Beacon Academy

Ambitious for excellence in all we do

TEACHER OF ENGLISH

Required for September 2018
Applications welcomed from NQTs
A level experience preferred but not essential

Information for Applicants





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Crowborough
East Sussex
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01892 603000

www.beacon-academy.org
Twitter: @Beacon_Academy
Facebook: @BeaconAcademyCrowborough

Headteacher: Ms A Robinson

National Teaching School designated by National College for Teaching & Leadership

National Support School designated by National College for Teaching & Leadership

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Post of Teacher of English

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional and non-selective 11-18 school.

We wish to appoint a dedicated, hardworking and innovative Teacher of English. The successful candidate will have high expectations as well as genuine ambition. They will consistently plan and deliver lessons that inspire, engage and challenge every student enabling them to be enthusiastic about their learning and to make excellent progress.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1300 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

We are immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history. Despite a decline in national GCSE results, we find ourselves once again significantly above county and national averages.
These results now place Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

GCSE Success

We have a vast amount to celebrate in terms of our outstanding GCSE results. These exceptional outcomes are a testament to our phenomenal team of staff and hardworking students. Over 77% of our students have achieved five or more GCSEs including English and Maths at grades 9-4 (the new standard pass – the old A*- C grade and above).

Some other highlights are:

- Over 60% have achieved five or more GCSEs including English and Maths at grades 9-5 (a strong pass – the new measure).
- More than a quarter of our students have achieved five or more A*- A grades.
- Nearly half of our students have achieved five or more A*- B grades.

We have also had some truly exceptional subject performances once again this year.

- In Mathematics, a third of the whole year group achieved the very top grades of 9-7 (the old A*- A). 85% achieved grades 9-4 (the old grades A*- C and above) and 67% achieved grades 9-5.
- In English, a quarter of the whole year group achieved the very top grades of 9-7 (the old A*- A). 82% achieved grades 9-4 (the old A*- C and above) and 70% achieved grades 9-5.
- Biology, Chemistry and Physics all achieved over 95% A*- C grades.
- Physical Education and Performing Arts (Drama) achieved 93% and 92% respectively.
- Modern Foreign Languages achieved 89% A* - C for French and 84% A* - C for German.
- Photography achieved 80% A*- C, Art and Design achieved 78% A* - C and Dance 75% A*- C.

A-Level Success

We secured just under 100% pass rate at A-Level. This was supported by an A*- A rate of 30%, A*- B rate of 59% and an A*- C pass rate of 83%. These results are a further increase on consistently improving results. Over 89% in Geography, 86% in Mathematics, 75% in Religious Studies, 100% in English Literature, 71% in Biology, 82% in History and 70% in Chemistry achieved the prestigious A*- B grades.

This is our highest performance ever across the board with our A-Levels and these exceptional outcomes have ensured that our wonderful, hardworking and determined students have been able to secure their futures at their first choice universities. Over 95% of our Year 13 cohort who applied to go to university were accepted to their choice and 47% achieved places at the esteemed Russell Group universities.

National Teaching School and National Support School

Beacon Academy is one of approximately 65 schools nationwide that has been selected to become a National Teaching School in the latest recruitment round, taking a leading role in recruiting and training new entrants to the profession. I am also one of approximately 75 Headteachers to be appointed to the role of National Leader of Education in the latest recruitment round.

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPDL) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL.

We invest in our staff and this has been recognised through the award in November 2015 of the prestigious Investors in People Silver status. This reflects our leadership, management, communication and training across the school.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Teacher of English. Please see the details on page 11 on how to apply for this role.

