DELTA Academies Trust

The Grove Academy









RECRUITMENT INFORMATION PACK
TEACHER OF ENGLISH

The Grove Academy
59 Grove Road
Harrogate
HG1 5EP

RECRUITMENT INFORMATION PACK

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DELTA Academies Trust

...Changing lives

The Grove Academy

May 2018

We are delighted that you have expressed an interest in working at The Grove Academy, a Delta Trust Academy in the market town of Harrogate in North Yorkshire.

The Grove Academy became an academy in September 2013 and is continuing its excellent work as an AP Pupil Referral Unit providing for the needs of vulnerable and disengaged students from the wider Harrogate area. Through the local Behaviour Collaborative we take referrals from ten local schools, providing short term placements for those students at risk of permanent exclusion; educating those students who have been permanently excluded and managing their transition to a new school and providing statutory education for those students unable to attend school for medical reasons. The vast majority of students reintegrate back into their mainstream school, or move on to a new mainstream or special school.

At The Grove Academy we believe that every student should be given a chance to succeed academically as well as socially and emotionally. When students enter the academy, their attainment is almost always below the expected levels for their age. This is because many have missed schooling due to their behavioural, emotional or social difficulties. However, academy assessment data and examination results show that students make outstanding progress, including in English and mathematics, during their time in the academy.

This was recognised by OfSTED during our most recent inspection in June 2015, which judged the academy to be soundly outstanding.

“Since converting to an academy, the academy’s performance has gone from strength to strength.”

“The academy prepares students exceptionally well for their futures through their rapid improvements in their achievements, behaviour and attendance.”

I am extremely proud to work with such a committed and talented team of students and staff, who work tirelessly to make The Grove Academy the highly successful and continually improving school that it is today.

If you feel that you have the skills, qualities, experience, drive and passion to work at the academy, then I very much look forward to receiving your application.

Catherine Farrell

Principal

The Grove Academy

INTRODUCTION

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatrust.org.uk**

VISION AND VALUES

VISION 'CHANGING LIVES'

Mission Statement
To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies
1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money.
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement.
5. Train and develop high quality teachers and staff.
6. To create a generation of young people who are socially and environmentally responsible.
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom.

CORE VALUES

We will:
- Place children and pupils at the heart of everything we do.
- Place collaboration before competition, working with others for the betterment of all.
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives.
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty.
- Never to anything to the detriment of learners, staff or other stakeholders, in a neighbouring community.
- Adhere to the 'Seven Principles of Public Life'.
- Promote environmental awareness and protection locally, nationally and globally.

WHY WORK FOR DELTA ACADEMIES TRUST?

Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.

You will work alongside professionals in a fast-paced and dynamic environment.

You will develop your skills alongside like-minded colleagues.

Delta academies work and collaborate as a family of schools. This provides colleagues with a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others, and seek further promotion as they take on responsibilities across academies or at a whole Trust level.

Career Development – Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.

Pension – Every employee of Delta Academies Trust has access to a pension scheme.

There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

THE APPLICATION PROCESS

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at **www.deltatrust.org.uk**

Completed applications should be returned to **jobswest@deltatrust.org.uk** or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: **http://recruitment.deltatrust.org.uk**

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TEACHER OF ENGLISH
MPR/UPR
Full-time / permanent
Required from 1st September 2018

We are looking to recruit a Teacher of English, to help the department in ensuring the highest possible standards of student achievement, personal development and well-being.

The ability to teach KS3 History is desirable.

You will be joining an ambitious, committed and hardworking team who are passionate about the difference we can make to our young people, staff, families and the wider community.

The successful candidate will:

- Be an excellent practitioner
- Have the knowledge and experience, or ambition to teach across the whole range of age and ability
- Have a range of strategies to engage students and manage behaviour
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

The school is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment.

