NORTH LIVERPOOL ACADEMY



Application Pack

Teacher of Mathematics

Ofsted Good Provider

http://northliverpoolacademy.co.uk/latest news/ofsted2017

Dear Colleague

Thank you for your interest in the post of Teacher of Mathematics at North Liverpool Academy.

North Liverpool Academy opened in 2006 as one of the first Academies in the country and has benefitted from the various advantages that brings. The Academy is well resourced both in terms of facilities and staff. It is housed in a superbly equipped building, erected in 2009 and enjoys an excellent reputation within the local community.

The Academy was inspected in April 2015 and received a judgment of Requires Improvement. This was an appropriate judgment at the time and reflected a dip in standards in 2014 and 2015. However, over 2 years on, North Liverpool Academy has turned the corner, securing a **21% increase** in the number of students achieving 5 A*-C GCSE grades, including English and Maths, against the backdrop of a national decline in results. North Liverpool Academy is now again performing well above floor targets and has been recognised as the most improved school in Liverpool. **Our most recent inspection resulted in our hard work being ratified with a grading of Good.** Our next stage of development is a focus on how we move from Good to Outstanding. We are particularly pleased with the progress as well as the attainment that this cohort of students has made and the Academy will be well within tolerance of the Progress 8 floor target.

Since September 2015 the Academy has faced a period of significant change particularly in relation to leadership at all levels. We are now entering a period of stability, with my appointment as Principal. The successful candidate will be joining us at an exciting time, although there are still challenges ahead. We are in a strong position to offer considerable opportunities for personal and professional development for the right candidate. North Liverpool Academy is characterised by a determination to secure the best for each of our students. For us this means progress for all, regardless of starting point. This drive for further improvement is evident amongst the staff, student and parent bodies. There is no doubt that the Academy has a very clear purpose and direction and we all share in the successes which are becoming part of daily life.

Our current situation presents both challenges and opportunities. We have successfully addressed the weaknesses reflected in our former Ofsted report through changes in senior management, have made significant inroads into improving student attitudes to learning and are actively engaging with our parent and student body. There is a real focus on individual student progress and a determination amongst the staff and the student body to secure our position as the school of choice within our community. We have access to high quality support through Northern Schools Trust and through our network of local and national consultants and senior leaders in education. Individual coaching and professional support is fast becoming a key mechanism to effect rapid professional growth.

Having been an Executive Headteacher and Principal in a number of schools and academies up and down the country, I have rarely encountered such a highly motivated, hardworking staff team. The fact that many of them have been at North Liverpool Academy since it opened is a reflection of their commitment, motivation and resilience but most of all it is a reflection of their dedication to the needs of our students and our particular community. The staff team is, and will continue to, address the challenges posed by working in a school such as ours with determination, fortitude and enthusiasm. We are seeking someone of equally high calibre and determination to join us as we take the next step in our journey.

I look forward to receiving your application if the challenges and opportunities we face are of interest to you.

Yours faithfully,



Mike Westerdale
Principal

Knowing More About Us

The Sponsor – Northern Schools Trust

Northern School Trust is a not-for-profit education charity. It is a well-developed MAT (Multi-Academy Trust) held in high regard by the DFE. There are currently five schools in the Trust including an innovative Studio School, a Life Sciences UTC in the centre of Liverpool and an Engineering specialist UTC in Wigan. There is a further Academy (Kingsway) located on the Wirral.

The Trust is proud of its collaborative way of working and is developing into a nationally recognised and trusted academy sponsor with an excellent reputation. The Trust has a wide range of expertise and specialised experience to call upon, having access to the FE, University, private and voluntary sectors as well as partner schools and consultant expertise drawn from across the UK.

NORTH LIVERPOOL ACADEMY

What We Can Offer You

The Trust and the Academy

We are looking for an inspirational and outstanding Teacher:

- Demonstrate the drive and skills to raise standards of students' attainment and achievement
- Be committed to the education and social well-being of every student in the Academy
- Be confident and enthusiastic about teaching and learning and young people and what they can achieve
- Have a firm understanding of quality assurance issues and the management, analysis and use of performance data
- Be prepared to actively engage with further self- development

We can offer you:

- A family of schools within the Trust and a set of values we all share and adhere to
- Excellent support for your professional development and the opportunity to continue to develop your skills in a well-resourced school environment with well-behaved students who are keen to learn
- Access to the resources and expertise across the family of schools
- A real opportunity to work in partnership with the Trust to move the Academy to outstanding within 3 years
- Good relationships and loyalty with students, parents, carers and the wider community.

NORTH LIVERPOOL ACADEMY

JOB DESCRIPTION

Post Title:	**TEACHER**
Purpose:	♦ To contribute effectively to the work of the Academy and to the achievement of its mission. ♦ To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. ♦ To contribute to the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students. ♦ To actively safe guard and promote the welfare of students in the Academy
Reporting to:	Curriculum Leader.
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Support staff other teachers other professionals
Salary/ Grade:	The appropriate point on the STPC scale for teachers.
MAIN (Core) DUTIES	
Operational / Strategic Planning	♦ To contribute to the whole Academy's planning activities. ♦ To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area. ♦ To plan and prepare courses and lessons.
Curriculum Provision	♦ To assist the Curriculum Leader to ensure that the curriculum area provides a range of courses which will complement the Academy's strategic objectives.
Curriculum Development	♦ To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the Academy's Mission and Strategic Objectives.
<u>Staffing</u> Staff Development Recruitment / Deployment of Staff	♦ To take part in the Academy's staff development programme by participating in arrangements for further training and professional development. ♦ To continue personal development in the relevant areas including subject knowledge and teaching methods. ♦ To participate in the Performance Management process. ♦ To work as a member of a designated team and to contribute positively to effective working relations within the Academy.
Quality Assurance	♦ To help to implement Academy quality procedures and to adhere to those. ♦ To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed Academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required. ♦ To review from time to time methods of teaching and programmes of work.

