



Stoke Newington School
& Sixth Form

Recruitment Pack

Literacy & English Teacher

Required for September 2025

Compassion



Ambition



Resilience



Excellence



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Headteacher's Welcome

Dear Applicant,

A warm welcome to Stoke Newington School (SNS) and thank you for your interest in the post for **Literacy & English Teacher**. This is an exciting time to be working with us as we move forward to enhance our offer, so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils,” and “teachers have strong subject knowledge and are passionate about their subjects.”

This is a key post for the school. You will be one of a strong team of teachers who are keen to develop consistently outstanding practice in teaching our diverse student intake. We expect you to be able and keen to teach across our full age range in Year 7 to Year 11. There is also the strong possibility of teaching some sixth form classes and being responsible for some small group work. Whatever age group you are teaching, we will expect you to be planning thoroughly for the engagement and progress of every student and to be promoting the enjoyment of English. We will expect you to be an advocate for students following degrees in English.

You must have excellent interpersonal skills, a strong team ethic, drive, determination, energy, and the highest expectations of every student. You must be committed to excellent provision for our students in terms of classwork, homework and additional catch-up or enrichment classes.

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer
Headteacher





Our core values and expectations for every student

At Stoke Newington School and Sixth Form, we want all our students to be proud of the school in which they study and be respectful and engaged members of the SNS community.

Compassion

We are polite and courteous and keep our voices quiet to show consideration for our community.

Ambition

We actively participate in lessons and use the feedback given to us to go above expectations.

Resilience

We understand that mistakes are part of learning and strive to work hard, even when the task may be challenging.

Excellence

We take pride in our smart appearance, the brilliant work in our books and our commendable behaviour.

Equality at SNS

We are incredibly passionate about creating a fair and equal community within our school. We set out these objectives to achieve and maintain an environment where every young person feels valued, cared for, and empowered to succeed.

Objective 1

Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.

Objective 2

Reduce the incidence of the use of racist, homophobic, biphobic, transphobic and sexist language by pupils in the school.

Objective 3

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Objective 4

Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.

Performance

You can view and download the full 2022 Ofsted report [here](#). For performance tables and more statistics about our school, please visit our page on the [Department for Education website](#).

Staff Benefits

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.



Development and Training

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

Flexible and Family Friendly

We know it can be challenging finding the right work-life balance. We want the absolute best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit. It is important that staff who are parents, do not miss important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important

moments. As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

Pensions



Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

Health and Wellbeing

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.

All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health, and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

Getting to Work

By public transport: Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car: We have on-site parking. Applications will be considered on an individual basis. Please note, Stoke Newington School resides on a School Street which means you cannot enter Clissold Road between 8.30am-9.30am or 3pm-4pm. You can leave the road at any time.

Cycle Scheme: We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

Discounts

Staff are offered access to LBH school staff offers, a website which gives exclusive discount codes for many retailers including Boots, B&Q plus staff can buy reliable gift cards. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

SNS Staff Association

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.





Job Advertisement

Literacy & English Teacher

Required for September 2025

That would be able to teach a second subject

Inner London PayScale, Available Recruitment and Retention

The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is especially committed to creative teaching and learning. We aim that every colleague has excellent professional development which leads to every student having an outstanding education. Stoke Newington School is dedicated to being anti-racist, and inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence, and skills for all in our community to challenge racism.

The Post

You will be working in an excellent English team where we expect you to contribute to the development of outstanding teaching and achievement. You will be supported throughout by a strong leadership team who are ambitious for every student's and every staff member's success.

How to Apply

If you are interested in joining our team please apply via [TES](#).

Alternatively, you can download an application pack from our [website](#). When completing your application form, please name your application file with your full name and the role you're applying for and submit to recruitment@sns.hackney.sch.uk.

The closing date for receipt of applications is **midday Wednesday 23rd April**.

Interviews will be taking place on **Wednesday 30th April**.

We are an equal opportunities employer committed to ensuring diversity in our workforce. As employers we are committed to safeguarding and promoting the welfare of children. A DBS clearance is a statutory requirement for all positions.



Job Description

Title of Post: Literacy & English Teacher

Salary: Inner London PayScale

Reporting to: Literacy Lead & Head of English

Function of the Post:

- To teach Literacy and English, including early reading, to students who read significantly below their chronological age. To ensure that our students make outstanding progress in reading. To support students with all aspects of writing including handwriting.
- To contribute to the planning, evaluation and curriculum developments in the English and Literacy department.

Main Tasks and Responsibilities

- To plan and teach high quality English and Literacy lessons and to maintain a stimulating learning environment.
- To assess and monitor students' readings ages.
- To plan and implement a reading development scheme which is highly effective for students reading below chronological age.
- To keep up to date with national developments in English and literacy teaching practice and methodology, and ensure they are embedded where appropriate.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery within the Literacy team.
- To lead, plan and implement intervention sessions for students with handwriting below age related expectations.
- To lead, plan and implement a consistent approach to whole school reading during registration.
- To liaise with external agencies working with students with low literacy levels.
- To ensure maintenance of accurate data concerning Literacy levels and needs.
- To keep clear records in accordance with department and school policy, and to assess, monitor and report on individual students' work.
- To ensure all students make excellent progress through well planned, differentiated classwork and interventions.
- To teach and lead on a range of literacy related pre-school and after school or holiday activities and clubs. Including for dyslexic students.
- To help with the smooth running of the team by undertaking tasks as requested and directed by the team leader.
- To attend parents' evenings.
- To attend school meetings as directed the department or by the Headteacher.
- To carry out all responsibilities in accordance with the school's and the Authority's equal opportunities policies.



Skills and Abilities

1. Excellent communication and organisational skills.
2. Ability to work hard under pressure.
3. Excellent interpersonal skills and high-level ability to work collaboratively.
4. Excellent creative teaching ability.
5. The highest expectations of every student.
6. Commitment to personal career development.
7. Capacity to be a strong tutor who values each student in their form group.
8. Ability to convey enthusiasm for reading at all levels.
9. Ability to use I.T. effectively.

Knowledge and Understanding

- Knowledge and understanding of teaching literacy, especially reading, to KS3 students whose reading is below their chronological age.
- Knowledge and understanding of the English Curriculum up to KS4.
- Knowledge of teaching dyslexic students.
- Knowledge and understanding of literacy intervention strategies
- Understanding of developing differentiated schemes of work including homework and assessment opportunities.

Equal Opportunities

- Have the highest expectations of every group of students.
- Understand how best to deliver in the classroom support for students who are bilingual and/or have English as an Additional Language.
- Work in collaboration with the Inclusion Department to employ strategies to ensure all students excel.
- Contribute to the school's mission of being actively anti-racist.

Experience

- Successful school experience of working with students with reading ages 6-10.
- Successful classroom practitioner.
- Experience of implementing successful intervention programs.
- Experience of teaching dyslexic students.
- Experience as a form tutor and/or pastoral work.

Qualifications

- Qualified teacher status.
- Excellent degree in Economics.

General Requirements

- The post holder must always carry out his/her responsibilities with due regard to Hackney Education policy, organisation and arrangements for Health and Safety at Work.



- It is your responsibility to carry out your duties in line with Hackney Education policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or encounter.
- Enhanced DBS check.