



*Anchored in Christ*

Chelsea Academy  
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## The appointment of **Teacher of English**

*Required for April 2017 or sooner*



Principal: Mr M Williams

Thank you for requesting information regarding the post of **Teacher of English** at Chelsea Academy. We hope that the enclosed application pack and letter, along with the Academy's website, gives you all of the information that you need to help you apply for a post here. Chelsea Academy is a thriving inner city Academy and visitors often comment on the excellent behaviour of our students, the friendliness of our staff and the fantastic Academy building. Our aims are simple; to provide the best quality education for all the students that attend the Academy, to produce happy and employable young people and to become one of the best schools in London. If you would like to join us on that journey, then we would love to hear from you.

We are currently graded outstanding by Ofsted and SIAMS, a World Class School and are a member of the Leading Edge network. In the summer we achieved our best ever GCSE results in terms of both progress and attainment. However, we are much more than a successful, academically focused school. We believe in educating the whole child and our Christian values of joy, perseverance, servant leadership, charity and forgiveness underpin everything we stand for. It is important that all of our staff, whether they are teachers or not, work closely with our young people and ensure that they are successful in all that they do. We are looking for staff who will always go the extra mile for our young people and believe that education happens both in and out of the classroom.

Chelsea Academy is a great place to work (we are one of the few schools in the country with Investors in People Gold), our staff are friendly and supportive and we offer a whole range of professional development opportunities no matter what stage you are at in your career. We want all of our teachers to be outstanding and so offer unrivalled professional development and support. This includes a CPD session every week (two for newly qualified teachers) and a thriving in house lead practitioner team that coach and support staff across the Academy. Through the Chelsea Academy Way for Learning we have a simple, flexible and consistent way of developing outstanding teaching. Most of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We offer internal and external training through NPQML, NPQSL and teaching leaders - your professional development is important to us.





The Academy is seeking to appoint a highly motivated, innovative and well-qualified Teacher of English who is committed to maintaining a consistently high standard of learning and teaching to help ensure that this continues to be a truly outstanding school. The successful candidate will collaborate in the planning and delivery of English lessons across all key stages.

In particular, candidates should have:

- A passion for English teaching and the ability to inspire and enthuse students of all aptitudes
- Strong subject knowledge, with the ability to teach English Literature up to AS/A2 Level
- The capacity to contribute to the development of the Academy's Christian ethos
- High expectations of students in terms of learning, achievement and behaviour
- Enthusiasm for developing innovative approaches to learning, teaching and student participation
- A clear understanding of the latest curriculum and pedagogical developments in English

Applications from NQTs welcome

The deadline for applications is **Wednesday 14<sup>th</sup> December at 12pm**, and interviews are expected to take place on **Monday 19<sup>th</sup> December**. It will assist the shortlisting process if applicants can address directly the criteria in the candidate specification in their supporting statements.

If you have any further questions about this post, then please feel free to contact Srividya Srivathsan (HR Manager) who will put you in contact with the relevant staff member. Visits to the Academy and / or requests for informal discussions with the Principal are welcome and can be arranged by Srividya. Please note that Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to satisfy an enhanced police / Security Disclosure and Barring Service (DBS) check prior to starting employment with the Academy.

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If you want to work in a happy, purposeful inner city academy with a strong Christian ethos and commitment to helping every student go on to university or meaningful employment, then we would welcome your application.

Matt Williams  
Principal

Principal: Mr M Williams



## **CURRICULUM OVERVIEW**

The English curriculum area aims to be truly collaborative, enabling students and staff to reach their potential. Our curriculum is academic and rigorous, while guided by the principles of personalised learning. Teaching is flexible, adaptable and closely matched to individual students' needs. There is a culture of high expectations and 'no excuses'. Challenging learning and teaching enables students to develop confidence and competence in reading, writing, speaking and listening, within in a variety of contexts. We encourage students to take risks and independent ownership of their learning. We strive to incorporate a range of highly engaging literary texts into our curriculum, so that we communicate and develop in students a passion for literature and strongly academic as well as aspirational approach to learning. All students can expect to enjoy English at Chelsea Academy and to achieve. Every student will be equipped with the skills relevant to life, work and study beyond Chelsea Academy. Students have achieved consistently excellent GCSE and A Level results in English.

