KEARSLEY Academy



Recruitment Pack

Teacher of Performing Arts and Music

Northern Education Trust

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The Principals Welcome



You only get one chance in life and it is our responsibility to ensure that at Kearsley Academy, each student has the best possible education - whatever their starting point.

Thank you for your interest in joining Kearsley Academy. This is a truly unique opportunity to play a key role in shaping the provision of secondary education and lifelong learning opportunities within Kearsley.

In September 2012 we became part of the Northern Education Trust (NET), a multi-academy trust, which provides us with additional resource and expertise. Kearsley Academy has a close working relationship and federation with other NET institutions of which I support as Executive Principal.

You only get one chance in life and it is our responsibility to ensure that at Kearsley Academy, each student has the best possible education - whatever their starting point. We achieve this by having exceptionally high expectations of teaching staff and students as well as focusing on the importance of always striving to do better; to try harder.

At the same time, we are determined to deliver an all-round educational experience which sets us apart from other schools and makes us amongst the best nationally and internationally. We want students to wear their uniform with pride; to show an eagerness to learn and enjoy playing their part within the whole academy society. We expect our students to be polite and well behaved at all times, arriving punctually for every lesson and showing consideration for others.

I feel extremely privileged to be the Executive Principal, If you feel you have the skills, experience and drive to help support our aims then please do read on.

Ms J M Nolan
Executive Principal - Northern Education Trust

Introduction to Kearsley Academy

Kearsley Academy is an 11-16 mixed comprehensive academy situated in Kearsley, approximately eight miles northwest of Manchester and five miles southwest of Bury. It serves the communities of Kearsley, Stoneclough, Prestolee, Farnworth and Hill Top which in the mid 19th century were busy coal mining areas. Kearsley town covers an area of about four-square miles, with a population of approx. 15,000.

There has been relatively little social movement or change in the areas and consequently there is a strong feeling of continuity and identity. Children are likely to have had parents and even grandparents who also attended Kearsley Academy.

Kearsley Academy has good rail and road links, and is within easy reach of Bolton, Bury and Manchester, located minutes from J2 of the M61 and J16 of the M60 motorways.



Staff and Students

The Academy is part of an Executive Arrangement with Ms J M Nolan, the Executive Principal, overseeing the work of other NET academies, including Kearsley Academy.

The leadership of Kearsley Academy is undertaken by the Acting Principal, Mrs K McKee who is supported by Mr R Whitfield (Associate Principal), Mrs M Flynn (Vice Principal), Mr R Singh (Acting Vice Principal) and four other members of the extended leadership team; these colleagues complete the Senior Leadership Team.

The staffing structure and curriculum are constantly being reviewed but departments are primarily suited in faculties, with TLR holders supporting the Faculty Directors and Heads of Department. Currently, non-teaching 'Learning Managers' help support the well-being and pastoral development of all students.

There are currently 558 students on roll. The admission number for each year group is 140. The vast majority of our students live in the local villages, come from a wide range of backgrounds and cover the full range of ability – a truly comprehensive intake. The students are biddable and attendance is good.

Northern Education Trust

A Northern Education Trust Academy

Kearsley converted to an Academy in September 2012. The sponsor is Northern Education Trust.

Northern Education Trust is a not-for-profit education charity who are the sponsors. They are developing into a nationally recognized and trusted academy sponsor with an excellent reputation. They have vast experience of school improvement and have in addition a wide range of expertise and specialised experience to call upon, having access to the FE, University, private and voluntary sectors as well as schools and local authorities. Northern Education Trust will provide direct expertise and support on curriculum development, teaching and learning, leadership and organisational effectiveness and performance management.

