

**Teacher of English**

Recruitment Information Pack

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**Vision, Mission and Ethos**

**Vision:** To be Bradford’s premier secondary school by offering excellence in the classroom, on the sporting field, in the arts and beyond.

**Mission:** Enabling all students to achieve their full potential today and empowering them to become responsible citizens and leaders of tomorrow.

**What is our ethos?**

* Hanson is renowned for its moral purpose and its unshakeable belief that all can succeed, whatever their circumstances or background. Through high quality teaching and learning, we create a positive climate where support and encouragement build confidence, resilience and independence.
* Hanson is committed to supporting the development of children, young adults and staff, at ease with themselves and each other, with the knowledge and skills to thrive in the midst of exponential change.
* Hanson aims to achieve high level success through nurturing the adaptability of our staff and students, their passion and ability to work in partnership and sparking each other to be creative and innovative.

**Our Principles:**

* excellent leadership;
* high standards of professional effectiveness;
* a relentless focus on improvement;
* very high standards of behaviour;
* a constant focus on teaching, learning and innovation;
* risk taking and succession planning;
* working hard and having fun.
* We follow Local Authority admissions criteria and believe that local children should attend local schools, we are not selective and we are fully inclusive.
* We provide outstanding personalised professional development and training combined with an extensive range of career development opportunities, every colleague feels valued and appreciated.

**Introduction to Hanson**

Dear Candidate

Thank you for your interest in the post of Teacher of English at Hanson School. Hanson serves the population of North Bradford incorporating the communities of Eccleshill, Idle, Wrose, Bolton Woods and Undercliffe, and provides access to all day learning opportunities for our families and our community.

Hanson is a larger than average 11 to 19 mixed comprehensive school with a good reputation in the City of Bradford.  We have 1570 students on roll including 290 in the sixth form.

We are committed to ensuring that talent is nurtured in a safe, orderly and stimulating learning environment. We believe that every child matters and that by becoming fully involved in their learning, they will get the most out of their time with us and that their learning experiences will be both enjoyable and successful. We are immensely proud of the achievements of all our students and enjoy celebrating them as a school community.

There is a huge emphasis on high academic and personal achievement. We are committed to raising standards of achievement for all pupils and provide extra support for students throughout the educational spectrum.  Hanson is a happy and supportive school which offers a range of educational, social and cultural opportunities to all its young people.

Hanson School is served by new buildings. We have state of the art Sports facilities, practical Science and Technology rooms, modern Media and Creative Arts suites and a variety of learning bases. All of these rooms are served by an innovative ICT solution, with over 1,500 pieces of computer equipment.

The School is especially proud of our on site Additional Resource Centre (ARC) in which students with additional needs can be supported using up to date specialist equipment and resources. The ARC supports Visually Impaired (VI) and Hearing Impaired (HI) students at the school by providing a personalised programme that includes learning in mainstream lessons and alternative specialised provision.

Hanson also hosts the Goals sports complex (one dance studio, ten floodlit astro turf courts and a full size floodlit football pitch) as well the Pulse fitness suite that students have access to. The school has an impressive range of extra curricular, cultural and sporting opportunities for our students.

You would be joining Hanson at a very exciting time as we are delighted to announce that Hanson has been **removed from special measures** and is now recognised as ‘requires improvement’. We are very pleased with the outcome of the recent OFSTED report and see this as a significant step forward on our journey to outstanding. We very much hope that after looking at the details you will decide to pursue an application to work with us.

Please feel free to contact the school for further discussion or a visit, on 01274 776200. We very much look forward to receiving your application.

Yours faithfully



Mr. Richard Woods

Head Teacher

**The Department**

Hanson English Department is a large department of 17 staff (including 2 HLTAs). You will be joining us on an exciting journey of improving academic performance within a broad and balanced curriculum that meets the needs of all students. We are a dynamic, collegiate team with a shared passion for encouraging students to enjoy all aspects of literature and language. We want to instil in our students the reading, writing and oracy skills to allow them to confidently take their place in the world.

Our leaders have constructed a curriculum that’s ambitious and designed to give all pupils, particularly disadvantaged pupils and including pupils with SEN and/or disabilities, the knowledge and cultural capital they need to succeed in life. Our intention is to prepare our students to speak up, stand up and take their place in the world: to have their powerful voice heard whether that is in the workplace, within their personal relationships, or on the world stage. To achieve this, we provide students with a wide range of reading and writing opportunities, sharing texts throughout literary history so that we can learn about our shared heritage and explore ideas that have fascinated humans for centuries: Who are we? How do we make successful relationships? How and why do some people have power and authority over others?  
  
Working at Hanson can be challenging but also provides excellent job satisfaction and a wide range of career opportunities. The successful candidate will be able to demonstrate experience of achieving positive outcomes for pupils, as well as being passionate about making a difference to the lives of young people. You will join an atmosphere of friendly support and receive the best research-led CPD within the context of an ethos of high expectations and social purpose. You will also become involved in a broad range of extra-curricular activities such as reading groups, poetry competitions and creative writing workshops.