If you wish to have an opportunity to discuss this post informally, please contact Sally Dennison, Senior Assistant Headteacher on 01892 603000, or email s.dennison@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



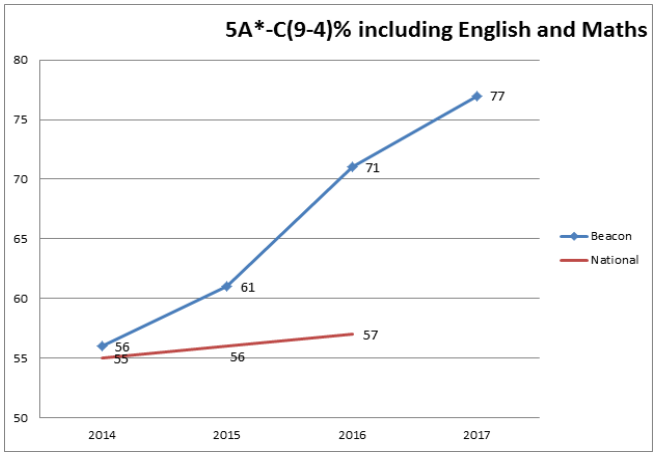
Anna Robinson
Headteacher

Examination Results

Key Stage 5 - A-Level & Equivalents	2014	2015	2016	2017
	Beacon %	Beacon %	Beacon %	Beacon %
A* - A	21	24	23	30
A* - B	39	47	50	59
A* - C	76	77	79	83
A* - E	99	99	100	98

Key Stage 5 - A-Levels only	2015		2016		2017	
	Beacon %	National %	Beacon %	National %	Beacon %	National %
A* - A	21	26	24	26	27	26
A* - B	47	53	55	53	54	53
A* - C	75	77	81	74	80	77
A* - E	99	98	100	98	97	97

Key Stage 4 - GCSE & Equivalents	2015		2016		2017		
	Beacon %	National %	Beacon %	National %	Beacon %	National %	E/Sussex %
A* - A	16	-	22	-	30.4	-	
Basics (English & Maths @ 4+)	69	58	75	62	77	-	61
Basics (English & Maths @ 5+)	-	-	-	-	60	-	38
5 A* - C including English & Maths @ 4+	61	56	71	-	77	-	
5 A* - C including English & Maths @ 5+	-	-	-	-	60	-	
English A* - C (9-4, standard pass)	80	65	80	68	85	62	73
Maths A* - C (9-4, standard pass)	74	63	82	74	82	59	66
English A* - C (9-5, strong pass)	-	-	-	-	70	48	58
Maths A* - C (9-5, strong pass)	-	-	-	-	66	44	43
Ebaac	30	24	40	24	37	-	19
Overall Attendance	94.4	94.8	95	-	93	-	-
Attainment 8	4.91	4.81	5.31	4.9	5.4		
Progress 8	0.19	0	0.38	0	0.6	0	0



*Provisional figures correct at time of publising - Figures unavailable

Staff Testimonials

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy focusing on Progress and Achievement and in my current role as Senior Assistant Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Keith Slattery: Senior Assistant Headteacher









I started working at Beacon Academy in May 2014. My previous role working with vulnerable young people in Kent gave me the skills and experience I needed to apply for the post.

The interview tasks were tough and competition was high, but thankfully by the end of the day, I was informed that I had been successful and would start my new role in a month's time. From the day that I started, I was made very welcome by staff at Beacon and have joined a fantastic team who support each other and work hard to improve the outcomes for the students in our care.

The most rewarding part of my role is building successful relationships with students and their parents in order to support them with any difficulties they may be experiencing at home or in school. I feel settled and confident within the school. I am still learning and being faced with new challenges every day, but challenges that I enjoy and working within a school that recognize the importance of the Student Support role alongside teaching and learning to support the whole child's wellbeing.

Krysten Hicklin: Student Support Services Manager

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I've received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.
Imogen Mepham: Teacher of Mathematics





Having joined Beacon Academy as an NQT in September 2014, I have been fortunate enough to work alongside a supportive and passionate staff body, led by an exceptional senior team. The School's vision is clear: every student deserves to reach or extend their potential, and every staff member should enjoy and take pride in their role. There is an emphasis on Teaching and Learning, with a wide array of CPD events, and, opportunities to observe and share outstanding practice. The school has high standards on behaviour, which ensures that students can achieve and excel. Ultimately, it is an environment where teachers can teach, and students can learn.
Toby Horrocks: Head of History





At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life

The English Department

The English Department is a large and highly successful department within the Academy, with eight teaching staff and a KS4 intervention specialist. The department is led by a Head of English, who is also an acting Assistant Headteacher. She is supported by two highly experienced middle management staff, each with individual responsibility areas. English at Beacon Academy has a long tradition of academic excellence. Consequently a strong cohort of students progresses on to English Literature at A-Level.