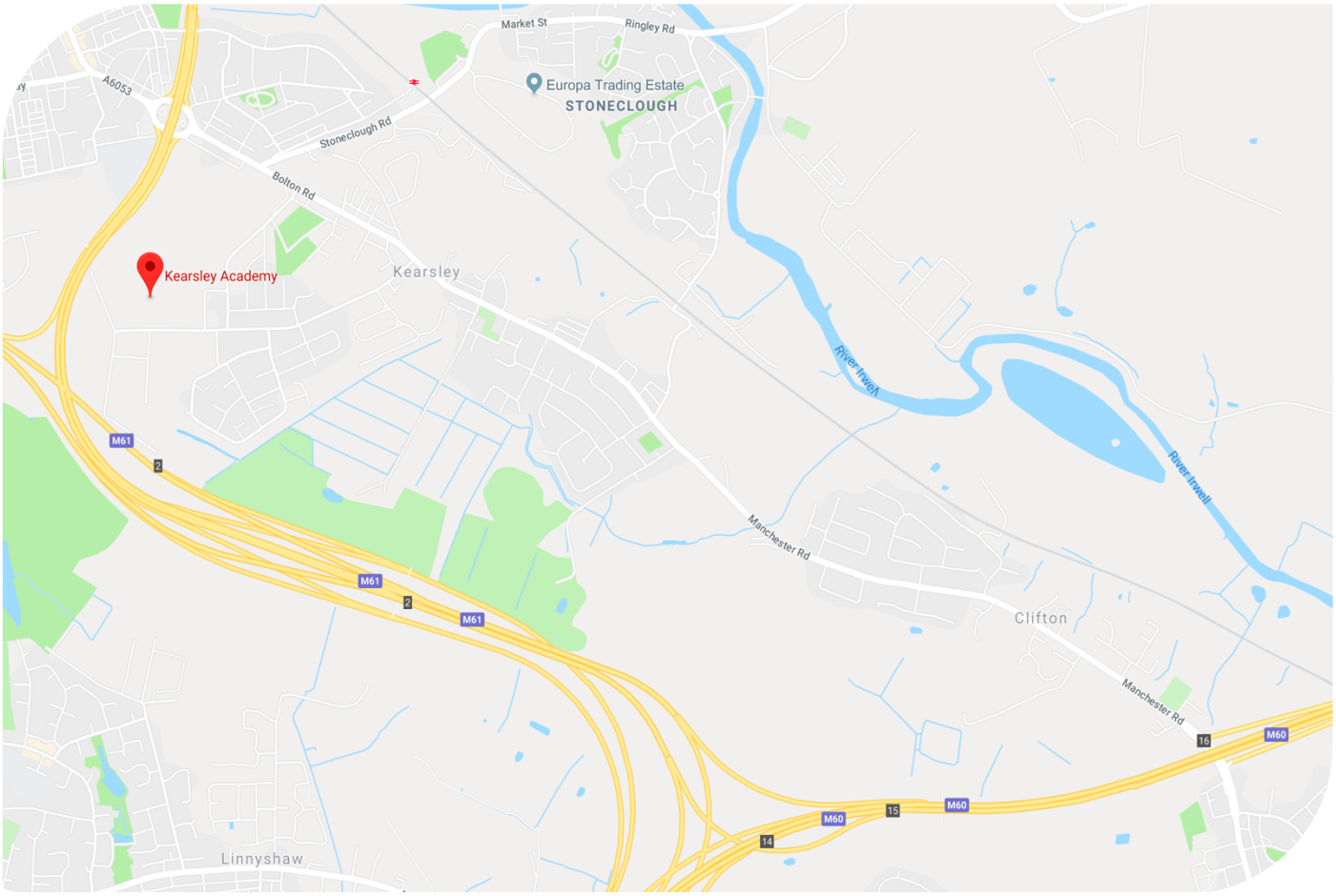
Values and Principles

We intend that all our academies will share:

- A commitment to the achievement, personal development and well-being of children and young people, where the welfare of others is seen to be the first concern of all no matter their starting point
- A commitment to one academy rule: "All students and adults are expected to behave in a responsible manner, both to themselves and others, showing consideration, courtesy and respect at all times."
- A commitment to promoting and supporting parent and carer engagement in the development of learning and educational experience of their children
- A commitment to the professional development and welfare of all the staff who are employees of the Northern Education Trust
- A commitment to understand the community context within which the academy operates and to engage in appropriate activities with other agencies and community groups in order to promote community cohesion and economic regeneration
- An aspiration to be the best, not just nationally but internationally
- Outstanding learning and teaching which engages students and is active, collaborative and encourages independence
- A commitment to student voice intended to empower and involve young people in the development and delivery of their own education and the life of their academy
- A modern curriculum which meets the needs of all learners, has clear progression routes internally and to both employment and further and higher education
- Professional networks, within our group and beyond, providing school to school support, opportunities for students, and sharing professional development
- A commitment to community involvement with our schools and to lifelong community learning.

Further details about the work of the Northern Education Trust can be found at www.northerneducationtrust.org

Where to find us



Directions to the Kearsley Academy

From Junction 2 of the M61, head north on M61, take the A6053/A666 exit towards Farnworth & Kearsley. At the roundabout take the 3rd exit onto Bolton Road (A666). You will pass an Esso petrol station on the right. Shortly after the petrol station turn right on to Pilkington road. Follow Pilkington road to the end, junction with Springfield road. Turn right on to Springfield Road. Kearsley academy is on the right-hand side after approximately 300 yards.

From Junction 16 of the M60, heading anti clock wise on the M60 take exit 16, the A666 exit, towards Salford & Kearsley. At the junction, turn right on to the A666 towards Kearsley. After 1.4 miles turn left on to Springfield road. Kearsley academy is on the right-hand side after approximately half a mile.

The Application Process

All details, including the Application Form, Job Description and Person Specification can be found on our academy website: www.kearsleyacademy.org

We would expect that all prospective candidates spend some time reviewing our website where a vast array of further information about our Academy exists. However, should you require any additional information about this post or would like an informal discussion/visit, please contact Alison O'Connell, PA to the Principal, on telephone number 01204 332555 or email aoconnell@kearsleyacademy.org

Informal visits are welcome before the closing date – please see the specific job advertisement for further details.

To apply, please email your completed application and recruitment monitoring form to aoconnell@kearsleyacademy.org or send in the post for the attention of Allison O'Connell, Principal's PA.

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.

Kearsley Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is, therefore, subject to a satisfactory enhanced Disclosure and Barring Service application. We are an Equal Opportunities employer with excellent CPD provision.

If you have any queries on any aspect of the application process, or need additional information, please contact Alison O'Connell, on telephone number 01204 332555 or email aoconnell@kearsleyacademy.org

JOB ADVERT – TEACHER OF PERFORMING ARTS & MUSIC

Required for **September 2018**

Please return your application form as soon as possible as earlier interviews may be available.

We reserve the right to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to submit an application as soon as possible.

We are delighted to be able to offer this exciting opportunity for a talented teacher to join our supportive, well-resources and forward-looking Expressive arts faculty from September 2018.

We require an inspirational and dynamic teacher to join our high performing team. This would be an ideal opportunity for NQT's, although colleagues at any career stage are encouraged to apply. The successfully candidate would be required to teach Music at KS4 and performing arts across both KS3 and 4. We are currently delivering both BTEC and GCSE Music specifications in the academy.

We are looking to appoint a colleague who will:

- Motivate, challenge and inspire students within the Expressive arts faculty to be the best that they can be;
- Be committed to raising the achievement of every student;
- Have high expectations and be committed to the academy ethos and vision;
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of student achievement, personal development and well-being are achieved.

What you can expect from us:

- Excellent opportunities for your professional development with access to a specifically tailored CPD package. You will receive the highest standard of induction and CPD support.
- Friendly and supportive colleagues who go the extra mile in a well-resourced department.
- An opportunity to work with youngsters who are keen to be the best they can be.

Kearsley Academy offers the successful candidate a passionate commitment to professional learning that places individual development at the heart of its ethos. You will also benefit from opportunities to learn as part of a dynamic, forward-facing leadership team with a track record in school improvement.

The Academy has the significant benefits of a new build which was officially opened in 2012 and offers exciting and innovative opportunities to students and staff. We strongly recommend visiting our campus.

This could be your opportunity to make a significant and measurable difference in improving the educational attainment of the children and young people in this community.

Application forms and further details are available from aoconnell@kearsleyacademy.org or the website www.kearsleyacademy.org

Completed application forms and covering letters should be sent to aoconnell@kearsleyacademy.org.

Please note that we do not accept CV's - applicants must submit a Northern Education Trust application form.

Closing date: 12:00pm on Monday 18th June 2018

Interviews are likely to take place on Friday 22nd June 2018

Informal visits are available and are very strongly encouraged. Please contact Allison O'Connell using the details above

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

An Enhanced DBS check will be undertaken for the successful applicant.

JOB DESCRIPTION – TEACHER OF PERFORMING ARTS & MUSIC

THE SCHOOL TEACHER'S PAY AND CONDITIONS DOCUMENT (STPCD) SETS OUT THE STATUTORY RESPONSIBILITIES OF ALL STAFF. THIS JOB DESCRIPTION COMPLEMENTS THAT DOCUMENT AND PROVIDES THE SPECIFIC CONTEXT FOR THE POST. THE POSTHOLDER WILL BE EXPECTED TO UNDERTAKE DUTIES IN LINE WITH THE TEACHERS STANDARDS.

Post Title:	**Teacher of Performing Arts & Music**
Salary/Grade:	**MPS / UPS**
Key Responsibility:	To undertake an appropriate programme of teaching.
Reporting to:	Head of Expressive Arts
Liaising with:	Senior Leadership Team, Heads of House, Progress Leaders, Inclusion Staff and SENCO, relevant staff, governors and parents, where appropriate.
Working time:	Full time
Disclosure Level:	Enhanced
Teaching:	1. Provision - provide overall direction for students learning for your teaching groups ensuring that provision is made for students of all abilities that they are effectively taught and that learning, progress and achievement are evident. Work with other staff in contributing to the total learning of students including extension and enrichment activities. 2. Expectations - set and maintain high standards and aspirations for students ensuring that they are treated with dignity and respect, that they receive appropriate care, guidance, support and recognition. 3. Planning - ensure the preparation, planning and delivery of the agreed curriculum utilises flexible approaches to learning, ensuring that the teaching meets the needs of learners and the appropriate demands and requirements of the National Curriculum, external examination specifications and associated policies. 4. Monitoring - ensure that agreed evaluation procedures monitor levels of progress, attainment and achievement against individual student targets, whole academy targets and nationally recognised benchmarks. 5. Assessment - ensure that marking, assessment, recording and reporting practices are both effective, and compliant with the academy policies.
Form Tutor:	1. Care, Guidance and Support - provide high quality care, guidance and support for a group of students, fully implementing the academy philosophy and policy concerning the role of Form Tutor. 2. Partnership - actively promote the partnership between the home and the academy through regular contact/meetings with parents/carers and students
Learning Environment:	1. Climate for learning - ensure that policies in relation to effective learning, student rewards and managing behaviour are implemented to ensure a secure and well-ordered and disciplined teaching and learning environment within your classroom. 2. Display - ensure within your learning spaces and adjacent spaces the effective display of student work, artefacts and commercial materials to create visually stimulating and informative learning environment, and liaising with the display technicians to ensure displays are regularly updated. 3. Fabric and Furniture - monitor the use of your learning spaces, adjacent spaces and stairwells to ensure that they are safe, attractive, clean, tidy and well maintained.

