

TEACHER OF ENGLISH - FULL TIME

To start: September 2020

Salary: MPS / UPS - NQT applications welcome

1. THE COLLEGE

Comberton Village College was opened in 1960. As a Cambridgeshire Village College, it was designed to be a centre for the life of its community and to provide quality education for pupils aged between 11 and 16. This remains the case today.

In 1974, the school became fully comprehensive and, in April 1993, it became grant-maintained. It changed to a Foundation School and more recently became a Foundation School with a Trust: the Comberton Educational Trust. In February 2011 the school became an Academy overseen by the Cam Academy Trust. The pupil roll is around 1,800 while over 2,000 adults use the college for a wide range of continuing education and leisure activities. A £7 million building programme was completed in 2003 that has significantly enhanced a whole range of the school's facilities, including major new leisure facilities. A further £4 million building project provided further specialist teaching and learning facilities across a range of subject areas and has been in use since September 2009.

Our Sixth Form opened in September 2011 following the completion of a £9.5 million building project. It offers a strong suite of academic courses, across the subject areas as well as applied courses. This exciting development has enabled students from Comberton to complete their sixth-form studies with us as well as providing opportunities for students from other local schools. There are over 500 students in the Sixth Form who have achieved consistently high results year on year.

2. THE CAM ACADEMY TRUST

In 2011, The Cam Academy Trust (C.A.T.) was formed. It enabled Comberton Village College to convert to Academy status in 2011. Following this, the Cam Academy Trust has taken on further Academies:

- Melbourn Village College, an 11-16 Academy in Cambridgeshire. This Academy joined the C.A.T. in September 2013 following an agreement with the C.A.T. to do so.
- Cambourne Village College, an 11-16 Academy in Cambridgeshire, close to Comberton Village College. This has been opened as a new Free School by the C.A.T. from September 2013, initially with an intake of Year 7 students only. It serves the new and developing community of Cambourne that was formally in the catchment area of Comberton Village College. Numbers of staff are now teaching at both Cambourne and Comberton Village Colleges as both Academies work extremely closely together.
- Gamlingay First School and St Peter's School, Huntingdon, both joined us in September 2016.
- Further primary schools include Offord primary school, Thongsley Fields primary and nursery school, Hartford Infant and Junior schools, Jeavons Wood primary school, Gamlingay Village primary, and Everton Heath primary. There is the possibility that the Cam Academy Trust could develop further, although this remains an open question. We are seeking to ensure that all Academies in the Trust work in effective partnership with each other and that there are opportunities for staff to share ideas and resources. For some staff, there will be opportunities to work in more than one Academy.

3. OUTWARD LOOKING

Comberton Village College has worked significantly with other schools and in outreach projects from 2001 onwards. This dates from various of the designations the school received between 2001 and 2007:

- Specialisms in Sport, Languages and Applied Learning
- Training School and Leading Edge Status

Associated with this, 15 teaching staff were designated as Advanced Skills Teachers and have worked in different ways with other schools.

In July 2011, Comberton Village College was designated as one of the first wave of Teaching Schools in the country. It now works with a number of other schools, including other designated Teaching Schools, as part of the Cambridge Teaching Schools Network in order to provide:

- Initial Teacher Training. We are significantly involved with ITT, including through partnership with the Faculty of Education, Cambridge and through our own SCITT.
- Continuing Professional Development. We provide a number of activities relating to CPD. Many staff in the CAM Academy Trust Schools are able to benefit from these.
- School-to-school support. Staff are involved with supporting achievement in other schools. This includes those designated as Specialist Leaders of Education.
- Research. Many staff are involved in research, including studying for higher level qualifications.

4. STANDARDS

Comberton Village College has received a full Ofsted inspection on three occasions since 2000: in 2004, 2007 and 2013. On each occasion, the overall effectiveness grade has been 'outstanding'. In the latest inspection in 2013, every aspect of the school's provision was judged to be 'outstanding'. This included the first ever judgement on Sixth Form provision where both teaching and achievement were both clearly deemed already to be 'outstanding'. The short summary was:

"Comberton Village College is a highly successful school which enables its pupils to achieve not only academic excellence but also to become mature, confident, thoughtful and rounded individuals with clear goals for their future lives".

Pupil achievement is consistently high. Typically at KS4, 80% of pupils achieve at least 5+ 9 - 4 grades, including English and Maths, at GCSE or equivalent with 40% of grades at 9-7. Value added measures indicate excellent progress for all types of students. Achievement has been excellent from the outset in the Sixth Form with the significant majority of all grades achieved by students being A*- B. University admissions are very strong including students gaining places on competitive courses at the most selective universities, including Oxbridge.

5. BROAD EDUCATION

The school's formal day runs from 8.30 a.m. to 2.50 p.m. with 6 timetabled lessons of 50 minutes each day. Pupils see their tutors daily and have a weekly assembly.

However, we believe that true education is broad and should develop character and individual interest. Given this, there is also a very full and wide-ranging extra-curricular programme that runs each day from 3.00 p.m. There are also many school trips and visits, both national and international. We have significant school partnerships that involve exchanges in Europe, Peru, South Africa, Mozambique and Japan.

We consider the following as very important:

- Our major Duke of Edinburgh programme. Most pupils do the Bronze award with many continuing to Silver. Some now also progress to the Gold award in our Sixth Form.
- We have held the Arts Mark Gold Award for a number of years, a symbol of our commitment to excellence and breadth in Arts education and provision.
- We have been accredited as a British Council International School since 2002, a sign of our commitment to the international dimension of education.

6. AIMS AND VALUES

At the heart of what we do are fundamental aims and values relating to education. The Cam Academy Trust has five core principles that must be central to all Academies in the Trust. These have been at the heart of Comberton Village College for many years:

- The Excellence Principle. Education must be of highest of standards and lead to high achievement.
- The Comprehensive Principle. Excellent education must be for all pupils of all types and abilities.
- The Henry Morris Principle. Education should be rooted in and serve its local community.
- The Partnership Principle. We should always look to work in effective partnership with others for mutual benefit.
- The International Principle. There must be a clear international dimension to education.

Within these over-arching principles, we seek to ensure that all of our pupils reach their full, positive potential and become:

- **CAPABLE** in the skills relevant to their future lives and in having the knowledge which will increase their understanding, appreciation and interest in the world in which they live.
- **CARING** of others and considerate of the mutual dependence human beings have on each other.
- **CONFIDENT** of their worth because they have developed their strengths, understood their weaknesses and learnt that they can achieve success.

7. THE ENGLISH DEPARTMENT

The successful English teaching team currently comprises twenty part and full-time teachers. We also have a high-level TA attached to the department who takes responsibility for teaching small groups in Years 8 - 11, and we benefit greatly from the services of a full-time administrative assistant. There is a strong sense of teamwork and consistency of approach in our teaching, supported by a comprehensive and detailed set of schemes of work and resources for all key stages. We believe that all our students have the right to access a rich, academic curriculum and are looking for teachers who share that belief and are committed to achieving the best possible outcomes for their students. The department also has had a long history of involvement with teacher training and is involved in mentoring trainee teachers as part of the school's Initial Teacher Training partnership with the University of Cambridge and as part of the SCITT programme.

Resources

The department is housed in nine classrooms clustered around our office. This means that the full time members of the department are all based in their own teaching rooms. All rooms are equipped with data projectors and speakers and are connected to the school's wireless network which ensures easy access to ICT to enhance our teaching.

Setting

We teach all year groups in ability-based sets, and from year 9 onwards, some pupils are by grouped by gender, a strategy initially adopted to tackle boys' underachievement in English, but which we feel has many other benefits. All staff teach a range of ability and gender groups and the timetable is carefully constructed to play to their strengths and cater for their preferences whilst maintaining a sensible balance.

Key Stage 4 and Key Stage 5

We currently teach AQA English Language and English Literature GCSE to all pupils and have successfully introduced the new specifications through a successful programme of staff development and training. We place great emphasis on improving students' attainment and achievement and securing good outcomes across Key Stage 4 for all groups of students. A small proportion of our Year 10 and 11 pupils also complete an entry level course called Step Up which helps to prepare them for GCSE and provides an additional qualification.

At A-level, we offer English Literature, English Language and Film Studies. The uptake for these subjects has been excellent and they form part of a thriving, vibrant and popular sixth form with successful exam results and outcomes.

Key Stage 3

Key Stage 3 is regarded as an important opportunity to embed key skills and foster engagement with the subject. We teach a broad, balanced and innovative curriculum, with a particular emphasis on creativity as well as the key skills required to succeed at GCSE. Lessons are designed to be creative, collaborative and enjoyable and we offer a range of opportunities for students to enjoy English at Key Stage 3, including a well-established poetry slam, visits from local authors and theatre companies as well as a popular debating event. The department has fostered a genuinely enthusiastic reading culture and we work closely with our superbly resourced library to ensure that students are enthused about their reading and have access to excellent facilities for private study.

Extra-curricular

The department and the library run a number of extra-curricular clubs, and have enjoyed many successes in writing and public speaking competitions over the past few years. Trips organised recently include the Fitzwilliam museum in Cambridge, the Globe Theatre as well as theatre performances in Cambridge, Stratford and London. We also plan to carry on enjoying an annual performance of 'A Christmas Carol' for Year 11 pupils by a touring theatre company.

Professional Development

One of the strengths of the department and indeed the school is that we are genuinely committed to ongoing professional development for all staff and hold regular training sessions within the department and indeed the trust. We are always looking for opportunities for staff to be involved with interesting and rewarding projects both within and outside the school.

The Wider Trust

English departments within the trust are committed to working collaboratively for the benefit of all our pupils. This takes the form of joint training, moderation sessions, joint reviews and opportunities for teachers to share good practice and effective approaches at all levels and key stages. Significant recent developments, particularly at GCSE and A-level, have meant that there are important benefits to be had in making best use of the pool of expertise within the trust's English departments to share outstanding practice. Collaboration across the English departments has become an increasingly important part of our work and the fact that we have a real community of English teachers across the trust is one of its great strengths.

8. THE VACANCY

The post is available from September 2020 for a full-time teacher and the person appointed will potentially have the opportunity to teach all three key stages. We welcome applications from trainees, newly qualified teachers as well as more experienced teachers.

We are seeking to appoint someone who has:

- excellent subject knowledge
- enthusiasm for English and the ability to convey this to pupils
- a good working knowledge of the English curriculum and exam specifications
- successful teaching skills, including strong use of Assessment for Learning
- strong ICT skills
- the ability to contribute to the work of the English team
- An understanding of current developments in English education
- A commitment to contributing to the success of the whole college

The post would provide excellent opportunity for personal development within a well organised and forward looking department and a school that has professional development as a core value.

The successful candidate will need to meet the requirements of the general teacher job description and person specification on the college website.

If you would like to join us, please return your application and covering letter to Mrs L Atherton, HR Manager on personnel@combertonvc.org or via the post, **by midday on Monday, 24th February 2020**. If you wish to discuss the post further or visit us in advance, please contact Victoria Edmans, Head of English, at the College via email vedmans@combertonvc.org. We aim to carry out the interviews 28th January 2020.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.