



GREENSHAW
LEARNING TRUST



Teacher of Dance

Recruitment Pack

**ALWAYS
LEARNING**

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Dear Candidate

Thank you for taking an interest in working at Orchard Park High School, one of the most successful schools in the area, well above the national average for progress 8.

We are thrilled to share with you this exciting opportunity to join us as Teacher of Dance and we are pleased to provide you some information about our school community, which is aspirational, welcoming and supportive. Orchard Park is highly successful and proud of its ambitions and diverse community. We pride ourselves on routines, systems and excellence. We are a calm, happy and high achieving school.

The successful applicant will be fiercely passionate about the improvement of life chances for our children and committed to continuing to develop the foundations we have already built here at Orchard Park. Our school will be disruption free every minute, of every lesson, of every day. We are relentless in our drive for high expectations. They will have a clear understanding of this and will ensure that this is secured across the school to allow students and staff to truly flourish.

The successful applicant must be driven, high performing and passionate about education. You will also benefit from the expertise and constant feedback from Greenshaw Learning Trust. We work closely with them every single day, sharing our own work and benefitting from their insightful, supportive communication and challenge that helps us constantly improve. If you are committed to getting better every day, this is the ideal role for you.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

I would welcome an informal conversation with any potential candidates; to arrange this, please contact Jessica Liu, HR Manager via email: jliu@orchardparkhigh.net



Carly Moran
Headteacher

Greenshaw Learning Trust – ‘Always Learning’

GLT is one of the highest performing multi academy trusts in the country that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 3,000 people and educates nearly 19,000 students. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Some of the benefits of working at Orchard Park High School:

- 1) Well behaved students
 - The behaviour at our school is excellent: our students are keen to learn and polite. They are used to concentrating, reading for extended periods of time, engaging in independent practice and producing developed pieces of writing.
 - Outside of the classroom, students also behave well: transitions are orderly and calm and the playgrounds and social spaces are warm and welcoming.
 - The behaviour system is centralised, meaning that teachers have time to teach.
- 2) Sensible approach to marking and feedback
 - We do not expect teachers to regularly mark books with lengthy comments: instead, we use whole class feedback processes which are much more efficient
 - We are keen on live feedback in class which is much more efficient than lengthy written marking.
- 3) Supportive, visible SLT
 - Our SLT are highly visible and supportive: their main role is to ensure that teachers are able to teach as effectively as possible
- 4) Our CPD offer is exceptional
 - The majority of our CPD is department specific
 - All staff receive instructional coaching once a fortnight to develop their teaching
 - All our teaching methods are research informed
 - We provide excellent training programmes for teachers, main scale teachers, lead practitioners and SLT

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer Contributions to Local Government or Teachers Pension Scheme
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Eye Care Voucher scheme
- Childcare Voucher Scheme
- Car Benefit Scheme
- My Health discounts

Terms and Conditions

Line Managed by:	A member of SLT
Contract:	Until 30th April 2025
Salary:	UQS/MPS/UPS (Outer London)
Hours of Work:	Part Time
Place of Work:	Orchard Park High School
Medical Examination:	The appointment is subject to a satisfactory medical report
Superannuation:	Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.
Holiday Entitlement:	Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.
Probation Period:	New employees are required to complete a six-month probationary period.
Disclosure & Baring Service Check:	This appointment is subject to the receipt of a satisfactory Enhanced Disclosure and Barring Service check.
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in last five years, such checks and confirmations may be required in accordance with the statutory guidance.

Job Description

Key Purpose

Dance is taught discreetly at Orchard Park and is a very popular subject, achieving excellent outcomes. This position is open to someone with a strong knowledge of dance in education and a commitment to ensuring a challenging and robust delivery of the curriculum.

Main Duties and Responsibilities

Teacher of Dance

- To contribute to the continued development of the department
- Teach the dance curriculum across the ability range to years 7-11
- To monitor and support the overall progress and development of students as a Teacher/Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve the very best
- To contribute to raising standards of student attainment and progress
- To share and support the school to provide opportunities for personal and academic growth
- To undertake a designated programme of teaching across all key stages
- To teach consistently high-quality lessons
- To plan and deliver schemes of work and lessons that meet the requirements of KS3 and KS4
- To set expectations for staff and students in relation to standards of achievement and the quality of learning & teaching
- To maintain discipline in accordance with the school procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology

Assessment, Feedback and Tracking

- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy
- To follow department monitoring and tracking systems relating to students' attainment, and progress
- To give feedback to students
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- To assess, record and report on the attendance, progress and attainment of students
- To complete the relevant documentation to assist in the tracking of students
- To follow department policy regarding department tracking of student progress and use information to inform teaching
- To follow assessment arrangements at all Key Stages, and in all areas as required by school policies, including standardising those assessments.

Staff Development

- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- To participate in whole school CPD programmes

- To take part in the staff development programme by participating in arrangements for further training and professional development

Student Support and Progress

- To liaise with the relevant pastoral leaders to ensure the implementation of the Pastoral Support system
- To register students, monitor them in assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To alert the appropriate staff to problems experienced by students
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To apply the Behaviour Policy at all times so that effective learning can take place
- To meet with students over whom there are concerns and contact home where necessary in conjunction with your Head of department as appropriate

Communications, Marketing and Liaison

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as open evenings, events with partner schools and Greenshaw Learning Trust

Personal Responsibilities

- To play a full part in the life of the school community and to encourage staff and students to follow this example
- To actively promote school policies and procedures
- To be responsible for own continued professional development
- To comply with the school's Health & Safety policy and undertake risk assessments as appropriate
- To be courteous to colleagues, visitors and telephone callers and provide a welcoming environment
- To attend meetings scheduled in the school calendar punctually
- To set cover work during any leave of absence
- To adhere to the School's Safeguarding Policy

Other

- Teaching as directed by the Headteacher

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	
Training, Qualifications and School Experience: in their applications, candidates will demonstrate that they have the following training, qualifications and school experience:		
	<ol style="list-style-type: none"> 1. Hold a recognised degree (or equivalent) with a good classification in a relevant subject 2. Successful experience of teaching Dance 	
Criteria	Essential	
Personal and Professional Qualities and Attributes: in their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ol style="list-style-type: none"> 1. Ability to teach your subject area up to Key Stage 4 2. Desire to further raise overall achievement in your subject that seeks to promote the highest standards of teaching and learning 3. A flexible approach to the teaching of your subject that aims to promote the learning opportunities of all students and to secure the highest possible levels of achievement 4. Demonstrate a commitment to following the school's principles of teaching, learning and assessment 5. Good behaviour/classroom management 6. Commitment to working within the School's Safeguarding Policy and Procedures 7. Commitment to high standards and expectations 8. Commitment to own self-development 9. High levels of professional integrity 	
Criteria	Essential	Desirable
Professional Knowledge and Understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding of:		
	<ol style="list-style-type: none"> 1. Excellent subject knowledge and a genuine passion for teaching your subject 2. Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum 	<ol style="list-style-type: none"> 3. Awareness of wider educational contemporary issues 4. Understanding of Exam Board specifications

The Recruitment Process

Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [here](#). The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **9am Tuesday 5th November**. Applications received after this date and time will not be considered.

Shortlisting

Shortlisting will be finalised on the same day. Shortlisted applicants will be invited by telephone to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

Interview Process

Interviews will be held shortly after the closing date on **Thursday 7th November 2024**.

Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback following the interviews.

Taking up post

The successful applicant will take up the post as soon as possible.

Additional information

For further information, please contact *Jessica Liu*: jliu@orchardparkhigh.net, or call 0208 776 0220

Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.