



**LEAD TEACHER OF ENGLISH
(CENTRAL - DONCASTER)**

RECRUITMENT INFORMATION PACK

Education House
Spawd Bone Lane
Knottingley
WF11 0EP

RECRUITMENT INFORMATION PACK

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September 2017

Post: **Lead Teacher of English**

Dear Applicant,

Thank you for your interest in becoming a Lead Teacher with Delta Academies Trust.

We are looking to build an elite team of exceptional leaders and teachers to transform education in the North of England, in line with our vision of 'changing lives'. The successful candidate will join a team of English specialists who are working in our academies in the distinct areas we serve.

Delta Academies Trust is an educational charity that sponsors a group of over 40 academies with a commitment to securing transformational change and sustainable school improvement. We are looking for highly skilled leaders and teachers who can deliver rapid improvement in English.

Our vision is to transform education across the North of England and level up the playing field for those children who live in disadvantaged circumstances. Our strong behaviour policy has created a culture and climate conducive to learning and as a result, the 2017 results have seen a very rapid rise. The support from school leaders allows for innovative practitioners to practice their craft. In addition, we have a range of teaching tools and policies that allow the support directors to enhance the practice of colleagues.

We are committed to investing in our staff and we will ensure you have access to high quality professional development through a formal CPD programme. As part of your career development, we will give you the opportunity to work with a wide range of senior leaders, including our CEO, as well as to undertake formal NPQs etc.

This is an exciting time in our development as we continue to work hard to drive improvement in our academies. Through strong and purposeful leadership and high quality teaching and learning we are confident that we can have a positive impact upon the lives of young people, ensuring that all students achieve their potential, realise their aspirations, and are well prepared for the next stage of their lives.

As a Lead Teacher in English, you will be joining an ambitious and innovative organisation, we are therefore looking for a creative and committed group-wide subject leader who understands how to bring about improvement and manage change in schools and deliver positive outcomes for our young people.

Delta Trust academies are fully inclusive, we believe that stretching and challenging the more able, whilst supporting those who need more help, is at the heart of inclusion.

If you share our vision and passion for young people, are passionate about English and ways to help young people achieve and understand it, you can make the difference at Delta Academies Trust and we would like to hear from you.

Paul Tarn
Chief Executive Officer

September 2017

Post: **Lead Teacher of English**

Dear Applicant,

Thank you for your interest in this exciting opportunity to join Delta Academies Trust. We are looking to appoint an enthusiastic, hard-working English specialist to join our highly committed Core team of subject directors and lead teachers. This newly created post presents a great opportunity to play a central role in accelerating the rates of progress of our students. You will be joining an organisation which has very high aspirations for our students and expects exceptional commitment from all our staff.

The role of Lead Teacher of English is exciting and varied. You may be an existing subject leader or outstanding practitioner who would like to develop your leadership potential whilst maintaining close links with classroom practice. Your work will involve planning and delivering focused teaching, improving the practice of colleagues within the department, contributing to bespoke training for English departments and 1-2-1 tutors, and delivering impactful intervention with key groups of students.

If you feel the challenge and opportunity outlined above is one that excites and motivates you, then I would be delighted to receive an application from you.

Jo Twiby
Senior Director of English

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

Vision

‘Changing lives’

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the ‘Seven Principles of Public Life’
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- 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 the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- You will have access to private medical insurance (prices are provided on request).
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

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 jobssouth@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>

LEAD TEACHER OF ENGLISH
Leadership Range, L5-9 (£43,451 - £47,965)
Doncaster
Full Time/Permanent
As soon as possible

We are seeking to appoint a dedicated and inspirational Lead Teacher of English to join our team as soon as possible.

At this key time in the Trust's development, we require an ambitious and determined individual to secure the best possible outcomes for our young people, staff, families, schools and the wider community. You will be deployed to one or two of our academies in order to enhance the quality of teaching and learning, and raise achievement in English.

You will be a great English teacher who, through focused teaching, has a proven impact of success. Knowledge or experience of teaching Eduqas specifications is desirable as is an understanding of the changing demands of course specifications and regulatory bodies. You might already be a number two in your department, but we'd be equally pleased to hear from experienced English teachers looking for career advancement.

The successful candidate will be able to access the extensive resources, continuing professional development and career opportunities available across Delta Academies Trust. We invest heavily in training our teams, and we hope that Lead Teacher colleagues will be able to develop into highly effective department leaders, academy leaders or Subject Directors working across the Trust.

