INFORMATION FOR APPLICANTS

Teacher of History

MPS/UPS





Dear Candidate

Welcome to All Saints Academy Dunstable.

I feel extremely proud to be the Principal of All Saints Academy and I intend to work alongside the students and staff to create a school that all can feel proud to attend. The summer results were the best in five years demonstrating the rapid progress All Saints is making.

At the Academy it is important to us that all children make the best progress possible regardless of their academic starting point. We understand that the best progress is only achieved when teachers know their students well and plan lessons with expertise, ensuring all students make progress. We are highly ambitious for everyone and fundamentally believe students should not have ceilings placed on their ability. We welcome teachers and associate staff who believe in having the highest expectations for all our students.

The Academy has had a turbulent time over the last two years but in January 2017 Ofsted stated "The new headteacher has set a clear vision for school improvement. Through rigorous determination she is now bringing direction and raised expectations of both staff and pupils…….The school no longer requires a category of concern. The school is now improving rapidly and continues its journey to being a good school."

The rapid rate of school improvement has been sustained and we are confident that the next Ofsted inspection will determine that we are a Good school, continuing on our journey to Outstanding.

If you feel you want to be part of our journey to Outstanding and have a genuine desire to make a difference to children's outcomes, then please apply for this post. We firmly believe that visiting a school is key to deciding whether you should apply for the role, so please wherever possible contact the school to make an appointment to look around.

I look forward to meeting you.

Yours sincerely

Liz Furber
Principal

INFORMATION ABOUT THIS VACANCY

At All Saints Academy our vision is "Living Well Together with Dignity, Faith and Hope". We aspire to take dignified decisions and afford dignity to all members of our community, regardless of background or circumstance. Our position as a Voluntary Aided Church Academy means that the Christian faith has a central role in all of our actions and decisions. We strive for excellence in all that we do, enabling our students to transform their lives and to hope for happy and successful futures.

We currently have a vacancy in the Humanities Curriculum Area (CA) for a Teacher of History. As the successful candidate you will have excellent subject knowledge, enjoy the company of young people, be fully committed to improving student outcomes at all levels, and you will thrive on the challenges to be faced on the Academy's journey to Outstanding.

We expect our teachers to work hard and to have high expectations of themselves and their students. In return, we offer support which enables colleagues to take risks in the pursuit of improved student outcomes, and we fully support staff professional development. Whenever a suitable opportunity arises, All Saints fully encourages colleagues to think positively about their own career progression.

If you have energy and enthusiasm, and feel you can bring new ideas and fresh approaches to the classroom, please do arrange to visit the Academy to meet us and to have a look around our facilities. We would welcome applications from ambitious NQTs, as well as experienced teachers.

INFORMATION ABOUT THE HUMANITIES CURRICULUM AREA

We have a team of five specialist teachers all of whom are dedicated to improving student outcomes. Our Team works hard and each colleague knows that this is essential to get us to where we need to be. Two of the Team hold responsibilities as Curriculum Leader and Second in Curriculum. The Humanities Curriculum Area (CA) is one of the most creative in the whole Academy and is staffed with excellent and creative teachers. This is a massive opportunity for you to make a huge difference to the students in our care.

The Accommodation for the Curriculum Area includes three specialist classroom and a staff workroom.

ACADEMY FACILITIES

We are proud of our building and facilities. Our classrooms are bright, our corridors wide and spacious, and our learning environment is calm. You will see an abundance of colour, high ceilings and lots of natural light. All classrooms are equipped with an Interactive Whiteboard.

Across the Academy as a whole the accommodation includes:

- Five Science labs and a Science Studio Room
- Five Maths classrooms and a Maths Lecture Theatre
- Six English classrooms
- Three MFL classrooms
- Five Humanities classrooms
- Four labs for the teaching of Business Studies and ICT
- A further four rooms equipped with ICT
- A Modern Library with 30 computers
- A Modern Hall with tiered seating
- Specialist rooms for each of Art, Dance, Drama, Food, Media and Music
- A Recording Studio
- An amazing A Sports Hall and a Sports Exercise Room
- 3G All Weather Pitch and Multi Use Games Area

JOB DESCRIPTION

Main Scale Teacher

Responsible to:

Curriculum Leader

Core purpose:

To meet high professional standards in respect of:

- relationships with young people
- communicating and working with others
- knowledge and understanding
- skills to achieve consistent high quality learning and teaching across the Academy
- promotion of a love of learning.

Job description:

The duties outlined in this job description are in addition to those covered by the latest 'School Teachers' Pay and Conditions' document. It will be regularly reviewed with you to reflect or anticipate changes in the job, commensurate with salary and area of responsibility.
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General teaching duties:

To plan effective courses and prepare good lessons by:

- developing Schemes of Work and planning lessons to implement the Academy learning and teaching policy
- matching the design of lessons to the ability of students
- taking account of the need for progression in students' learning experience.

