ONE DEGREE ACADEMY

Associate Tutor

Term time only (39 teaching weeks plus 2 weeks in school holidays)
Highly competitive salary -£17,342 - £20,606 FTE (£15,324 - £18,208 based on 39 weeks term time + 2 weeks)

Required December 2018 – Flexible start date

- **Do you want to play a key role in the founding of an exciting, new, and innovative all-through school?**
- **Do you want to move your career forward in an environment which nurtures talent and has scope for career progression?**
- **Do you believe all students have the potential to succeed given great teaching and the right school culture?**
- **Do you want to be part of an exciting new venture that aims to eradicate the premise that economic disadvantage is an excuse for poor attainment?'**

As a new all-through school, One Degree Academy has been given a rare opportunity to create a world class, continuous learning experience for children from 4-18 years old. Our Primary school opened in September 2016. We now have 3 year groups and are rapidly growing.

Our aspirations for One Degree Academy are simple and ambitious: through inspirational teaching, every One Degree Academy student will develop the knowledge, attributes, and aspirations to succeed at university, enjoy a productive career, and lead a great life.

Our goal is that, regardless of background, every child leaves One Degree Academy ready for a life of choice and opportuniti**es**. To achieve this, we are focused on 3 things:

- Outstanding teaching, learning and a knowledge-based curriculum
- Developing non-cognitive capacities in a caring and disciplined environment
- Raising aspirations through partnerships with world-leading businesses and universities

We aim to transform the lives of our students through our persistent and relentless focus on the small but important details and actions necessary for great teaching and learning. We know that greatness is achieved through perseverance and incremental improvement - 'one degree' at a time. This idea is at the heart of our school.

We are seeking to appoint an outstanding Associate Tutor to help found our school. This is an exciting and rare opportunity to help shape One Degree Academy from its inception, and to be part of something profound and special.

We are particularly interested in a candidate's commitment to the continual and incremental improvement of pupil learning and development - and in an unfaltering belief in the potential of every child - than in extensive experience. Whether you are an experienced support assistant or are recently qualified, you will play a key part in the school's development.

As with our students, we want to grow and develop our staff, 'step by step': all staff will receive weekly instructional coaching and extended development time.

Our curriculum is based on cutting-edge insights from cognitive science and educational research and we look at the best practice from across the globe to influence our thinking. All staff at One Degree will visit excellent schools regularly and will have the opportunity to take part in high-quality CPD tailored to their needs.

Every decision at One Degree Academy is made upon full consideration of the question "does this help pupil's learning?" This means that all of our developing systems are as simple, transparent and effective as they can be.

ONE DEGREE ACADEMY

Successful candidates will have an opportunity to:

- Play a key role in the founding of our new all-through school;
- Join an organisation and team utterly committed to teacher development and growing great staff - step by step;
- Receive weekly instructional coaching and feedback, enabling rounded development as a teacher

Successful candidates will:

- Have an unfaltering believe in the ability of all children to achieve through great teaching and a strong culture of high expectations;
- Welcome positive feedback and be committed to the idea of continuous improvement and self-development;
- Have the skills and dedication to have a positive impact on the lives of our students and in the community of Enfield.

If being actively involved in the development of a new, all-through school appeals to you, and if you share our passion for raising the standards of education then we would love to hear from you.

Interested?

If you would like to apply for the post, then an application pack can be downloaded directly from our website.

Completed applications should be e-mailed to: mynextjob@onedegreeacademy.org
Closing date for the receipt of completed applications is the 20th of November 2018 at 12:00 noon. Interviews will be held during the week commencing the 20th of November 2018.
Early Applications encouraged – We will process all applications on a rolling basis.

We love welcoming visitors to One Degree Academy. If you would like to arrange a visit to the Academy site or should you wish to obtain further information regarding the Academy or the advertised post, please e-mail the Principal, Aidan Sadgrove, on asadgrove@onedgereeacademy.org

Recruitment Process

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be opening a school in London, one of the most diverse cities in the world. Our aim is that our workforce will be representative of all sections of society and each employee will feel respected and able to give their best.

Fairness in how we recruit and select our employees plays a significant part in creating an equal opportunities environment. Our aim is that every internal and external applicant who applies for a position within the School is considered against criteria, which relates only to the requirements of the job. To that end we are committed to provide equality and fairness for all.

Appointment is conditional upon receipt of references from appropriate referees, which in the view of the Academy are satisfactory.

Safer Recruitment

ODA is committed to safeguarding and promoting the welfare and safety of our children and young people in our schools. We expect all staff to share this commitment in line with "Keeping Children Safe in Education" (2018). The Academy will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The Academy makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record this will not automatically debar him/her from employment within the Academy. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

ODA requires all employees to undertake an Enhanced DBS check because of the nature of our work. Applicants are required, before appointment, to disclose all previous convictions, cautions, reprimands or warnings (except those which are "protected" as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013). A failure to disclose a previous conviction, caution, reprimand or warning may lead to an application being rejected *or, if the failure is discovered after employment has started, may lead to termination of employment.*

Further information can be found at https://www.gov.uk/government/organisations/disclosure-and-barring-service

One Degree Academy
Job Description

Post: Associate Tutor

Responsible to: Assistant Principal

Highly competitive salary - £17,342 - £20,606 FTE (£15,324 - £18,208 based on 39 weeks term time + 2 weeks)

Main purpose of the post:

To support outstanding teaching and learning to the benefit of all students.

To uphold One Degree Academy's **STRIVE** values:

S - Scholarship: Post holder will have a commitment to the idea that all young people, regardless of starting point, can make outstanding progress.
T - Teamwork: Post-holder will be committed to working with others to overcome difficulties. They will embody the idea that when one of us succeeds, we all succeed.
R - Responsibility: Post holder will be committed to instilling a sense of social responsibility in students and staff: we 'give back' to our immediate, local, national and global communities.
I - Integrity: Post holder will be committed to openness and honesty with the One Degree community in all aspects of their work and will encourage the same in others. They will be passionate about instilling these values in our students and staff.
V - Value: Post-holder will work hard to promote the idea that our actions should add value to the world. They will work tirelessly to help students add their voices to the conversation of humankind. Post holder will see all students as valuable, regardless of complexity, need or starting point.
E - Effort: Post-holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our Academy. They will promote the idea that achievement comes step-by-step.

Specific duties:

Strategic direction and development of the school

- To support pupils, parents, teachers and the school to establish a learning environment and a culture which will unleash great teachers and foster great student outcomes.

Supporting Teaching, Learning and Assessment

- To work with teachers to assess the needs of individual students and take action to support their learning needs.
- To observe, record and feedback information on pupil progress
- To assist with whole class teaching
- To support as required in the design, implementation and review of individual Education plans for specific pupils
- Support, both as directed and through own initiative, groups of or individual pupils.

Pastoral Care

- To help promote and safeguard the welfare of all students.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.
- To ensure that a high standard of care and good order for all students is maintained through the implementation of behaviour systems.

Communication and Community Links

- To fully support the life and work of the school.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

Other

- Undertake other various responsibilities as directed by the Principal.
- Plan and lead after school clubs or additional activities on a regular basis.

Culture

- Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- Help to create a strong school community, characterized by consistent orderly behaviour and caring respectful relationships.
- Help to develop a school culture and ethos that is utterly committed to achievement.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support, as required.

This document provides an outline of the responsibilities that this role involves. However, the post-holder must be available to perform such duties at such times and such places as may be specified by the Principal and which may be reasonably requested as being commensurate with the role and duties undertaken.

Person Specification

Requirements	Essential (E) or Desirable (D)
Education	
GCSE Maths and English (grade A*- C)	E
Right to work in the UK	E
Education to a degree level	D
Qualifications relevant to extracurricular activities	D
Experience and training	
Experience of using a range of strategies to build positive and nurturing relationships with children	E
Experience of delivering an effective phonics program	D
Experience of communicating effectively in a wide variety of forms to a range of audiences	D
Experience of working with a wide range of children with differing needs	D
Training in child protection	D
Training in first aid	D
Behaviours and Attitudes	
Genuine motivation to motivate, inspire and support all students to achieve and succeed.	E
Alignment with One Degree's vision and values and a strong commitment to delivering it	E
Passion for Early years and KS1 education	E
Genuine belief in the potential of every student's ability to progress	E
High expectations of students, self and others	E
Well-developed ICT skills	D
Strong interpersonal, written and oral communication skills	E
Takes personal responsibility for their own actions	E
Work collaboratively with colleagues to improve practice and outcomes for students	E

Ability to enthuse and inspire others	E
Ability to thrive in a ‘no excuses’ culture	E
Commitment to the safeguarding and welfare of all pupils and awareness of health and safety.	E
Highly professional approach to work	E
A passionate desire to make a difference and to close the achievement gap	E
A flexible approach to working patters and expectations, understanding the evolving nature of the role and school	E
A good sense of humour, energy and enthusiasm	E
Evidence of commitment to equality and diversity	E