## **CHELSEA ACADEMY TEACHER OF ENGLISH**

### **JOB DESCRIPTION**

#### **Reporting**

Subject Teachers will report to their Curriculum Leader.

#### **Job Purpose**

- To support the Leadership Team and Curriculum Leaders in providing a clear vision, professional leadership and effective management for Chelsea Academy.
- To help secure the success and ongoing development of the Academy, ensuring high standards of learning and achievement for all students within a specific Curriculum.
- To help establish and maintain productive relationships with parents and carers and others who support the Academy in various capacities.
- Together with the Leadership Team and Curriculum Leaders, to establish and develop the Academy's values and distinctively Christian ethos within an inclusive, multi-faith community.
- To work with flexibility, resourcefulness and initiative, undertaking any duties necessary at the reasonable request of the Principal.

#### **Key Tasks will include the following:**

1. To ensure high standards of learning and teaching and academic attainment and progress for all students within the curriculum area.
2. To implement an effective assessment system within the curriculum area in question.
3. To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
4. To take a significant part in the development, delivery and the promotion of the Curriculum Area.
5. To assist in the management of the resources of the Curriculum within the limits of the delegated budget and in accordance with the Academy's financial procedures.
6. Along with the Curriculum Leaders, to devise and implement quality assurance systems, including regular learning observations.
7. To contribute to the co-ordination and implementation of the Academy's enrichment curriculum.
8. To help develop systems that facilitate effective and inclusive support, mentoring and guidance for Academy students.
9. To undertake and support subject-specific staff training and professional development within the curriculum area in question.
10. To support the development of the use of ICT within the curriculum area, in particular the Academy's virtual learning environment (VLE).
11. To contribute to the Academy Development Plan and self-evaluation processes as required.
12. To network with teachers in other schools in order to identify and build on best practice.
13. Other key tasks will evolve in line with the Academy's development.

## **CANDIDATE SPECIFICATION**

**Successful candidates are likely to be able to give evidence in support of all or most of the following:**

### **Professional Skills and Experience**

1. Possess a good degree and QTS.
2. Be an excellent teacher with the ability to inspire students in their learning.
3. Show evidence of continued educational professional development.
4. Have experience or be able to demonstrate an aptitude for working in a comprehensive, urban and multicultural environment.
5. Demonstrate success in raising attainment, achievement and standards of learning and teaching.
6. Have some understanding of wider school leadership issues.
7. Have the ability to make accurate judgements with regard to the quality of learning and teaching and student progress.
8. Have an enthusiasm for developing innovative approaches to learning, teaching, mentoring and guidance.
9. Have experience of working in a school with a distinctive Christian ethos or the ability to articulate how such an ethos could be developed and the capacity to contribute to this.
10. Have an understanding of the challenges and opportunities that relate to a recently established school.

### **People, Relationships and Communications**

1. Be personally committed to developing a distinctive and inclusive Christian ethos in the Academy.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have relentlessly high expectations of students in terms of learning, achievement and behaviour.
4. Have a commitment to developing opportunities for student voice, leadership and participation, both within and beyond the classroom.
5. Share the Academy's vision for effectively supporting children's further development through coaching.
6. Have qualities which earn the trust and respect of students, staff, parents and governors.
7. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
8. Possess outstanding written and verbal communication skills.
9. Have the ability to relate positively to parents and other stakeholders and engage them successfully in the life of the Academy.
10. Be able to build constructive working relationships with local schools and colleges, employers and the local authority.

Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to satisfy an enhanced clearance by the Disclosure and Barring Services (DBS)