To teach and manage students' learning by:

- ensuring effective teaching of whole class groups or individuals
- establishing a purposeful and safe learning environment conducive to learning and identify opportunities for learning in out-of-school contexts

- setting high expectations of students' behaviour, through good classroom discipline, adherence to Academy climate for learning policy, focused teaching and productive relationships
- setting homework as an integral part of students' learning
- using teaching methods which take account of different learning styles
- use skills in literacy, numeracy and ICT to support teaching and wider professional activities.

To ensure students progress and that they meet or exceed their targets by:

- having high expectations of students, based on a sound knowledge of their prior and potential attainment
- marking and assessing in line with Academy policy
- recording marks efficiently and reporting to parents/carers in line with Academy policy
- being clear about the level at which a student is working
- giving clear and constructive feedback to students on how to move on to the next grade or level.

To manage one's own performance and enhance the working atmosphere and ethos in the Academy by:

- applying Academy policies and practices consistently
- working as a team member, identifying opportunities for working with colleagues and sharing development of effective practice
- setting an example to students in work ethic, conduct, dress, punctuality and attendance
- taking responsibility for one's own professional development, setting objectives for improvement and keeping up to date in subject expertise and teaching skills
- maintaining effective working relationships with teaching and support staff.

To be a form tutor to a group of students by:

- keeping an accurate register of attendance
- mentoring them according to the planned Academy programme
- delivering the tutorial programme
- monitoring their progress across subjects and liaising with Achievement Leaders as appropriate
- playing an important role in the behaviour management of tutees
- responding to requests from the Achievement Leaders.

To support the wider life of the Academy community and its individuals.

To meet the admin requirements of a teacher by:

- working to published timescales for reports, publications and events
- carrying out procedures to satisfy Academy policy and practice
- carrying out weekly duties.

I confirm that I have read and I understand my new job description.

This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing paragraphs.

The job description will be reviewed at least once a year and it may be subjected to modification or amendment at any time after consultation with the holder of the post.

……	**……**
Post holder	**Date**
……..	**……..**
Line Manager	**Date**

Position ……

Safeguarding

Teachers and Associate Staff are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

PERSON SPECIFICATION
Classroom Teacher

	Essential	Desirable
Qualifications	• University graduate • Postgraduate teaching qualification	• Evidence of continuing professional development, eg attendance at relevant INSET
Teaching Experience	• Evidence of successful teaching experience across the whole age and ability range in the secondary sector • Teaching Experience in key stages 3 and 4 (or equivalent) • Evidence of consistently good teaching and learning • The ability to use ICT effectively to engage students • An understanding of how to use assessment to inform planning for good teaching and learning • The ability to differentiate materials to meet the needs of learners • Evidence of pastoral experience • An interest in the wider curriculum	• Successful teaching experience in an urban school • Teaching experience in key stage 5 (or equivalent) • Evidence of outstanding teaching and learning • Experience of being a form tutor • The ability to offer an extra-curricular activity
Leadership and Management	• Evidence of good classroom management skills	
Knowledge, Skills and Aptitudes	• Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and	

	young people	
Personal Qualities	• A strong commitment to comprehensive education • Excellent communication skills • The proven ability to work in teams and partnerships with staff and students alike • Have high expectations of themselves and others within the Academy community • Be pro-active to innovate • A willingness to learn and develop new skills • A desire to make a difference to the lives of young people • A proven commitment to develop own professional learning • Displays commitment to the protection and safeguarding of children and young people • An excellent attendance record • Vision, energy and resilience, and a sense of humour • The ability to remain calm under pressure	

TIMELINE FOR RECRUITMENT PROCESS

Advertisement placed	**1**4th May 2018
Closing date for applications	Monday 21st May 2018
Interviews	Wednesday 23rd May 2018
Start Date	September 2018

ARRANGING A VISIT TO THE ACADEMY

We encourage prospective candidates to visit the Academy before making an application.

If you would like to arrange a visit, please contact Michelle Arnold, PA to the Principal and HR Manager (01582 619700) to make an appointment.

HOW TO APPLY

Please submit your application form, together with a letter of application (no more than two sides of A4), outlining your reasons for applying for this post. In your letter please make reference to information in the pack, particularly the person specification, and explain why you would be an ideal candidate for All Saints Academy and what qualities you will bring to the Team. Please do not send us a general letter; we really are looking for someone who is prepared to respond to us as an individual Academy. You can be sure that we will take time and care in reading your letter as we appreciate how much energy goes into it.

Please return your application and letter by email to jobs@allsaintsacademydunstable.org or by post to

Michelle Arnold
PA to Principal and HR Manager
All Saints Academy
Dunstable
Beds LU5 5AB

We will acknowledge receipt of your application form and let you know as early as possible if you have been shortlisted for interview.