

Uppingham Community College
Recruitment Information Pack



Contents

Content	Page Number
Welcome from the Principal	3
UCC information	4
UCC Vision Wheel	5
Our offer to staff	6-7
The job advert & application process	8
Job description	9-11
Department information	12

Welcome from the Principal

Thank you for your interest in the English vacancy at Uppingham Community College. This is a fantastic opportunity to join a successful, happy and aspirational school. At UCC we have an exceptionally talented group of professionals who work in a positive, collegiate manner to provide our students with an inspirational learning experience.

Our key values as a school community are Respect, Honesty and Kindness. Everything we do is based upon these simple core principles.

We are committed to the highest standards of education and have invested in staff, facilities and resources to ensure all of our students acquire the knowledge and skills required to succeed in an ever-changing world. We offer a broad and balanced curriculum which meets the needs of each individual and we continually focus on developing teaching and learning by focussing on educational research and investing in staff development.

As teachers, leaders and as parents ourselves, we understand the importance of young people feeling safe and happy at school. We work tremendously hard to ensure the environment at UCC is welcoming, positive, safe and focussed on learning. We are relentlessly aspirational for our students and we want them to achieve the highest possible standards of academic excellence, alongside becoming amazing young adults.

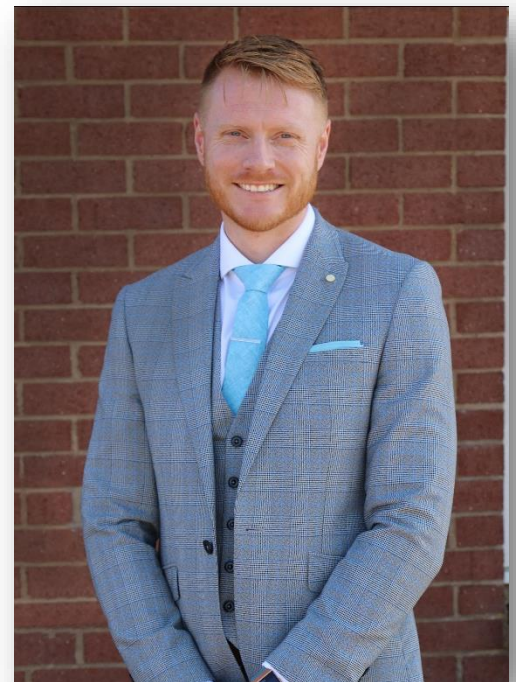
As a school, we are very committed to developing our staff. I firmly believe that in order for our young people to flourish we must invest in the development of our staff so they can thrive professionally and provide an excellent education for our students. We are determined to provide a working environment for our staff in which workload is manageable, job satisfaction is high and where we are focussed on the aspects of school life that make the biggest difference in the lives of our young people.

We are a school that has excellent staff attendance and retention levels. Consequently, our staff turnover is very low and recruitment opportunities are quite rare. Therefore, this is an exciting opportunity to join a fantastic school, work within a great team and teach a superb group of young people.

Uppingham Community College is a wonderful place to learn and to work! I look forward to receiving your application.

Ben Solly

Principal





UCC is a great place to work, develop and grow

Our vision as a school is simple:

Everyone at UCC thrives in their learning, achievement and development.

This applies to everyone in our school community and therefore a central strategy for us is to provide the conditions in which our staff can thrive in all aspects of their role in school.

Considering this, we are serious about developing our staff and investing in their professional development. The approach we take is embodied by the following quote:

“Train your staff so they are able to leave, treat them so they don’t want to”.

UCC performance

The educational performance of UCC is very strong. Every year we achieve outcomes for our students that are significantly higher than the national averages. In 2018 and 2019, our Progress 8 scores classified us as ‘Above Average’, meaning that our students made very good progress in their education whilst at UCC.

We are also equally proud of our inclusive ethos. We are passionate about our core values and we are just as focussed on our students becoming respectful, honest and kind human beings as we are about the examination outcomes they achieve.

