

SEVENOAKS SCHOOL

JOB DESCRIPTION



Appointment of Head of English *Full Time*

from September 2024 or January 2025





The School

Founded in 1432, Sevenoaks enjoys a global reputation as a centre of academic excellence and a flagship school for the International Baccalaureate. A co-educational day and boarding school, it offers a stimulating, intellectually demanding and balanced education for over 1200 students from ages 11 to 18.

Sevenoaks is one of the world's leading IB schools, having taught the International Baccalaureate for over 40 years. For nearly 20 years, all Sixth Form students have taken the IB Diploma, with consistently outstanding academic results which are testament to the school's experience of and commitment to the programme.

Sevenoaks is the top large-cohort IB school in the UK and among the top five globally. In recent years it has been the second highest achieving large-cohort IB school in the world. Sevenoaks is also the top co-ed all-IB boarding school in the UK, according to Best Schools (Education Advisers Ltd), and features in their top ten IB Boarding Schools list for 2022. The Sunday Times named Sevenoaks School Co-educational Independent Secondary School of the Year in 2023.

In 2023, the average Diploma score was 39.0 points, about eight points above the world average. The Higher Education department supported applications of 246 students to universities in the UK, USA, Canada, Europe and Hong Kong

with an outstanding 93 per cent progressing to their firm choice university. The majority attend Oxbridge, London universities, or other Russell Group universities such as Bristol or Durham. We support about 20 per cent of our students with applications to international universities, with increasing numbers going to North America, specifically Ivy League and top universities in the United States.

Academic excellence is achieved by bright, motivated students, inspired by highly qualified and dedicated teachers in well-resourced classrooms. Sevenoaks delivers a broad, balanced programme of study through exciting teaching. Strengthened by wise pastoral care, Sevenoaks students work hard to satisfy their natural curiosity and extend themselves far above and beyond the core curriculum. The school's international outlook promotes the principles of tolerance and open-mindedness. Regular assemblies, tutor group meetings and a programme of talks help to foster the social and emotional welfare of our students, while a long tradition of service and local and international charity projects advances a core set of values across the student body.

Ambitious but principled, confident and compassionate, our students are prepared for leadership in an ever more complex world.

'Tough for any university not to be an anti-climax after Sevenoaks.' Good Schools Guide.



We employ hundreds of staff who work in a wide range of different departments. The school is one of the largest employers in the local area and aims to be an employer of choice for top staff from around the world. All Sevenoaks staff are encouraged to enjoy facilities such as our sports centre and pool, attend performances at our performing arts centre, and get involved in service activities within the local community. We strive to promote the positive mental and physical health of all staff, and are committed to ensuring that equity, diversity and inclusion are at the very heart of our culture and community. We believe every member of the school community should feel welcomed, included and valued. .

The Campus

The school is situated in the Kent market town of Sevenoaks and has a prime position at the top of the high street. The 100-acre site, which includes several listed buildings and attractive gardens, is beautifully landscaped and adjoins the medieval deer park of Knole. London is only a 30-minute train ride away and the school is in commutable distance from several Kent towns including Orpington, Tonbridge, Tunbridge Wells, Bromley, Kings Hill and Dartford.

Recent developments on campus include a superb sports centre, a state-of-the-art performing arts centre, a world-class Science and Technology Centre and a Global Study

Centre for the Sixth Form. Our campus has earned several architectural awards, including two RIBA National Awards (2019, 2022).

With eight distinctive and comfortable boarding houses, our boarding community is fun, friendly and busy.

Teaching at Sevenoaks School

Teaching here is immensely rewarding: we work in high-performing teams towards a shared endeavour. Everyone appointed to teach at Sevenoaks School is expected to engage actively in all aspects of our broad and well-rounded education, across a six day week, with lessons on Saturday mornings and sport in the afternoons.

We want all our students to enjoy their subjects, to be inspired by their teachers and to become independent, lifelong learners. Teachers are enthusiastic and well-qualified graduates. We have an exceptionally lively, talented and committed staff body. We welcome applications from experienced teachers and newly-qualified teachers, but can also provide training including PGCE for those joining the profession at whatever stage. All new staff undertake a comprehensive induction programme. Sevenoaks is committed to supporting its staff with training and professional development tailored to staff needs and interests.

All teachers are involved in proactive pastoral care. All teachers participate in the co-curriculum and, as our outreach activities expand,



contribute to our work with local students and schools. Teachers at Sevenoaks are innovative and forward-thinking many are involved in the Institutes of Teaching and Learning, Higher Education and Professional Insight, and Service and Partnerships, shaping further development and initiatives for students and staff alike.

Curriculum

At every stage, we offer a broad, deep, and integrated curriculum. Every student is encouraged to be curious, creative, critically aware, and to develop his or her passion and talent to the full. Life is fast-paced, dynamic, and expectations are high. At the same time, the school seeks to cultivate in its students the habit of reflecting on their learning, and on how they contribute to society more broadly. Ambitious and principled, confident, and compassionate, our students are prepared for leadership and teamwork in the wider world.

Regular assemblies, tutor group meetings and a programme of talks help the social and emotional understanding in our students, and a long tradition of voluntary service and local and international charity projects advances a core set of values across the student body.