	♦ To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and academic mentoring functions of the Academy.
Management Information and Administration	♦ To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS. ♦ To complete the relevant documentation to assist in the tracking of students.
Communications	♦ To communicate and consult with the parents of students. ♦ Where appropriate, to communicate and co-operate with internal/external individuals and bodies as appropriate. ♦ To follow agreed policies for communications in the Academy. ♦ To show an active and personal commitment to safeguarding students by communication any issues that may arise
Marketing and Liaison	♦ To take part in marketing and liaison activities such as Open Evenings and liaison events with primary schools. ♦ To help with the interviewing of prospective students. ♦ To contribute to the development of effective subject links with external agencies.
Management of Resources	♦ To contribute to the process of the ordering and allocation of equipment and materials. ♦ To assist the Curriculum Leaders to identify resource needs and to contribute to the efficient/effective use of physical resources. ♦ To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department and the students.
Academic Mentoring System	♦ To promote a safe environment for all students as part of the safeguarding agenda ♦ To promote the general progress and well-being of individual students. ♦ To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life. ♦ To undertake regular personal review interviews with students to assist in evaluating their progress and development and in identifying and monitoring personal action plans. ♦ To evaluate and monitor the progress of students and keep up-to-date the individual student progress file and other records as may be required. ♦ To contribute to the preparation of Records of Achievement/ profiles and other reports, including the drafting of references. ♦ To alert the appropriate Curriculum Leader to problems experienced by students and to make recommendations as to how these may be resolved. ♦ Monitor course work and targets and report any falling off of performance ♦ Monitor merits rewards and sanctions and undertake appropriate actions ♦ To support the activities of the House and take part in

	events. ♦ To deliver the Academic mentoring programme. ♦ To contact the parents, via the Head of House curriculum leader or House manager to keep them informed of any difficulties and problems experienced.
Teaching	♦ To teach, according to their educational needs, including the setting and marking of work to be carried out by the student in the Academy and elsewhere. ♦ To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required to provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. ♦ To undertake a designated programme of teaching. ♦ To ensure a high quality learning experience for students which meets internal and external quality standards. ♦ To prepare and update subject materials. ♦ To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus. ♦ To make extensive use of the ICT facilities that are available to enhance teaching and learning. ♦ To contribute to the development of the materials on the VLE ♦ To maintain discipline in accordance with the Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. ♦ To undertake assessment of students as requested by external examination bodies, departmental and Academy procedures. ♦ To mark, grade and give written/verbal feedback as required. ♦ To ensure that all cross curricular aspects such as Citizenship are delivered according to the academy's plan and that these are assessed and recorded.

UPS 1,2,3 It is the role of post threshold teachers to support others younger in the profession to gain the necessary skills to pass through the threshold or to move higher in expertise. It is therefore expected that each member of staff will contribute towards the development of the practice of colleagues and be supportive of them so that that the base of knowledge is shared and our expertise as an academy grows. UPS 1,2 and 3 are deemed to be good and very good practitioners and the quality of their work should be always commensurate with that expectation

Enhanced DBS for all roles

OTHER SPECIFIC DUTIES

This job description is current at the date shown but, in consultation with you, may be changed by the Principal.

This Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

North Liverpool Academy

PERSON SPECIFICATION

TEACHER

QUALIFICATIONS

Essential

- Relevant professional qualifications - Degree level or equivalent
- Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection and safeguarding of children and young people
- Displays commitment to the protection and safeguarding of children and young people
- Teaching Certificate

SKILLS / KNOWLEDGE / QUALITIES

1. Teaching

To be a good very good or excellent teacher

Management of Learning

Essential

1. Commitment to and ability to support the distinctive ethos of the Academy
2. very good communication skills
3. Planning and organisational skills
4. Ability to relate well to staff, students and parents
5. Values and respects the views and needs of children and young people
6. Has good ICT skills which can be used in teaching for learning and good presentational skills
7. Is resilient and demonstrates ability to work well under pressure. Manages time effectively
8. Ability to be a fully integrated team member and be adaptable and flexible in approach to meet the needs and aspiration of the students .
9. Is committed to personal and professional development. Is reflective and learns form past experiences.
10. Is willing to work within the organisational procedures and processes to meet the required standards for the role
11. Has problem solving analytical and negotiating skills

2. Curriculum

Essential

1. Good understanding of the relevant curriculum area
2. Willingness to keep up-to-date on issues concerning curriculum development
3. Willingness to participate in the evaluation and monitoring of the relevant curriculum area(s) and quality assurance procedures
4. Willingness to identify and implement action points for improvement
5. Ability to maintain confidentiality where appropriate

3. Staff

Essential

1. Willingness to participate in Personal Development Review and Staff Development procedures.
2. Commitment to equality of opportunity and fair treatment for all staff and students.
3. Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances
4. Willingness to undertake training to complete individual training needs.
5. Willingness to contribute to the design and delivery of staff development programmes.

The Academy is committed to the safeguarding of its students and the promotion of the welfare of children and young people and expects all staff and volunteers to share this commitment.