DELTA Academies Trust

Garforth Academy




# RECRUITMENT INFORMATION PACK

## Teacher of Humanities (History/ Religious Education)

Garforth Academy
Lidgett Lane
Garforth
Leeds
LS25 1LJ

DELTA Academies Trust

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# RECRUITMENT INFORMATION PACK

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**June 2017**

Dear Applicant

**Post: Teacher of Humanities (History/ Religious Education)**

I am delighted that you have shown an interest in working at Garforth Academy. Garforth Academy is a vibrant and inspiring place to learn and to work. We are always looking for colleagues who are already outstanding in their field, or have the potential to become outstanding, to join our staff team and make a contribution to the lives of our young people.

Garforth Academy has a well established reputation for excellence in education for our students and we continue to be one of the highest performing and most successful schools in the north of England. We want all of our students to achieve their potential and we make sure that there are no limitations or barriers to reaching the highest possible standards of academic, social and personal development.

We have a hugely talented and committed staff team, with a range of well qualified and dedicated professionals to make sure that our curriculum, guidance, care and support meets the different needs of every young person and we pride ourselves on having high expectations which ensures that our students are well organised, caring and supportive of each other and also personally ambitious. Our strong tradition of success is built on a firm foundation of strong pastoral care and we ensure a climate for learning which is calm, well ordered and secure, and focused on achievement and success.

Garforth Academy enjoys the many benefits of being a member of the Delta Academies Trust; a group, or 'family' of schools of different age ranges and contexts. This enables good practice, expertise and resources to be shared between our group of schools and ultimately enables us to offer greater collaboration between each other and a wider range of learning opportunities and extra-curricular opportunities for our students. We are commended by Ofsted as an 'Outstanding' school, and receive regular national recognition from the DFE, HMI and the School Network for our excellent provision. As part of the Delta Academies Trust we are also one of only a handful of Academies accredited with Teaching School status and we have been awarded National Support School status, both of which enable students and staff to work alongside learners and colleagues from all walks of life, we currently have international partnerships with schools in South Africa and India and are developing a wider international network of schools across the USA and Europe.

We pride ourselves on very close, open and positive relationships with parents and carers, expect them to be fully involved in supporting the learning of their son or daughter, we are very active in our local and wider community, and as a Specialist Academy for Performing Arts and Applied Learning, we provide many first class specialist facilities for both students at our Academy and also our partners across our communities. Above all, we are committed to working together as a team. We believe that by working together we can ensure opportunity and success for everyone. Every young person has unlimited potential and together we can make sure that this potential is fulfilled.

I look forward to receiving your application.

Andy Woodhouse
Principal

# 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**

# Delta Academies Trust – Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

# Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives though transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.

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

- You will develop your skills alongside **like-minded colleagues.**

- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.

- **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 Ofsted training, safer recruitment, pediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and
an innovative and exciting Leadership and Development programme.

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

- There is a **Cycle to work scheme**

- **Work-life balance –** We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.

- **Child care vouchers by Sodexo –** Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.

- **Tech Salary Sacrifice Scheme –** this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

# 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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Garforth Academy

**Teacher of Humanities (History/ Religious Education)**
**Full Time / Temporary for 1 year**
**MPR/UPR**
**Required from 1st September 2017**

Garforth Academy converted to an academy on the 1st November 2010 sponsored by Delta Academies Trust, an educational organisation which in partnership with its schools delivers the best possible outcomes for young people and families in the local communities in which they serve

We are seeking to appoint a Teacher of Humanities on a temporary basis to join our forward thinking and ambitious school and department. The successful applicant will be expected to teach History and Religious Education.

The successful candidates will:

- Be excellent practitioners
- Have the knowledge and experience, or ambition to teach across the whole range of age and ability
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.
- Have experience in managing behaviour in a positive manner
- Have the ability to evidence impact on learning and progress

We look forward to you joining our dedicated and supportive team.

Visits to the academy are warmly welcome through an appointment with the academy. Please call 0113 212 7127 to arrange a visit.

Closing Date: Thursday 29th June, 12 Noon

**An application pack can be downloaded from**
**http://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.

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# Job Description

**Post Title:** **Teacher of Humanities (History/ Religious Education)**
**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 Humanities (History/ Religious Education)

| 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 Humanities | ✓ | |
| A teaching qualification together with Qualified Teacher Status (QTS) | ✓ | |
| **Knowledge** | | |
| A strong and secure subject knowledge in Humanities 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 | ✓ | |