li>• To undertake any duties as may reasonably be required by the Headteacher</li> </ul>



# Teacher of English

## **Essential:**

- a graduate with good qualifications that include a good honours degree in a relevant discipline
- an outstanding classroom practitioner/potential and drive to become outstanding
- the ability to plan and deliver lessons which fulfil appropriate learning objectives
- an understanding of the role of assessment in learning and the ability to use assessment to promote learning outcomes
- an enthusiasm for English in general and the ability to transmit this to students
- the ability to relate appropriately to school children
- the ability to execute effective discipline in keeping with the policy of the school and department
- a good knowledge of a wide range of teaching and learning methods
- the ability to create your own resources and willingness to share good practice with other colleagues
- the ability to identify learning needs of individual students
- a team player
- a strong commitment to the central role of the Form Tutor

## **Requirements of the Post:**

- to contribute to the teaching of English across the age and ability range
- to be a Form Tutor
- to work within and contribute to established School and Department frameworks for:
  - lesson planning and delivery
  - student behaviour and care
  - student assessment
- to work within the school frameworks with regard to Health & Safety, Equal Opportunities and Safeguarding





- to provide accurate information for parents as required by the School and Department policy and attend parents evening/academic tutoring interviews and other presentation meetings as reasonably directed
- to help to further develop links with the wider community
- to promote a single School ethos
- to promote the School commitment to the Continual Professional Development of all staff
- to undertake any duties as may reasonably be required by the Headteacher.

### Salary – Teacher of English

The post is offered in the MPS / UPR (Outer London).

### Why Join the Beths Community

- All staff receive their own laptop
- We have a brand new Sixth Form Centre equipped with the latest technology for Teaching and Learning.
- CPD programme for staff development
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of School gym
- Staff social events

### Appointment Process

Applications should reach the school by **9am 7<sup>th</sup> May 2025** We prefer electronic submissions and application forms can be found on TES or on the school website, no CVs please.

We intend to interview week commencing **12<sup>th</sup> May 2025**.

Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.

*We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim. All positions are subject to a DBS enhanced disclosure check. Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview.*

