

Job Description: English Teacher

Reports to: English Lead

Hours and working days

Full-time, 8.30 -16.00 Monday – Friday (half-hour lunch break)

Term time

Location

Orange Tree School

Oakleigh Park North

Whetstone

London, N20 9AR

Terms of employment

Permanent contract

Start date

September 2025

About Orange Tree School

The Orange Tree School is an outstanding independent specialist school provision for young people aged 11- 18 who will thrive in a small, therapeutic and nurturing environment

The Orange Tree School team are passionate about providing opportunities for those students currently out of education or those who are not coping within the mainstream setting.

Our aim is to work consistently to provide excellence for every student. With a highly- trained team, we support each student's individual needs, particularly focusing on those students needing a safe, but aspirational, environment to recapture an often-lost passion for learning and creativity.

The student's needs and wellbeing are at the heart of everything that we do, and we take pride in helping our students to re-engage with their learning and thrive and develop as individuals and as part of a community.

The Role

- To deliver outstanding teaching and learning of secondary English and therefore help students achieve excellent academic results in both GCSE's and A-Level's.
- To design an engaging and challenging curriculum that inspires children to appreciate English studies and its application.

Key responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make superior progress
- To provide a nurturing classroom which helps students to develop as learners
- To help to maintain/establish discipline across OTS.
- To contribute to the effective working of OTS.
- To complete all reasonable tasks reported by the Head Teacher.
- To be a form tutor and be the main contact for your key students.

Outcomes and Activities

Teaching and Learning

- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- With direction from the Head Teacher and within the context of the OTS curriculum and schemes of work, plan and prepare effective teaching modules, lessons and assessments
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment and use adaptive teaching to support those in need
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- To produce/contribute to regular oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement

- Ensure that all students achieve at least at the chronological age level or, if well below level, make significant and continuing progress towards achieving at the chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the OTS Behaviour for Learning Policy, ensuring the safeguarding and well-being of pupils is maintained at all times
- Participate in preparing pupils for external examinations.

OTS Culture

- Support OTS values and ethos by contributing to the development and implementation of policies, practices and procedures
- Help create a strong community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement and well-being of all pupils.
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

Other

- Undertake, and when required, deliver, or be part of the appraisal system, relevant training and professional development
- Provide cover for absent staff and to do regular duties.
- Undertake other various responsibilities as directed by the Head Teacher.

Person Specification: English Teacher

Qualification Criteria

- Qualified to degree level and above
- To have QTS
- Qualified to teach and work in the UK.

Experience

- Experience of raising attainment in a challenging classroom environment
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Knowledge

- Up to date knowledge of the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations, good results and excellent behaviour.

Behaviours Leadership

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with OTS high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others
- Commitment and pursue the highest standards of safeguarding and child protection, in line with the School Safeguarding Policy (Child Protection Policy).

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Willingness to undertake training
- This post is subject to an enhanced Disclosure and Barring check.
- This post is subject to a Prohibited Teacher Secure Check.

Key Teacher – Roles and Responsibilities

- To provide effective and regular liaison between Orange Tree School (OTS) and the students' parents.
- To establish supportive and motivational relationships with the students.
- To liaise with the Special Needs Co-ordinator (SENCO)
- To provide regular report on young peoples' progress, attainment and motivation for the Multi-Disciplinary Team Meeting and all reports required for the Health and Care Plan Approach (EHCP)
- To ensure students receive an initial assessment to inform their Individual Educational Plan (IEP), and to regularly update their IEP to reflect their needs.
- To support and guide students in making effective choices when selecting new courses and programmes of study.