As a department, we are keen to develop and enhance the English and literacy experience within the classroom. We teach a curriculum which requires all our students to read a wide range of literary and dramatic texts. As a department, our main priorities are to develop articulate and inventive writing, to encourage a love of reading, and to sharpen the critical and analytical faculties of all our students. Thinking beyond the classroom, we have developed links with English Faculty at the University of Sussex to expand our students' experience of creative writing. As well as running after-school enrichment activities, we are developing links with local English departments in order to involve our students in regional spelling and creative writing competitions.

Over the past four years, the Departments' outcomes at both KS4 and 5 have been well above national averages. Our KS4 outcomes for English Language have placed us in at least the top fifteen percent for progress in the country with expected progress at or above 80%. We intend to maintain and improve on this level of excellence through refining our approaches to teaching the new strengthened English curriculum.

Departmental Staffing Structure	Head of Department: Ms Sara Bursey Second in Charge: Dr Mark Fairbanks KS3 co-ordinator: Miss Emma Furlong
Curriculum	KS3: National Curriculum KS4: Eduqas GCSE English Language & English Literature KS5: Eduqas English Literature
2017 Results KS4 & KS5	KS5: 100% A*-B, 30% A* KS4: Eduqas English Language 9-4 79% KS4: Eduqas English Literature 9-4 77% 9-4 in either English Language or English Literature 82%
Key areas for development	Objective: Increase overall outcomes and progress to place the department at least in the top ten percent nationally. Strategy 1 – Outcomes and Tracking Progress Close the gap between indicators and achievement at KS4. Maintain excellent KS5 results and develop 7-9 attainment. Strategy 2 – Quality of Teaching and Learning Broaden and deepen teacher expertise with literary texts and with analysis of language, including grammar. Strategy 3 – Homework Increase challenge and quantity of homework that supports and reinforces knowledge and skills. Strategy 4 – Assessment and Marking Ensure assessment provides accurate, timely and useful data to support student progress Strategy 5 – Curriculum Development and Evaluation Continued engagement with a greater range of literature throughout all key stages.

Job Description

JOB TITLE:	**TEACHER**
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO:	Head of Subject / Department.
ACCOUNTABLE FOR:	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	**KEY TASKS**
1. THE LEADERSHIP OF LEARNING To contribute to the development of the department schemes of work and implement through classroom teaching	a) To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work. b) To adopt a variety of strategies to engage all students (including ICT and use of the Creative Learning Centre) and be responsive to advice. c) To promote good student behaviour d) To mark, evaluate and give regular appropriate feedback on students work e) To assess students' progress and report to parents periodically in accordance with the Academy guidelines
2. THE LEADERSHIP OF PEOPLE To communicate effectively with members of staff in the department, to develop a collegiate working environment	a) To contribute to department meetings with creativity and energy b) To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported c) To contribute to House meetings and Year team meetings
3. THE LEADERSHIP OF RESOURCES AND POLICY To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives	a) To contribute to the development of curriculum materials b) To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications • Graduate & Qualified teacher • Strong academic background	**Qualifications** • Evidence of commitment to professional development
Experience • Secondary teaching experience or practice across both Key Stage 3 and 4 • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation	**Experience** • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Sees this as a post to further promotion • Experience of teaching the most able at Key Stage 4 and 5 • Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
Philosophy *Commitment to:* • The principle that 'The Children come first' • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort	**Philosophy** • An understanding of Academy status and its benefits flexibilities this status brings for the school. • Consistently good teaching with examples of developing outstanding practise. • An understanding of English as part of the whole curriculum
Skills *You will need to* • Be an effective Teacher • Be and effective Communicator • Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre')	
Personal Qualities We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!	

Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2016. Further information can be found on our website.