For an informal discussion about this position, please call Jo Twiby, Senior Director of English, on 07903 864 616.

Closing Date: Monday 16 October 2017 at 12 Noon
Interviews will be held w/c Monday 23 October at 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

jobssouth@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.

JOB DESCRIPTION

Post: Lead Teacher
Salary: L5 – L9
Reporting to: Director of English, Academy Principal

Job Purpose

The Lead Teacher role is to provide pedagogic leadership as an outstanding classroom practitioner, playing a key part in raising standards through their own excellent teaching and by supporting the professional development of their colleagues. Lead Teachers will be deployed to one or two academies, working closely with the Head of English to secure outstanding outcomes for students, irrespective of their starting points.

Duties and responsibilities:

- To promote and be committed to the academy's aims and objectives
- To model and adhere to the Teaching Fiction and Non-Fiction Policies
- To promote and be committed to securing high expectations for learning and the raising of achievement within the academy
- To effectively teach National and Academy curriculum
- To set appropriate homework
- To mark work, assess, record and report on student progress
- To provide a stimulating learning environment
- To have due regard for maintaining health and safety and security in the area of use
- To contribute to department and academy enrichment programmes
- To assist with the effective operation of subject teams by, individually and with others,
 - Developing schemes of work, resources, teaching and learning strategies
 - Contributing to review, monitoring and evaluation and the development of working practices
 - Participating in working groups and projects
 - Taking part in other professional development activities
- To work with the English department to improve attainment, classroom practice and professional development
 - Leading the English team as a model of outstanding teaching
 - Raising student aspirations at all levels
 - Raising attainment across the department through leading improvements in teaching and learning
- To work with other teachers on classroom organisation and teaching methods/providing model lessons

- Holding workshops on classroom management, differentiation, pace and challenge, co-coaching
 - Matching teaching approaches to student learning styles
 - Demonstrating model lessons
 - Team teaching
 - Developing strategies with colleagues to use with students experiencing difficulties
 - Keeping abreast of the new teaching and learning strategies
- Producing high quality teaching materials
 - Updating existing and create new schemes of work and supporting their introduction
 - Leading the introduction of new technologies, such as video conferencing, white board technology, the internet and the academy learning platform
 - Sharing good practice with members of staff
- Advising on professional development
 - Designing and delivering professional development activities
 - Participating in the planning and delivery of focused professional learning days
- Helping teachers experiencing difficulties
 - Observing and feeding back on the teaching of colleagues experiencing difficulties
 - Providing a structure programme of advice and support
 - Giving constructive criticism
- If required, mentoring Newly Qualified Teachers
 - Providing a weekly discussion and overseeing personal action planning
- Initial Teacher Training
 - Providing exemplar lessons for trainee teachers
 - Contributing to the assessment of students' teaching practice
 - Participating in the training of teachers within teacher training institutions
 - Acting as mentor to trainee teachers

- Intervention
 - Providing workshops for identified students
 - Providing targeted support for disaffected or more able students
 - Supporting strategies to help particular groups such as underachieving boys

Post-holder: _____ Date: _____

Manager: _____ Date: _____

PERSON SPECIFICATION

Lead Teacher – English

	Ess	Des
KNOWLEDGE/QUALIFICATIONS		
A good honours degree in English	*	
A teaching qualification together with qualified teacher status (QTS)	*	
Knowledge of Eduqas specifications		*
Knowledge of teaching, learning and assessment at KS3, KS4 & KS5	*	
A good understanding of curriculum developments in English	*	
Understanding of use of data to assess and inform teaching and learning	*	
EXPERIENCE		
Experience of leading, developing and enhancing the teaching practice of other staff		*
Experience of teaching A level English		*
An excellent classroom practitioner that can model best practice	*	
Relevant leadership experience		*
Teach intervention groups at KS3 and KS4	*	
SKILLS		
Excellent classroom practitioner	*	
Good organisational and personal management skills	*	
Effective planning and teaching	*	
Effective behaviour/classroom management	*	
An ability to demand high standards	*	
Ability to lead	*	
Ability to work independently and be a team player	*	
Ability to develop and support other staff to develop a variety of teaching strategies	*	
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	*	

The ability to meet deadlines	*	
Good ICT skills	*	
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS		
Commitment to self and team development	*	
Takes the initiative	*	
Is self-motivated	*	
Work in ways that promote equality of opportunity, participation, diversity and responsibility.	*	
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*	
The post holder will require an enhanced DBS	*	