



MONK'S WALK
SCHOOL

CANDIDATE INFORMATION PACK



TEACHER OF ENGLISH

SEPTEMBER 2025

EXCELLENCE FOR ALL

THIS POST



MONK'S WALK
SCHOOL

We are seeking to appoint an enthusiastic teacher of English to help us raise standards even further.

Outcomes in English are very strong and English and Media Studies are popular options at A Level.

Closing date for applications: noon on Monday 27 January 2025.

KEY FACTS ABOUT MONK'S WALK

ALL ABILITY

For students aged 11-18 of all abilities.
Over 1400 students

POPULAR & OVERSUBSCRIBED

729 applications (197 first preference) for 240 places in Y7. 89% of parents say they would recommend the school (Parent survey June 2023)

STRONG ETHOS

Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

ACADEMICALLY SUCCESSFUL

Well above average Progress 8 score (0.6) for Year 11 students in 2023 and an average A Level grade of B-

BROAD CURRICULUM

24 courses at KS4 and 26 at KS5, including all three sciences

BROAD EXTRA-CURRICULAR PROGRAMME

A wide programme of activities, trips and visits and enrichment activities

POPULAR SIXTH FORM

268 in the sixth form and a member of the Welwyn Hatfield consortium.

STRONG FOCUS ON WELLBEING

For both staff and students. 93% of staff say they enjoy working at MWS (Staff Survey July 2023)

STRONG FOCUS ON STAFF DEVELOPMENT

We are committed to staff development including Initial Teacher and Early Career Framework training.

ABOUT OUR SCHOOL



We are a mixed school of about 1,400 11-18 year old students in Welwyn Garden City, a Hertfordshire new town on the outskirts of London.

Transport links are superb – direct rail links to London in less than 30 minutes; M1, A1(M), M11 and M25 all minutes away. WGC is a pleasant place to live – it even has John Lewis! The school is situated in a greenbelt area in the prosperous northwest corner of the city. Our grounds are magnificent and the view from the school is lovely. In September 2020 we opened a new teaching block to replace one of the more rundown ones. The DfE have just agreed funding for a new sports hall for the school.

Monk's Walk is a genuinely all-ability school. The number of students with learning challenges is in line with the national average, with 17% supported at SEN Support or with an Education and Healthcare Plan (EHCP). Our support for students with SEND is a real strength of the school.

We have a small number of blind or partially sighted students who receive specialist support. We also work very closely with Knightsfield School, a special school for deaf children on our campus.

We do not pursue academic achievement at the expense of the wider development of the individual, however. Form tutors, heads of year and heads of house all have important roles in the social, personal and academic support of individuals. Our house system is strong, providing a range of all-ability competitions and activities for mixed age groups. Recently we have become the first school in the country to have a recycling machine with the credit going as house points. All members of staff are allocated a house, except me who has to try to stay impartial of course.

Parental confidence in the school is high; there were 729 applications for 240 places in Year 7 for September 2024,

with 197 of those as first preference. Each year we hear appeals for students wishing to join the school.

The school has an extremely effective behaviour policy and in general behaviour is very good indeed. Our students want to learn and our parents are, on the whole, extremely supportive. Attendance is high, although in common with most schools affected by COVID. Our aim is for our students to be co-operative, courteous and kind.

There is a genuine 'buzz' around the school and we have a very strong reputation in the city. In September 2023, the school was judged by Ofsted to be 'good'. We were really pleased with the comments made by inspectors and expect the report to be published any day now.





GCSE exam results in 2024 were very good . 53% of students gained the strong basics (grade 5+ in both English and Maths) and 74% standard basics (grade 4+ in English and maths). Our attainment 8 was 50.2 and progress 8 +0.25. All above national. Students of all abilities did better than would have been expected, given their starting points. Disadvantaged students made the progress that would have been expected given their starting points – unlike in most other schools in Hertfordshire where it is often well below. Students with SEND did phenomenally well. To look at the school's results in the league tables google 'school performance tables 2024'.

In terms of progress, disadvantaged and SEND students do



better in the school than they do nationally. BAME students attain very well and have good progress, as do each of the ability groups. We pride ourselves on the fact that Monk's Walk is an inclusive school.

The school has about 268 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students. Monk's Walk has the largest sixth form of the five schools and currently we have 82 guest students in Year 12 and 61 in Year 13. At Monk's Walk we concentrate on providing

A Level only (with the exception of iMedia), with decent numbers of students studying the facilitating subjects. Vocational programmes can be taken at Oaklands College or in other consortium schools.