Curriculum Development:	1. Preparing, delivering and developing with others (staff and partners) aspects of the curriculum. 2. To keep up to date with national developments in the subject area and teaching practice and methodology. 3. Monitor and respond to curriculum development and initiatives at national, regional and local levels.
Staffing:	1. Where appropriate to be responsible for the efficient and effective deployment of support staff in your classroom.
Management Information:	1. To ensure the maintenance of accurate and up-to-date information concerning the subject on management information systems for your classes. 2. To make use of the analysis and evaluate performance data. 3. To identify and take appropriate action on issues arising from data, systems and reports. 4. To produce reports on performance, including the use of data.
Communications:	1. To ensure effective communication and consultation as appropriate with the parents/carers of students. 2. To liaise with relevant external bodies e.g. higher education, industry, examination boards, awarding bodies, etc. 3. To communicate effectively with colleagues from other curriculum areas. 4. Promote the subject.
Other Specific Duties:	1. To play a full part in the life of the academy community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example. 2. To work towards and promote the vision and current aims of the academy. 3. To support and contribute to the achievement of every child's outcomes. 4. To support and contribute to the academy responsibility for safeguarding students. 5. To undertake personal and professional development as agreed. 6. To maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff. 7. To engage actively in the performance review and development process. 8. To undertake any other duty as specified by the Principal not mentioned in the above. 9. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. 10. Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description. 11. Employees will be expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. 12. The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. 13. To comply with the academy health and safety policy and to undertake risk assessments as appropriate.
This job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.	

PERSON SPECIFICATION – TEACHER OF PERFORMING ARTS & MUSIC

		Essential	Desirable	A/C/I/R
Qualifications	Degree or equivalent in an appropriate subject	*		A/C
	Qualified Teacher Status by start date	*		A/C
	Further higher qualifications		*	A/C
Experience	Teaching or teaching practice across a range of age and ability	*		A/I/R
	Use of a variety of teaching styles and approaches	*		A/I
	The awareness of the assessment, recording and reporting of student's attainment and its use to further student's learning		*	A/I
	Experience of reflecting on and improving teaching practice to increase student achievement		*	A/I
Knowledge	Up to date knowledge in the curriculum area		*	A/I/R
	Understanding of the strategies needed to establish consistently high aspirations and rates of progress	*		A/I
	A knowledge of the Teaching Standards	*		A/I
	Knowledge of strategies that promote a positive climate for learning	*		A/I
	To make use of ICT as a tool for teaching and learning	*		A/I
Skills and Abilities	Excellent classroom teacher, or has the capacity to become one	*		A/I/R
	The ability to deliver engaging and motivating lessons to students across both Key Stages	*		A/I
	Ability to develop appropriate learning resources and to contribute to the departments Schemes of Work	*		A/I
	Effective and systematic behaviour management	*		A/I
	Strategic thinker who tailors lessons to student needs	*		A/I
	Understands and interprets complex data to drive student attainment		*	A/I
	Genuine passion and a belief in the potential of every student	*		A/I
	Promote positive relationships in order to fulfil the potential of every student	*		A/I/R
	Good communication, planning and organisational skills	*		A/I
	To work as a team supporting department members in developing and sharing good practice	*		A/I
Personal Attributes	Enthusiasm, energy, flair and imagination	*		A/I
	Demonstrates resilience, motivation and commitment to driving up standards of achievement	*		A/I
	Willingness to be involved in the full life of the academy including extra-curricular activities	*		A/I
	Commitment to raising the aspirations of students	*		A/I
	Ambitious – a commitment to regular and on-going professional development and training to establish outstanding classroom practice	*		A/I
	Good health and attendance record	*		R
	Commitment to equality of opportunity and the safeguarding and welfare of all students	*		A/I/R

The post holder will require an enhanced DBS check if offered the position. (Kearsley Academy will arrange).

A Application form
C Certificates
I Interview
R Reference

Updated April 2017

Valid Identity Documents

We can only accept valid, current and original documentation. No photocopies or documentation printed from the internet e.g. internet bank statements should be accepted. Documents must be provided to evidence any reasons for different names across documents (i.e. marriage certificate, divorce decree, deed poll).

