



Dear Colleague,

Thank you very much for your interest in the post of Teacher of English (part-time, 0.4FTE) at The Boswells School. The school is an extremely popular, oversubscribed and very successful 11-18 school situated in the north of Chelmsford, Essex. The school is moving 'towards outstanding' and we are a dynamic, forward thinking organisation who value our staff and the impact they make on our students.

The role that you are applying for is a crucial post in the development of the school and the educational provision we offer our students. Our English results at GCSE were excellent with with 74% and 79% of our students achieving a grade 4 or above in English Language and English Literature respectively and 55% and 59% a grade 5 or above. Progress made by students was also significantly higher than the national average. Our performance at AS and A2 English Language and English Literature was also very good.

This is a unique opportunity for a highly motivated colleague to develop their career and enclosed with this letter is a job description and person specification for the role. If you believe that you have the necessary skills and are seeking an opportunity to develop them then I look forward to receiving your application. Applications are welcome from colleagues who already have QTS status. The successful candidate will join a supportive, friendly and professional staff. The English Faculty is extremely well resourced and you will be joining a very strong team with excellent resources at your disposal.

It is also important that you realise that we can offer you a huge amount of support in development of your career. We take pride in the fact that, as a school, a large number of our staff move on to promoted positions. At our heart, however, we pride ourselves on what we offer all staff:

- We place a high degree of trust in our teaching staff. We believe that the greatest factor in improving outcomes for our students are the teachers standing in front of them on a daily basis. The professional autonomy of teachers is very important to us.
- We believe in the professional development of our staff and we expect our teachers to take responsibility for developing their practice and becoming more skilled practitioners.
- We don't do things simply to please OFSTED or the DfE. We do what is right for our students and the wider school community.
- We recognise that teaching can be challenging however we encourage everyone to share good practice and work collectively-we are much more effective when we collaborate and support each other.
- Our lesson observations are developmental. We do not grade lesson observations (indeed we stopped doing this long before OFSTED stopped) as we believe the core purpose of any observation is a discussion between professionals about how to develop pedagogy and practice.
- We believe in leadership at all levels and encourage all our teachers to take responsibility for leading in their own classrooms and across the school.
- Professional development is at the heart of performance management and our teaching staff must have an objective that is focused solely on their professional development.

As well as completing the application form, I would like you to provide a letter of application that covers the following areas:

- Your teaching experience and the teaching skills and qualities you will bring to the school
- How you will motivate students of all abilities in lessons
- The importance of English in the lives of our students

Please ensure that your letter covers the areas listed above as well as any other information you feel is relevant to your application.

Thank you for your interest in The Boswells School. Please do not hesitate to contact me at the school if you require any further information. If you would like to visit the school or meet with me prior to submission of your application, please contact Mrs Maria Holmes, on [mho@boswells-school.com](mailto:mho@boswells-school.com) or 01245 264451. You can also contact Alison Crickmore (Head of English) on [ace@boswells-school.com](mailto:ace@boswells-school.com) directly should you wish to discuss any aspect of the role.

Alternatively a huge amount of information about the school can be found at [www.boswells-school.com](http://www.boswells-school.com)

The deadline for applications is Midday on Monday 14<sup>th</sup> October 2019. Interviews to take place prior to October half-term.

Yours faithfully



Stephen Mansell  
Headteacher