Closing Date: Friday 18th May 2018 at 12 Noon

An application pack can be downloaded from
www.recruitment.deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

DELTA Academies Trust ...Changing lives

Job Description

Post Title: **Teacher of English**
Grade: MPR/UPR
Reporting to: Head of Department

Purpose of the post:

- Carrying out the professional duties of a teacher as circumstances may require and in accordance with academy policies, under the direction of the Principal.
- Promoting the achievement of high standards through effecting teaching and learning within subject area(s), preparation, evaluation and action planning.
- Modelling the vision and values of the academy.
- Being part of the team driving the development of the academy to become an 'outstanding' academy.
- Receiving and acting on feedback to build on the strengths and improve personal performance within the academy systems.
- Contributing, where appropriate, to implementing policies and practice and to promote collective responsibility for their implementation.
- Taking into account and constantly reviewing academy contextual factors and prior attainment when planning and teaching lessons.
- Working in a cross-curricular way to support subjects across the academy in the use of active learning approaches to enrich curriculum and skills delivery.
- Recognising, promoting and celebrating diversity.

Personal contacts
External: contractors, suppliers, parents, external agency professionals, other government and local authority staff, other staff from academies and schools.
Internal: students, staff, Education Advisory Board members, academy council members, parents and any other visitors to the academy.

Main duties and responsibilities:

- Supervision and progress of students in allocated classes.
- Supervision of work of any classroom support staff during times they are allocated to classes.

Develop and sustain DEEP LEADERSHIP across the academy through:

- Being accountable for student progression for allocated classes.
- Being responsible for effective classroom management.
- Co-ordinating class work with any classroom assistant support.
- Developing and sustaining knowledge of current educational practices and be responsible for own continuing professional development.
- Evaluating lessons, incorporating students' views and responses in order to reflect and act on strengths and areas for development.
- Aiding in co-ordinating events and experiences which support the academy to raise standards.

Develop and sustain DEEP LEARNING across the academy through:

- Working to student targets and ensure that progress is tracked through a range of strategies.
- Taking account and reviewing prior attainment when planning and teaching lessons.
- Reflecting on the success of teaching strategies, individual lessons and SoL in meeting the needs of students.

- Applying current guidelines on effective learning and teaching.
- Striving to deliver outstanding lessons.
- Delivering interactive lessons with students.
- Providing good quality assessment using formative and summative methods in conjunction with the academy's AfL policy.
- Recording test results and ongoing teacher assessments.

Develop and sustain DEEP EXPERIENCE across the academy through:

- Having responsibility for developing and implementing SoL.
- Being responsible for identifying and reporting issues and developing solutions.
- Being responsible for the day to day delivery within the subject area, including assessment and reporting process.
- Developing the use of ICT within the curriculum.
- Adapting lessons and identifying next steps in response to evaluation of student progress.
- Setting effective homework and extension work to encourage and enliven student learning.
- Ensuring differentiation and personalisation of learning for all students.
- Being aware of the KS2 curriculum and the standards of progression and attainment for KS3 students.
- Co-ordinating displays with regards to events, opportunities and work which promote the department/academy.

Develop and sustain DEEP SUPPORT across the academy through:

- Complying with the academy's Child Safeguarding Procedures and reporting concerns to the Designated Child Protection Officer.
- Taking responsibility for upholding standards of behaviour and classroom management within the classroom and the schools environment.
- Promoting the consistent and fair use of the behaviour policy within the classroom and the academy environment.
- Being the first line of contact for parents and carers concerns with regards to their child's performance and well-being of your classes.
- Performing the duties of a Vertical Mentor Tutor if required, including the provision of information, advice and guidance for students.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

Post-holder: _____ Date: _____

Principal: _____ Date: _____

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Person Specification
Teacher of English

Experience	Essential	Desirable
Recent and relevant teaching experience	✓	
Experience of assessment at key stage 3 and 4	✓	
Qualifications		
A degree in an appropriate discipline related to English	✓	
A teaching qualification together with Qualified Teacher Status (QTS)	✓	
Knowledge		
A strong and secure subject knowledge in English up to GCSE	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
A good understanding of curriculum developments in the specific subject area	✓	
Skills		
Able to use a range of teaching and learning strategies	✓	
An understanding of how Assessment for Learning can improve student performance	✓	
Confidence in the use of standard computer packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Enthusiasm for your subject	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents	✓	
Able to communicate high expectations to all students	✓	
Strong ICT skills including SMART board or Promethean		✓
Other		
Sharing good practice across the department	✓	
The post holder will require an enhanced DBS	✓	