At Hanson, we are committed to addressing educational and social inequality. If successful, you too will become part of a team committed to improving educational outcomes for the children who need us most.



Job Description & Person Specification

**Teacher of English**

**Job Description**

**JOB DESCRIPTION**

**Job Title:**  **Teacher of English**

**Salary:** MPS/UPS

**Hours of work:** Full-Time

**Department:** English

**Location:**  Hanson School

**Responsible** **to:**  Director of English and Communication

**Responsible for:**  N/A

**Job Purpose**

* To promote and be committed to the School aims and objectives
* To maintain and contribute to the development of School policies
* To promote and be committed to securing high expectations for learning and the raising of achievement
* Within School and subject policies, to:
  + Effectively teach National and School Curriculum
  + Set appropriate homework
  + Mark work, assess, record and report student progress
  + Provide a stimulating learning environment
  + Have due regard for maintaining health and safety and security in the area s/he uses
  + Contribute to department and School enrichment programmes
* To be a member of a pastoral team and, if required, a form tutor carrying out the associated
* responsibilities
* To assist with the effective operation of subject and year teams by, individually and with others:
  + Developing schemes of work, resources, teaching and learning strategies
  + Contributing to team review, monitoring and evaluation, and the development of working
  + practices
  + Participating in working groups and projects
* Taking part in other professional development activities
* Ability and willingness to deliver some Key Stage 3 outside of the Department if required

OTHER SPECIFIC DUTIES

* To undertake any other duty as specified by the School’s Teachers’ Pay and Conditions Document not mentioned in the above
* To comply with any reasonable request from a manager to undertake work of a similar level *that is not specified* in the job description.

**Person Specification**

**Teacher of English**

PERSON SPECIFICATION

|  |  |  |  |
| --- | --- | --- | --- |
| KNOWLEDGE/QUALIFICATIONS | Essential | Desirable | Evidenced |
| Graduate with qualified teacher status for English. | ✓ |  | AF |
| An excellent classroom practitioner | ✓ |  | AF/I/R |
| Understanding of health and safety issues and good practice. | ✓ |  | AF/I |
|  | | | |
| EXPERIENCE | Essential | Desirable | Evidenced |
| Teaching of Key Stage 3 and 4 for English | ✓ |  | AF/I/R |
| Teaching Key Stage 5 English |  | ✓ | AF/I/R |
| Teaching of Key Stage 4 and 5 |  | ✓ | AF/I/R |
|  | | | |
| SKILLS | Essential | Desirable | Evidenced |
| Good organisational and personal management skills | ✓ |  | AF/I |
| Effective planning and teaching | ✓ |  | AF/I/R |
| Effective behaviour management. | ✓ |  | AF/I/R |
| An ability to demand high standards. | ✓ |  | AF/I/R |
| Work independently and being a team player | ✓ |  | AF/I/R |
| An ability to develop good working relationships with students and staff | ✓ |  | AF/I/R |
| Effective time-management | ✓ |  | AF/I |
| The ability to meet deadlines | ✓ |  | AF/I |
| Good ICT skills | ✓ |  | AF |
|  | | | |
| BEHAVIOUR AND OTHER RELATED CHARACTERISTICS | Essential | Desirable | Evidenced |
| Commitment to self and team development | ✓ |  | AF/I |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | ✓ |  | AF/I |
| A commitment to abide by and promote the School’s Equal Opportunities, Health and Safety, Child Protection Policies | ✓ |  | AF/I/R |
| A professional responsibility to promote and safeguard the welfare of children and young people | ✓ |  | AF/I |
| The postholder will require an enhanced DBS | ✓ |  |  |

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| Key:  MOA= Method of Assessment, Ess= Essential, Des= Desirable, A= Application, I= Interview, and assessment, R = Reference, C= Certificate. |

**The Advert**

**Teacher of English**

**Full time**

**Permanent**

**MPS/UPS**

**To start Easter 2020 (or as soon as possible)**

We are seeking to appoint an ambitious and high performing Teacher of English who has the passion for making a difference and the drive to progress into leadership.

The successful candidate will:

* Be an excellent practitioner
* Promote and be committed to securing high expectations for learning and the raising of achievement.
* Have the knowledge and experience of KS3 and KS4 English with the potential to teach KS5.
* Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

You will be joining an ambitious and innovative organisation which is looking for imaginative practitioners to secure positive outcomes for our young people. We look forward to you joining our dedicated and supportive team.

Closing Date: 8am Monday 16th December, 2019

Interviews: W/C Monday 16th December, 2019

An application pack can be downloaded from

[www.hansonschool.org.uk](http://www.hansonschool.org.uk). or

contacting our recruitment team on

01274 776200

or e-mail

[recruitment@hansonacademy.org.uk](mailto:recruitment@hansonacademy.org.uk)

The School is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure