Teacher of

Humanities Teacher

Recruitment Pack

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University Academy of Engineering South Bank

Principal's Welcome Letter



Dear Applicant,

Thank you for taking the time to find out more about this opportunity to work with us at the University Academy of Engineering South Bank. This recruitment pack gives you information about the role and the school which will help you in completing an application.

The University Academy of Engineering (UAE) is a happy school with high standards of behaviour where students feel safe and secure. Our teachers build strong relationships with every individual student, they nurture their personal growth and through carefully designed experiences support them to become confident, ambitious and socially responsible young men and women.

We have thought hard about what we need to teach and how we need to teach it. Through our curriculum students explore a rich body of knowledge across a broad range of subjects. We supplement this with an extensive enrichment curriculum of contextualised projects, educational visits, lectures, community work and a range of additional clubs and societies.

The importance of developing STEM (Science, Technology, Engineering, and Maths) skills in schools has been well documented in the media over recent years but here at UAE we feel passionately that the confidence and creative mind-set that the Arts engender in our students is equally crucial to their development. To this end, we are proud to be a STEAM school where cutting edge technology,

an exciting Arts curriculum and strong teaching all help our students develop the knowledge, skills and confidence needed to enable them to fulfil their ambitions and make their mark on the world.

Our students are given significant opportunities to make decisions about their learning in lessons and in the enrichment activities they participate in. We know how important it is for students to take ownership of their education as it increases their engagement in it. Our commitment to this is implicit in our statement, that in our school, you 'Create your future'. We are sponsored by London South Bank University (LSBU) and this partnership provides our students with an extensive range of activities and support throughout their time at our school.

As a teacher at UAE you will become part of our Professional Learning Community. Through this you will take ownership of your own professional development and benefit from collaboration with your colleagues across the school.



John Taylor
Principal

Advertisement
University Academy of Engineering
Teacher of Humanities

Reporting to: Head of Humanities
Salary Range: £28,684 to £35,602 depending on experience

Type of Contract: Permanent – Full time

Deadline for applications: Thursday 5th July 2018

Interview: Week beginning the 9th July 2018

We are looking to appoint an ambitious and driven teacher of Humanities to join our team. This is an exciting opportunity allowing you to be at the heart of shaping the future success of the school.

University Academy of Engineering South Bank is a rapidly growing, mixed 11 - 18 school located in the heart of London. The school opened in September 2014 and is sponsored by London South Bank University. The school is part of the South Bank Academies Trust.

Our school is a safe haven where every child enjoys their own journey of discovery, creativity and imagination whilst developing a love for their learning. The students leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others, and with the character and experience they need to thrive in the world.

We are looking to appoint someone who:

- has a passion for teaching and the impact this can have on the lives of young people.
- has a range of high quality teaching skills and a commitment to continually strive to improve and develop these skills.
- is engaged in current issues, ideas and research around secondary education.
- is able to set out a coherent educational vision for their subject within the school.
- wants to engage students in enriching learning experiences beyond the subject taught.

We Offer:

- excellent professional development opportunities through our professional learning community
- excellent resources and facilities across our newly built school
- a support structure designed to enable you to concentrate on teaching great lessons.

Job description

PART ONE: TEACHING

A teacher must:

1. **Set high expectations which inspire, motivate and challenge students**
    - establish a safe and stimulating environment for students, rooted in mutual respect
    - set goals that stretch and challenge students of all backgrounds, abilities and dispositions
    - demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
2. **Promote good progress and outcomes by students**
    - be accountable for students' attainment, progress and outcomes
    - analyse students' data and exam performance to inform planning and intervention.
    - plan teaching to build on students' capabilities and prior knowledge
    - guide students to reflect on the progress they have made and their emerging needs
    - demonstrate knowledge and understanding of how students learn and how this impacts on teaching
    - encourage students to take a responsible and conscientious attitude to their own work and study.
3. **Demonstrate good subject and curriculum knowledge**
    - have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
    - demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
    - demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
4. **Plan and teach well-structured lessons**
    - impart knowledge and develop understanding through effective use of lesson time
    - promote a love of learning and children's intellectual curiosity
    - set homework according to the school's policy and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
    - reflect systematically on the effectiveness of lessons and approaches to teaching
    - contribute to the design and provision of an engaging curriculum within the relevant subject area.
5. **Adapt teaching to respond to the strengths and needs of all students**
    - know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
    - have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
    - demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development

- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. **Make accurate and productive use of assessment**
    - know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
    - make use of formative and summative assessment to secure students' progress
    - use relevant data to monitor progress, set targets, and plan subsequent lessons
    - give students regular feedback, both orally and through accurate marking within the agreed time, and encourage students to respond to the feedback
    - follow the school's assessments reporting policies.
7. **Manage behaviour effectively to ensure a good and safe learning environment**
    - have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour for learning policy
    - have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
    - manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
    - maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.
8. **Fulfil wider professional responsibilities**
    - make a positive contribution to the wider life and ethos of the School including extra-curricular
    - develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
    - deploy support staff effectively
    - take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
    - communicate effectively with parents with regard to students' achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the school, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others

- promoting fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

PART THREE: PERSONAL TUTOR

- To act as a tutor within the community system, called a 'community leader'.
- To be responsible for the well-being and academic progress of their community group.
- To act as the first point of contact for parents.
- To monitor and improve attendance rates for the community group.
- To be responsible for the School's reward system within the community group.
- To meet regularly with the community manager and support the student services team.
- To ensure that students follow the school's rules and policies.
- To set a good example in terms of dress, punctuality and attendance.

Other duties and responsibilities: Carry out other duties that the Headteacher may reasonably request.

Person Specification

Essential	Desirable
Qualifications and background	
• A degree (or equivalent) • QTS (qualified teacher status)	• A continuing engagement in current issues, ideas and research around secondary education
Relevant Experience	
• Teaching 11 to 16-year-old students in a school setting	• Has led initiatives which demonstrate impact on student attainment and progress • Teaching students to A level
Personal values and skills	
• Commitment to the values of the University Academy of Engineering South Bank • Good understanding of inner city schools and a commitment to enable equality of opportunity in all aspects of school life • An understanding of the impact an outstanding school can have on the whole community • Promotion and celebration of the school's cultural diversity • Enthusiasm, energy and dedication for the role • A range of high quality teaching skills and a focus on self-reflection and evaluation of your teaching • Good interpersonal and collaborative working skills. • Effective and appropriate communication skills for a wide range of audiences • Appropriate use of ICT to enhance learning and teaching and an interest in developing this • An ability to use data and formative assessments to plan next steps • The ability to plan effectively to raise individual and class attainment	• A developed personal commitment to continue to evaluate and improve your classroom practice through collaborative professional development • An ability to set out and communicate a coherent educational vision for your subject within the school • A passion to engage students in enriching learning experiences beyond your subject

Disclosure

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the Academy will be required to apply for a standard or enhanced disclosure (a criminal records check) from the Disclosure and Barring Service in relation to the successful candidate.

A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and whether this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for Academy staff applying internally for a vacancy.

Further information about the Disclosure scheme can be found at: www.gov.uk/dbs Copies of the DBS's Code of Practice and the Academy's Recruitment Policy for posts requiring disclosure are available on request.

Safeguarding recruitment statement

The University Academy of Engineering South Bank is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be made subject to an enhanced Disclosure and Barring Service (DBS) clearance.

Period of Appointment:	Permanent
Salary:	£28,684 to £35,602 depending on experience

5. Information for Candidates

Equal opportunities
The University Academy of Engineering South Bank recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the school's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all school members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To promote good relations between individuals from different groups.

Applicants with disabilities
University Academy of Engineering South Bank is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the HR Department Komal.Bassi@uaesouthbank.org.uk

Travel expenses
The school will reimburse reasonable travel costs, for example standard class rail fare, to and from interview within the United Kingdom if agreed in advance.

Response
We very much regret that due to limited resources and the large number of applications we currently receive; we are only able to inform short listed candidates of the outcome of their application.

If you do not hear from us within four weeks of the closing date, please assume that you have been unsuccessful on this occasion. We would like to assure you, however, that every application we receive is considered in detail and a shortlist only drawn up after careful reference to a detailed person specification.

If therefore, your application is not successful, we hope that you will not be discouraged and will still apply for other suitable vacancies at University Academy of Engineering South Bank as and when they are advertised.

Thank you for your interest in the University Academy of Engineering South Bank.

6. How to Apply

Closing date:

5th July 2018

Interviews:

Week beginning the 9th July 2018

Informal Discussion:

Applicants, who wish to have an informal discussion about the role can contact John Taylor, Principal on 020 7277 3000 or via email john.taylor@uaesouthbank.org.uk

Applying:

If you wish to apply for this post please complete the TES online application form together with a letter of statement (no more than two sides of A4) telling us why you wish to be considered for the post.