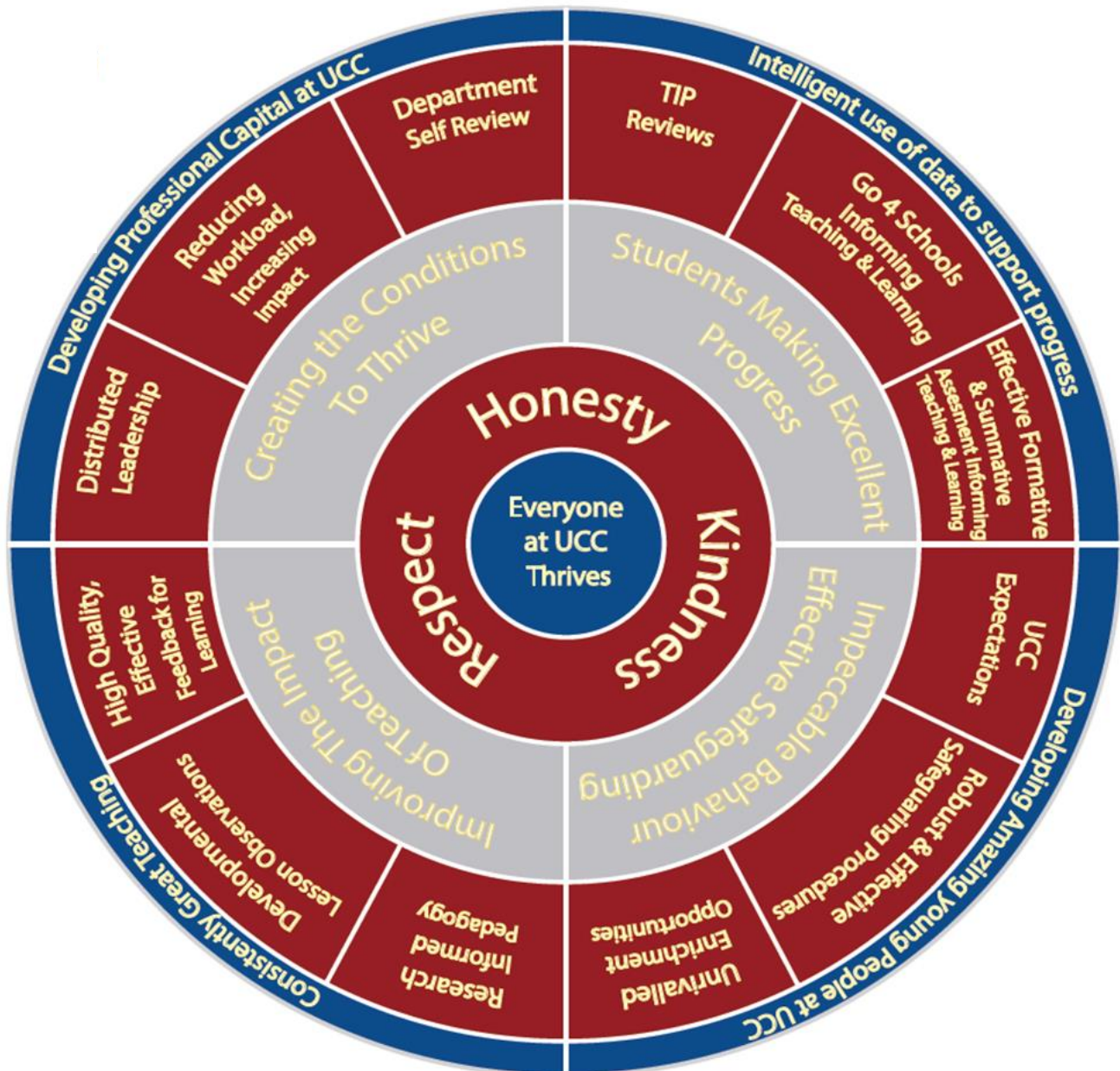
We are classified by Ofsted as a Good school. However, we are not motivated by the inspection framework, nor are we overly focussed on the accountability measures for schools. Instead, we work incredibly hard at building a strong team ethos, setting our expectations extremely high with our challenging curriculum, teaching students really well and caring for them in a compassionate manner. We believe if each of these areas are delivered to a consistently high standard then the outcomes our students achieve will be superb.

National Recognition

Due to our exceptional delivery of the national Embedding Formative Assessment (EFA) programme, we were awarded Ambassador School status by the SSAT in 2019. This means other schools will learn from the way we develop the knowledge and skills of our teachers.

The SSAT have also recognised UCC as a high achieving school in 2018, placing us in the top 20% of all schools nationally for student attainment.

UCC Vision Wheel



UCC Vision – Everyone at UCC Thrives, Making Excellent Progress in Their Learning, Achievement and Development

Our offer to staff

“Train your staff so they are able to leave, treat them so they don’t want to”.