Right to Work Documents
• Current Valid Passport UK or EEA (or Non-EEA in combination with a Biometric Residence Permit or current Work Permit/Visa) • Biometric Residence permit (UK) • Full Birth Certificate (UK & Channel Islands) – issued within 12 months of date of birth – which includes the name(s) of at least one of the holder's parents or adoptive parents, **together with** an official document giving the person's permanent National Insurance number and their name issues by a Government agency or a previous employer.

DBS Check ID Documents

Group 1 Primary Trusted Identity Credentials
• Current Valid Passport UK or EEA (or Non-EEA in combination with a Biometric Residence Permit or current Work Permit/Visa) • Biometric Residence permit (UK) • Current Driving Licence Photocard (Full or provisional) UK, Isle of Man/Channel Islands and EU. • Birth Certificate (UK, Isle of Man & Channel Islands) – issued within 12 months of date of birth – full or short form acceptable including those issued by UK authorities overseas, such as Embassies, High Commissions and HM Forces • Adoption Certificate – UK and Channel Islands.

Group 2a Trusted Government / State Issued Documents

- Current Driving Licence Photocard (Full or Provisional) – All countries outside the EU (Excluding Isle of Man & Channel Islands)
- Current Driving Licence (Full or Provisional) Paper Version (if issued before 1998) – UK, Isle of Man, Channel Islands & EU.
- Birth Certificate (UK, Isle of Man & Channel Islands) – issued after time of birth.
- Marriage / Civil Partnership Certificate – UK and Channel Islands
- HM Forces ID Card – UK only
- Firearms Licence – UK, Channel Islands and Isle of Man

All driving licences must be valid

Group 2b Financial / Social History Documents

Issued within last 3 months	Issued within last 12 months	No time limit
• Bank/Building Society Statement (UK, Channel Islands or EEA)* • Bank or building society account opening confirmation letter (UK) • Credit Card Statement (UK or EEA)* • Utility Bill – electricity, gas, water, telephone –NOT mobile phone contract/bill* • Benefit Statement (UK) – e.g. Child Allowance, Pension* • A Document from Central/Local Government/ Government Agency/Local Authority giving entitlement (UK & Channel Islands): e.g. from the Department of Work and Pensions, the Employment Service, Customs & Revenue, Job Centre, Job Centre Plus, Social Security*	• Mortgage Statement (UK or EEA)* • Financial Statement – e.g. pension, endowment, ISA (UK)* • P45/P60 Statement* (UK & Channel Islands) • Council Tax Statement (UK & Channel Islands)*	• EU National ID Card [Must still be valid] • Cards carrying the PASS accreditation logo (UK) [Must still be valid] • Work Permit/Visa (UK) (UK Residence Permit)* [Valid up to expiry date] • Valid letter of sponsorship from future employment provider (Non UK/EEA only – valid only for applicants residing outside of UK at time of application). • Letter from head teacher or college (UK – for 16 to 19 year olds in full time education – only used in exceptional circumstances if other documents cannot be provided) [Must still be valid]

*** If you intend to use more than one document of this type please ensure that it is from a different organisation.**

DBS Checks Routes:

The documents needed will depend on the route the application takes. You must try to provide documents from Route 1 first.

Route 1
You must be able to show: • one document from Group 1, below • 2 further documents from either Group 1, or Group 2a or 2b, below At least one of the documents must show your current address.
Route 2
If you do not have any of the documents in Group 1, then you must be able to show: • one document from Group 2a • 2 further documents from either Group 2a or 2b At least one of the documents must show your current address. Northern Education Trust must then also use an appropriate external ID validation service to check the application.
Route 3
Route 3 can only be used if it's impossible to process the application through Routes 1 or 2. For Route 3, you must be able to show: • a birth certificate issued after the time of birth (UK and Channel Islands) • one document from Group 2a • 3 further documents from Group 2a or 2b At least one of the documents must show your current address. If you can't provide these documents then you may need to be fingerprinted.