

# MAESTEG SCHOOL

Ffordd Dysgu  
MAESTEG  
Bridgend  
CF34 0LQ



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**Headteacher / Pennaeth: H. Jones B.A. (Hons) N.P.Q.H.**

March 2022

Dear Applicant

## **Required for September 2022 - Teacher of English (Permanent)**

Thank you for the interest you have shown in the above post at Maesteg School.

Maesteg School is a thriving 11-18 community comprehensive school, situated within easy access to the M4 motorway, in a brand new 'state of the art' building. We are proud of our status as a Pioneer School both for Curriculum Development and Professional Learning and continue to be committed to producing innovate practitioners who develop 'irresistible learning' opportunities for our pupils. .

As a teacher at Maesteg School you will be joining a successful and vibrant Language, Literacy and Communication faculty. The post will also involve the delivery lessons in the area of English at Key Stage 3 & 4. With the exciting New Curriculum changes our faculty is continuing to grow and expand. This could potentially create further job opportunities in the future.

We offer a full NQT support programme as well as continuing professional development for experienced staff.

I look forward to receiving your application by **Thursday 31<sup>st</sup> March 2022 – 9am**. Should you require any further information please do not hesitate to contact the school on the above email address.

Yours sincerely

Helen Jones  
Headteacher

*(The school will contact Applicants short-listed for the above post as soon as possible after the closing date. Should you not be contacted, you have been unsuccessful in your application on this occasion. However, your interest in the post and Maesteg School is much appreciated. Thank you.) **Please note:** Due to the current economic climate, the school is unable to offer any re-imbursment for travelling expenses).*

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**Motivated to Strive / Ysgogi i Ymdrechu**





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# MAESTEG SCHOOL

**Required for September 2022**

## **Teacher of English - Permanent**

This is an excellent opportunity to join a successful school in a state of the art environment.

The Governors wish to appoint an ambitious, innovative and talented teacher who is committed to raising achievement and shares the vision of excellence within Maesteg School's Language, Literacy and Communications Faculty. The successful applicant will have the ability to teach across the age and range of the school. We would welcome applications from any individual interested in developing and sharing high quality innovative teaching and learning within an experienced and successful English team.

We offer an extensive NQT support programme plus continuing professional development for experienced staff.

Maesteg School is a thriving 11-18 community comprehensive school, situated within easy access to the M4 motorway, in a brand new 'state of the art' building. We are proud of our status as a Pioneer School both for Curriculum Development and Professional Learning and continue to be committed to producing innovative practitioners who develop 'irresistible learning' opportunities for our pupils.

Information via:

**Email:** [maestegschool.maesteg@bridgend.gov.uk](mailto:maestegschool.maesteg@bridgend.gov.uk)

*Application pack (including application form) are in Word format and will be forwarded to applicant via email. Please return to the above email address.*

***Closing date for applications: Thursday 31<sup>st</sup> March 2022 – 9am***

*Applicants are requested to note that the successful candidate will be required to agree to an enhanced criminal record clearance being undertaken*



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## YSGOL MAESTEG - SCHOOL INFORMATION

The school is situated in the Llynfi Valley, in a very pleasant rural setting, yet conveniently situated for access to the M4, Bridgend, Swansea and Cardiff. The school's catchment area serves the town of Maesteg and surrounding villages in the Llynfi Valley. The school enjoys close links with its main partner primary schools and benefits from a supportive close-knit community. We are co-educational, with a pupil age range of 11-18 years. The present roll is 1093 pupils, including approximately 164 in the Sixth Form. The pupil population has a balance of boys and girls and a truly comprehensive intake. A total of 28.4 % of pupils are entitled to free school meals. This is above the national average of 17.4% for secondary school in Wales. Around 55% of the population live in the most deprived areas in Wales. Fundamental to the way we work here is in removing barriers to learning. The school currently has 72 teaching staff and a further 38 support staff that include administrators, technicians and learning support. The school is cohesive, safe and highly inclusive. We always look to recruit staff who have high expectations of all learners with a total commitment to the education and welfare of young people and who are able to provide an outstanding level of personal support. We believe outstanding teachers and outstanding support staff really do make the transformational difference in a child's life.