In Years 7-11 all students take courses in critical thinking developed by the school. The Middle School Diploma, launched in Year 9 in September 2017, recognises the learning that takes place both within and outside the classroom and

is built around seven core values: creativity, independent learning, critical thinking, international understanding, collaboration, self-awareness, and social responsibility.

All of the 460-plus Sixth Form students pursue the International Baccalaureate Diploma, a programme the school has delivered for 40 years. The Diploma is the best preparation for university and for work in a world of global competition. Even more important, it genuinely develops a rich inner life in our students, opening their minds to connections and possibilities within and across the subject disciplines.

It is no surprise that our students leave Sevenoaks to study a wide range of courses in the UK and around the world. Each year all leaving students progress to the world's top universities, including Oxford and Cambridge, and around one in five take places at leading US and international universities. They do so with an enlarged capacity for independent thought and intellectual risk-taking, a strong appetite for learning, and equipped with the skills and personal qualities conducive to a happy and successful life.

The English Department

The department is currently made up of seventeen well-qualified and enthusiastic teachers, some of whom are part time or have other responsibilities in the school. Every student in the school is taught by a specialist English



teacher throughout their time at Sevenoaks. The department is generously resourced and based in its own suite of classrooms and offices – the Swanzy building, which is located in the centre of the school. Colleagues pursue a wide range of special interests within the subject, and examination results are excellent at all levels. The sharing of ideas is strongly encouraged, and the atmosphere within the department is scholarly, positive, friendly and supportive.

The department has developed its own schemes of work for the first three years (Years 7-9), based upon the requirements of the National Curriculum. All students in Years 10 and 11 study GCSE/IGCSE English Language and Literature.

In the Sixth Form, every student pursues the International Baccalaureate, where English is available either at Higher or Standard Level. In addition we offer a Standard Level Literature & Performance course, which combines elements of English and Theatre. The courses offer the opportunity to teach a wide range of texts either written in English or in translation.

Outside the classroom, the department extends students' experiences of creative writing, literary lectures, reading groups, and debating. Authors regularly visit different year groups throughout the year. While Drama is a separate department in the school there is considerable collaboration between the two departments. For those who are keen to get involved, there are several productions every year in the superbly equipped Sackville Theatre. There are also regular play-

trips to London theatres and literary tours within the UK.

English and English-related degrees are popular choices for our students when they leave Sevenoaks School, which is encouraged through an extensive programme of extension classes and trips. Both studying and teaching English at Sevenoaks School are exciting and rewarding experiences – the department is a vibrant and enjoyable place to work and is committed to engendering a love of learning in all students, not just impressive qualifications.

The Post

The successful candidate will be a well-qualified graduate who may have already had experience either running, or helping to run, a department. They will be able to lead through encouragement and enthusiasm as well as exemplary classroom practice. There is a range of teaching experience within the department; key to this role is the ability to coordinate and support all colleagues depending on their needs and areas of expertise. The applicant should have excellent administrative skills and some experience of the moderation of internally or externally assessed work. The Head of Department must be willing to encourage and support a wide range of students. All of our students are academically ambitious and successful, with some supported by individual education plans and requiring Learning Support.



We seek applicants with vision and imagination and an ability to foster team spirit. A commitment to excellent pastoral care and enriching co-curricular and outreach activities is expected.

Note

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible and willing to carry out the wide range of duties that are likely to be required to make a success of this role.

Benefits

- Free school lunch.
- Free parking.
- Membership of the school's fitness centre.
- Membership of a Pension Scheme is available.
- Cycle to work scheme.
- Employee Assistance Programme.
- Other benefits such as free or subsidised tickets for school music and theatre productions and access to an employee discount scheme.
- Fee remission policy (terms apply).

Child Protection

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are required to adhere

to and ensure compliance with the school's Safeguarding Policy Statement at all times. If, in the course of carrying out their duties, a member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must immediately report their concerns to the Deputy Head (Pastoral).

Offer Conditions

Sevenoaks School is committed to safeguarding and promoting the welfare of children, therefore, the offer of employment is subject to the satisfactory completion of a number of background checks including but not limited to an enhanced DBS check with Children's Barred List check, the taking up and verification of references and the verification of career history and fitness to undertake the role. The complete list of required checks will be provided to the successful candidate.



Health and Safety

Under the Health and Safety at Work Act 1974 and subsequent legislation, the school is obliged to provide you with a work place and working conditions which so far as is reasonably practicable, are safe and without risk to health. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety of others.

Information for applicants

Sevenoaks School has its own generous salary scale. Further information about the school can be obtained from the school's website: www.sevenoaksschool.org, including more about working at Sevenoaks: www.sevenoaksschool.org/work-at-sevenoaks.

Applicants should complete the application form in full. Note that Part 6 must show a complete history of employment, and should continue on a separate sheet of the application form if necessary.

Please submit your completed application form, covering letter and CV by e-mail or post to:

The Human Resources Department
Sevenoaks School
High Street
Sevenoaks
Kent TN13 1HU

Tel: 01732 467740;

email: pa@sevenoaksschool.org.

Applications should be submitted by **Midnight Monday 15 April 2024**.

The school retains the right to interview suitable applicants and appoint before the deadline.

At Sevenoaks School our mission is to ensure that students secure their full potential. We prepare young people for life in a modern, global society and seek to provide every student with excellent role models. Having a diverse staff enhances our school community and we warmly welcome applicants from all backgrounds.