Strategy	Description
Personal Improvement Planning (P.I.P.) instead of Performance Management	Every member of staff completes a P.I.P. during the academic year. This has replaced the Performance Management process, which schools have traditionally operated. Our P.I.P. empowers staff to take ownership of their professional development whilst encouraging them to become incrementally more effective. We do not use data driven targets relating to student performance, focussing more on the process (teaching and learning) than the product (outcomes).
Developing Professional Capital	Enhancing the professional capital of our staff is critical to our success. We invest in staff training to ensure they have up to date knowledge and skills to perform their roles superbly. We encourage collaboration through our internal training programme to ensure we harness our internal expertise and we use coaching to support our staff with making calm, objective and rational decisions so that we always keep the best interest of young people at the centre of it all. We ensure our staff have opportunities to take qualification that will develop their careers, examples of which include: -The National Professional Qualification for Middle Leadership (NPQML) -The National Professional Qualification for Senior Leadership (NPQSL) -The National Professional Qualification for Headship (NPQH) -Masters Degree
Distributed Leadership	We operate a distributed leadership strategy across the school, which means that leaders have the authority and autonomy to lead their areas of responsibility, as long as the strategies align with the whole school development plan.
Coaching	Coaching forms a fundamental component of our staff development programme. We employ a professional leadership coach who works with staff who hold leadership responsibilities in order to help them become reflective, resilient and effective practitioners. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged
Teacher Development Programme	Our TDP ensures that all teachers, regardless of their career stages, receive a challenging, supportive and developmental training programme. Our Developing Leaders Programme (DLP) provides staff who are aspiring to, or are new to leadership roles. A coach is allocated to members on the DLP and we use Leadership Matters training materials to ensure the content of the programme has a strong evidence base. Our Established Leaders Programme offers a similar structure for more experienced leaders, incorporating coaching and reflection throughout a personalised leadership programme.

Our offer to staff (continued...)

“Train your staff so they are able to leave, treat them so they don’t want to”.

Strategy	Description
Newly Qualified Teachers	We offer newly qualified teachers a robust, supportive and bespoke training programme that will enable you to develop into an outstanding teacher.
Recently Qualified Teachers	Teacher retention in the UK is a major problem with many teachers leaving the profession within their first 5 years of teaching. At UCC our teacher retention is excellent and we continue to support RQTs throughout their first 5 years of teaching with a bespoke programme delivered by our experienced staff.
Flexible and Part Time Working	Flexible working arrangements are also promoted where possible, to enable our staff to manage their work life and family commitments.
Health and wellbeing strategies	<p>Having happy and healthy staff is key to a successful organisation. UCC is committed to:</p> <ul style="list-style-type: none"> - providing employees with a safe, healthy and supportive environment in which to work - recognising that the health and wellbeing of our employees is important - providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place.</p>
Equal opportunities	We are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
Comprehensive Induction	We want you to instantly feel part of the UCC family when you join us. It is important to us that every member of staff has the right start to working here. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of Team UCC.



Job advert & application process

London Road,
Uppingham,
Rutland LE15 9TJ
Tel: 01572 823631
Fax: 01572 821193
E-mail: bagga_b@ucc.rutland.sch.uk
NOR: 892

Teacher of English – Full Time/Part Time will be considered

Required from August 2020

The Principal and Governors of this highly successful, oversubscribed 11-16 college are seeking to appoint an outstanding professional to develop the excellent provision that is already in place in our department. The successful applicant will have vision and drive combined with the ability to work with a team of committed professionals.

You will have:

- A commitment to the teaching of English;
- Outstanding teaching skills and an understanding of how children learn;
- Exceptional organisational and interpersonal skills;
- A belief that every child can succeed and the determination to help each child fulfil their potential;
- The ability, imagination and drive to enrich English across the college to ensure high quality provision and participation.

To apply please submit your UCC application form and letter of application to bagga_b@ucc.rutland.sch.uk by Friday 6th March, 9:00 am.

Interview date: Thursday 12th March.

The College is committed to safeguarding and promoting the welfare of children and all posts are subject to DBS checks.