A Level results in 2024 were also very good , with average point score per grade at 36.2 equivalent to B-. In 2024 almost all students who applied made it to their first or second choice university, high quality apprenticeship or employment.

Unfortunately, some schools are making cuts in creative subjects such as Art, Music, Drama and PE and even some DT specialisms. At Monk's Walk, these subjects are strong as we see these areas providing important learning opportunities for our students. All of these subjects are running at GCSE and A Level. Science subjects are among the most popular subjects at A Level.

We have a full orchestra (as well as other musical groups), thriving Art, Music, PE and Sport and an outstanding Drama department. Members of other departments involve themselves in extra-curricular activities in Music, Sport and Drama.

Knightsfield School (a special school for deaf children) is co-located with Monk's Walk School. We have an outstanding partnership arrangement; at key stage 3 Knightsfield students join classes in Art. A few students are also integrated into GCSE groups. Knightsfield students join ours for lunch every day in our canteen in B Block. One of our music teachers teaches at the school.

The school became an academy in September 2012. The decision to convert was purely pragmatic and trustees have no intention to make changes to teachers' pay and conditions beyond those made as part of national agreements.

Induction, training and continuing professional development have a very high priority in the school. All staff have an induction programme on joining the school.

GCSE exam results in 2024 were very good . 53% of students gained the strong basics (grade 5+ in both English and Maths) and 74% standard basics (grade 4+ in English and maths).



THE ENGLISH DEPARTMENT



The English department is one of our leading departments. I am incredibly proud of the work of the department and the results are testament to the talent, hard work and commitment of our English teachers. The department delivers both English Literature and Media at A level. The department has a history of good exam results that fall above national averages.

The English department, led by Josephine Rochford, is a strong team with a wealth of experience, knowledge and expertise. There are currently eight full time members of staff and two part time. The team is hardworking, innovative and always looking at ways of improving the delivery of the curriculum whilst raising pupil achievement. Our teachers are highly passionate and are always keen to share this enthusiasm with the students and encourage students to love the subject as much as they do. The team is very friendly, approachable and they work very closely to support each other.

At key stage 3, the year is organised into several diverse units of work with a clear long-term plan that covers reading, writing and speaking skills. Schemes of work are fully resourced and are updated regularly to maintain students' interest. These are regularly monitored and updated to meet the needs of our students. All classes are taught in mixed ability groups from Year 7.

At key stage 4 students are taught in mixed ability classes. All schemes of work are fully resourced and are updated regularly. All students sit both the English Language GCSE and the English Literature GCSE following the AQA specification. The department also offers additional revision sessions for students in Year 11, throughout the year. These are well received and highly popular with students. English Literature is popular choice at key stage

5. Students study the Edexcel specification and enjoy reading a wide range of texts. Media Studies A-level, another very popular, exciting subject, follows the Eduqas specification and is an increasingly popular and exciting option for our students.

The department has a large English office with plenty of space to work. The school library is located close to all English rooms and boasts excellent ICT facilities. Most teachers have their own teaching room and display area. All classrooms have projectors and visualisers and several of the classrooms have recently been redecorated.

SAFEGUARDING

Safeguarding at Monk's Walk takes precedence over any other activity in the school. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students and obviously questions about candidates' suitability to act as tutor. References will be sought and an enhanced criminal records check will be undertaken for this position. Please note, it is an offence to apply for a role where the applicant is barred from engaging in regulated activity relevant to children.

BEING AN ECT



If you are an ECT you would be offered the opportunity to spend 3 weeks with us in July and be paid for it. The three weeks gives you the chance for a really comprehensive induction programme. You will meet and observe some of your teaching groups and find out about your form. If you are a Year 7 form tutor, you will also take part in the transition day when Year 6 come up to the school. You will get to know the senior leadership team, your head of department and the members of your teaching team. Simple things, such as learning about the school's management information system and having a log-in, as well as becoming familiar with the staff and the school's facilities, will help you to have a flying start to your career when September comes. Hopefully, being familiar with the school will help you to have a restful holiday, free of any concerns, so that you can have a proper rest after your teacher training!