We currently operate mixed ability grouping in Year 7. The school has a 25 period/hour teaching week and setting throughout the curriculum. The curriculum covers the requirements of the National Curriculum and there is a clear emphasis on teaching and learning in a supportive environment. In Key stage 4, the school offers a good range of general and vocational courses, including successful provision for reducing the number of pupils leaving school with no qualifications and meeting the needs of our more able and talented pupils. The school is a member of the Bridgend Learning Network for 14-19 Pathways.

Maesteg School is committed to the concept of skills development. We have developed a 'Pioneer' curriculum in Year 7 that is focused on developing skills through cross-curricular challenges. We are committed to the vision of ensuring that this work becomes integral to the work of all faculties and underpins our approach to learning at Maesteg. With a greater understanding of the learning process and what it means to be a powerful learner, we are seeing increased self-efficacy in our pupils which will result in them maximising their potential.

The school is committed to helping everyone who works here to do their best possible work in raising standards. Colleagues are consulted on all major policy decisions and are encouraged to raise openly any matters concerned with the school's effective operations. Pupils also make a positive and significant contribution, which influences all aspects of school life.

In terms of curriculum, the school is organised into Faculties, with Directors of Learning responsible for their leadership and management. The pupil guidance system is managed by Progress Leaders. Most teaching staff are also Form Tutors. The work of the school is monitored and evaluated by the Governors, the Headteacher, Senior Managers, Directors of Learning and Progress Leaders.



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The review process is used to inform development planning and to maintain the school's progress. Staff provide a range of enrichment programmes and pupils participate in a wide range of community activities.

The school has a clear focus on the development of Literacy, Numeracy and ICT and has committed a substantial part of its budget to all these areas. It is expected that staff will be ICT literate and innovative with ICT in their lessons.

We want all our pupils to have the opportunity to maximise their potential. Each pupil is of equal value and has equal access to the curriculum and all 'benefits, facilities or services' offered by the school. At Maesteg School we pride ourselves on knowing and supporting every pupil. We attach great importance to educating about equal opportunities. The school curriculum covers issues of equality and challenges prejudice and stereotyping in schools and in the wider community. We foster a culture where diversity is valued and equality of opportunity is a reality.

Maesteg celebrates its 'Welshness' and identity in many ways. We are proud of our language and heritage and this commitment is to be seen in much of our work. Pupils are exposed to the Welsh language and many events are held to celebrate our history and tradition. All subjects are taught through the medium of English, apart from the subject of Welsh. All subjects use basic greetings and instructions in Welsh to develop pupils' competency. All pupils study Welsh in KS3 and KS4 unless an exemption has been implemented. English is the day to day language of communication in the school. However, staff and pupils are encouraged to use Welsh as much as possible.

Partnership is a common thread running through the school, based on mutual respect and the sharing of good practice. We are very fortunate to serve a close knit community. The school prides itself in achieving a number of externally accredited quality marks including 'Investors in Families', 'ICT Mark', 'Careers Wales Mark', 'Active Marc Cymru' and International School. The school has a strong commitment to being community focused.

This is a great opportunity to be part of a school with a moral purpose of raising self-esteem and improve wellbeing. There is a real sense of excitement and confidence in what we can achieve together.

The school is a pioneer school both in terms of professional learning and curriculum development. Our aim is to develop Maesteg School as an innovative learning organisation.

As part of our professional development programme, there are opportunities for all staff to participate in leadership opportunities that lead to whole school improvement.

*'Motivated to Strive'*

H Jones  
Headteacher



## **MAESTEG SCHOOL**

### **Languages, Literacy & Communication Faculty**

We are a highly, successful and supportive faculty of 14 teachers including a Head of Faculty, Leader of Literacy, Teaching and Learning Champion and MFL subject leaders. Our innovative and varied curriculum focuses on achievement for all learners and we pride ourselves on delivering engaging lessons that convey a passion for our subject whilst enabling pupils to become both ambitious and independent learners.

As a core subject, the English Faculty advance skills and provides qualifications that are vital for further education and the workplace. We lead the way in improving Literacy and promoting its importance across the curriculum. As the newly formed LLC faculty we are expanding our own skills through working with similarly minded practitioners dedicated to promoting lifelong language learning.

To meet the challenges of the Coronavirus pandemic, the faculty have developed a range of approaches to blended learning which promote engagement and enable learners to continue to make progress with their schoolwork. Through the use of various online tools available, sharing good practice in the faculty, and accessing CPD from the Teaching and Learning Team, we have developed strategies that will support pupils through the Pandemic and beyond, making a purposeful link between what happens at home and in the classroom. We are passionate about pedagogy and are proud to have developed exciting new learning challenges in Year 7 which promote the 4 Purposes at the heart of the Curriculum for Wales. Our innovative approach to learning continues throughout Key Stage 3 and our dynamic team of teachers are fully committed to providing our learners with a wide range of opportunities like participation in BBC School Report and Young Writers Competitions.

At Key Stage 4 we build on and continue to develop learners' literacy skills with Year 10 focusing on GCSE English Literature and Year 11 working towards GCSE English Language. More recently we have introduced Media Studies at GCSE which has proved a very popular choice with our students. We pride ourselves on fostering excellent relationships with our pupils that empower our pupils to achieve excellent outcomes.

Our excellent relationships with our pupils means that at Key Stage 5 our subjects also continue to flourish; both A level English Literature and Media Studies attract high numbers of students year on year, with students achieving impressive results that form an excellent basis for University education.

We are looking for a new team member to contribute to the excellent standard of teaching and learning in our faculty. The successful candidate will share our faculty vision to enrich, extend and excite learners so that a love of learning is instilled for life.

We require:

- A well-qualified English teacher who has excellent subject knowledge. A dedicated individual who will make a significant contribution to raising standards.
- A teacher who has high expectations and can effectively monitor and track the progress of their pupils.
- An enthusiastic individual who is always looking for innovative ways to engage pupils in class.
- A team member with a clear vision who will contribute to faculty initiatives.
- A teacher who will embrace the purposes of the Curriculum for Wales.
- A teacher who can competently use ICT to enhance pupils' learning experience.
- A teacher who can motivate pupils of all abilities and aptitudes.

- A teacher who understands the importance of extra-curricular activities and is prepared to contribute to the programme.
- A teacher that is passionate about developing pupils' literacy throughout their school journey at Maesteg.
- A teacher who can develop and deliver blended learning to support pupils working at home
- A teacher who can equip students with the confidence and skill to speak articulately in a range of situations



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## **JOB DESCRIPTION - MAIN SCALE TEACHER**

### **Job Description Main Scale Teacher**

#### **Teaching**

1. Plan and teach lessons and sequences of lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
2. Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
3. Participate in arrangements for preparing pupils for external examinations. Whole school organisation, strategy and development
4. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
5. Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
6. Under the requirement of 'Rarely Cover Arrangements', supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

#### **Health, safety and discipline**

7. Promote the safety and well-being of pupils.
8. Maintain good order and discipline among pupils.

#### **Management of staff and resources**

9. Direct and supervise support staff assigned to them and, where appropriate, other teachers.
10. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
11. Deploy resources delegated to them.

#### **Professional development**

12. Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
13. Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

#### **Communication**

14. Communicate with pupils, parents and carers.

#### **Working with colleagues and other relevant professionals**

15. Collaborate and work with colleagues and other relevant professionals within and beyond the school.

## **Working Time/Days/Hours**

16. A teacher employed full-time must be available for work for 195 days, of which:

(a) 190 days must be days on which the teacher may be required to teach pupils and perform other duties; and

(b) 5 days must be days on which the teacher may only be required to perform other duties; and those 195 days must be specified by the employer or, if the employer so directs, by the head teacher.

17. A teacher employed full-time must be available to perform such duties at such times and such places as may be specified by the headteacher for 1265 hours, those hours to be allocated reasonably throughout those days in the school year on which the teacher is required to be available for work.

In addition to the hours a teacher is required to be available for work, as the case may be, a teacher must work such reasonable additional hours as may be necessary to enable the effective discharge of the teacher's professional duties, including in particular planning and preparing courses and lessons; and assessing, monitoring, recording and reporting on the learning needs, progress and achievements of assigned pupils.

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