Job Description



Uppingham Community College – Job Description	
Title of Post	Teacher of English
Job purpose	To teach the English curriculum at UCC to a high standard, ensuring all students make progress in their knowledge, understanding and skills.
To whom the post holder reports	<p>The post holder is responsible to the:</p> <ul style="list-style-type: none"> • Principal in all matters • The Governing body in the Principal's absence. • The line manager. <p>The post holder is also expected to interact on a professional level in order to promote a mutual understanding of the curriculum and its impact on the College policy and practice, with the aim of improving teaching and learning within their teaching area.</p>
The post holder may offer guidance and support to:	Colleagues across Team UCC
Duties and responsibilities specific to the post	<p>UCC staff expectations:</p> <ul style="list-style-type: none"> • Consistently demonstrate the UCC core values <i>Respect, Honesty and Kindness</i> • Demonstrate a positive, 'can-do' attitude, modelling a growth mindset to our students • Through your work in the department and the wider school, contribute towards establishing the conditions in which everyone at UCC can thrive • Take professional pride in performing all aspects of your role to a consistently high standard • Follow all UCC policies accurately <p>Safeguarding</p> <ul style="list-style-type: none"> • Follow the UCC Child Protection and Safeguarding policy accurately <p>Teaching and learning:</p> <ul style="list-style-type: none"> • Teach the English curriculum to all year groups to a high standard across Years 7-11 • Inspire a love of learning in our students through the English curriculum

	<ul style="list-style-type: none"> • Develop a positive, welcoming and safe learning environment for students • Continually strive to become an incrementally more effective practitioner • Adapt lessons to suit the needs of all students • Use department curriculum plans and resources to deliver engaging lessons • Use department assessment systems to accurately record the progress of students • Provide students with feedback on their learning and progress in line with the College's Feedback for Learning policy • Contribute to the development of department resources by working collaboratively with colleagues • Ensure all school and department policies are followed accurately • When appropriate, work with a tutor group to provide guidance and support for the students from Year 7 through to Year 11 • Teach Personal Development Education (20 minutes per week) within the PDE rotation system <p>Collaborating with colleagues:</p> <ul style="list-style-type: none"> • Promote a creative and collaborative working environment • Create, maintain and enhance effective relationships <p>Resource management:</p> <ul style="list-style-type: none"> • Identify resources needed to meet the learning needs of students and advise the Head of Department of priorities for expenditure • Monitor and control the use of these resources • Ensure a working environment which pays due regard to health and safety requirements <p>Professional development:</p> <ul style="list-style-type: none"> • Engage positively with the College's Personal Improvement Planning (PIP) process • Demonstrate a desire to become incrementally more effective as a classroom practitioner • Engage positively with all of the College's training and CPD provision • Seek ways to access external CPD to learn about the latest developments in pedagogy
--	---

Generic duties and responsibilities	<p>To work within the framework of national legislation and in accordance with the provisions of College teachers' pay and conditions document. In addition, the post is subject to compliance with:</p> <ul style="list-style-type: none"> • Consistently meeting all of the Teachers' Standards • College policies and guidelines on the curriculum and College organisation • County policies • The conditions of service for school teachers in England and Wales and with locally agreed conditions of employment • Common core of skills and knowledge for the children's workforce <p>The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions document.</p>
--	--

Department Information

THE ENGLISH DEPARTMENT AT UPPINGHAM COMMUNITY COLLEGE

The English department is currently staffed by 5 full time and 3 part time English teachers, including the Head of Department and 2nd in Department. Each teacher has their own teaching room which is well resourced with an interactive whiteboard, projector, visualiser and a library of class reading books.

English is taught in mixed ability form groups in year 7 with setting from year 8 onwards. The KS3 curriculum is very varied, covering a range of reading and writing topics, with a close link to the college library and developing a love for reading. All of the KS3 units and their assessments have been recently redeveloped and are linked to the new GCSE assessment objectives, allowing students to begin to develop their GCSE skills early on. We begin the GCSE specifications at the start of year 10 and follow AQA English Language and AQA English Literature, offering all students 2 GCSEs.

GCSE examination results for 2019 continue to exceed national averages:

Subject	% Grade 4+	% Grade 5+	% Grade 7+
English Language	80%	58%	18%
English Literature	85%	67%	22%
Language and Literature Combined	89%	73%	28%

We also achieved an overall progress score of +0.4. All students sit both Language and Literature with some also entered for the Step Up to English qualification. English results have increased consistently and we have set ourselves ambitious targets to build on this success for our current students.

The English department is a very experienced group of professionals. There is a great team spirit and we all regularly meet to collaborate, share ideas and disseminate new resources. There is an emphasis upon using academic research to improve learning and we are continually developing our use of new AFL techniques to deepen students' long term knowledge and understanding. Relationships within the team are excellent and each member's contributions are equally valued. This team ethos is reflected in our relationships with students – the team build an excellent rapport with students resulting in learning environments which are purposeful and enjoyable.

Our vision for the English department is simple and something we strive towards in all of our lessons:

To develop a culture where reading is celebrated and shared. Students learn about their place in the world and have the confidence to experiment with language.