We also offer the full two-year ECT induction programme, offering a blend of face-to-face and online training for ECTs and their mentors, based on the Education Development Trust's DfE accredited provider materials. This provides training on key aspects of teaching such as assessment and behaviour for learning, as well as providing a local network of support with other ECTs in similar subject areas through the Alban Teaching School Hub. Additionally, all staff have access to a bespoke CPD programme which has learning and teaching at its centre. We know too that there is much to take on board when starting at a new school and provide a bespoke programme of six well-timed training sessions for ECTs and those new to the school to ensure that you are supported and fully informed about the procedures of the school.

Monk's Walk School's 'coaching culture' ensures that all ECTs are supported by experienced and trained instructional

coaches, as well as by their Heads of Department and department colleagues. We provide opportunities to observe other colleagues, both within and across departments, as well as provide opportunities, Covid-permitting, to visit other schools.

JOB DESCRIPTION

Post Title:	Teacher of English
Job Detail:	Full time
Job Grade:	Teachers' Pay Scale
Responsible to:	Miss Josephine Rochford, Head of English

Job Purpose

- To teach English to designated classes in accordance with the published timetable
- To be a Form Tutor
- To ensure that all students succeed and fulfil their potential

Key Processes & Responsibilities

- Planning for effective teaching and learning
- Regular assessment of work to monitor and report student progress in accordance with school policy
- Setting regular home learning
- Involvement in subject extra-curricular programme and contributing to the wider aspects of school life
- Celebrating success and recognising achievement
- Continuing to develop and improve professionally through regular training and development

This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

PERSON SPECIFICATION

1. Educational Qualifications

- Honours Degree in English
- DfE recognised Qualified Teacher Status

2. Professional Experience

- Ability to teach across all three key stages (D)
- Proven track record in raising standards of student achievement
- Experience of constructive cooperation with parents
- Successful school-based training in secondary age range
- A portfolio of training and continuing professional development

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Effective practice and approaches to teaching, learning and assessment
- Current educational trends and thinking

- Current developments in teaching subject
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students, and managing student behaviour

4. Personal Qualities and Skills

Ideally, we are looking for someone who:

- Can work as part of a team
- Is sympathetic to the pastoral needs of pupils
- Is abundantly energetic, creative and enthusiastic
- Is co-operative, flexible and responsible
- Is reliable, well organised and committed to high standards
- Is able to contribute to the staff community
- Is committed to improving and enlivening the environment of the classroom and the school
- Is patient, optimistic and has a fantastic sense of humour
- Has a life outside of school

(D = desirable, all other essential)

YOUR ROLE IN OUR FUTURE

Monk's Walk School is a thriving, vibrant, learning community where our aim is to bring the best out of everyone. It is a very good school with the ambition and plans to be even better.

We are not complacent though – we know all schools have room for improvement! We set ourselves high standards and ambitious targets to enable us to reach our goal. I hope this information has given you a flavour of our school. Please read the Ofsted report and visit our website and Facebook page – Monk's Walk School Official - for more information. If you feel you can contribute to the English department for the school and would like to join us, then please apply.

HOW TO APPLY

I really hope the information we have provided makes you want to apply to join us. If you would like to talk about the post in a bit more detail before applying, please contact Rebeccaa Griffiths; Rebecca is Assistant Headteacher and is the senior leader with line management responsibility for the English department. Her e-mail address is: RGriffiths@monkswalk.herts.sch.uk.

Please apply, via the My New Term website. You should also write a letter of application. In your letter of application, please can you explain how you demonstrate that you fulfil the requirements of points 2, 3 and 4 on the person specification (page 9 in this pack). Shortlisted candidates are likely to be able to show how their work has impacted on students' achievements, experiences or attitudes – all in about 2 sides of A4! I am interested in appointing someone who is, or has the potential to be, a highly effective practitioner.

The deadline for us to receive your application is noon on Monday 27 January 2025.

We look forward to hearing from you.

We will shortlist for this post and then we will contact shortlisted candidates by telephone or e-mail to invite them for interview. We reserve the right to ask candidates for an earlier interview if appropriate. We will ask referees of shortlisted candidates to complete our reference form, a copy of which can be found on our website for your reference.

Matt Grinyer

Headteacher
January 2025



MONK'S WALK
SCHOOL

Monk's Walk School Knightsfield, Welwyn Garden City, Hertfordshire AL8 7NL
Telephone: 01707 322846 Email: admin@monkswalk.herts.sch.uk