



 **FAIRFAX**
SINCERITAS LABORIS

ENGLISH COACH

Candidate Information Pack



10 WAYS FAIRFAX MULTI-ACADEMY TRUST PROMOTE A GOOD WORK-LIFE BALANCE

The wellbeing of our staff is paramount to the success of Fairfax Multi-Academy Trust, and we very much strive to achieve a healthy work-life balance amongst our colleagues. Community spirit is at the heart of the Trust and school-to-school support is key to the wellbeing of all employees, regardless of post or career stage.

- ☐ No pressure to 'put on a show' in lessons. A culture of coaching and development is reinforced through no lesson grades.
- ☐ Comprehensive support package for NQTs, and a development package for NQTs + 1.
- ☐ No requirement to work late and emailing after 7pm is strongly discouraged.
- ☐ Centralised behaviour detentions including lates.
- ☐ Everyone has the highest expectations and there is a clear system of sanctions to support staff in managing behaviour.
- ☐ Open door policy to access Senior Leadership support, i.e. accessible and approachable SLT.
- ☐ Flexible working is supported wherever possible.
- ☐ Collaborative planning and co-creation of resources is encouraged, and staff are given regular dedicated faculty time and opportunities to network across Trust academies.
- ☐ A supportive Special Leave Policy.
- ☐ Effective administrative team to support teachers including Reprographics, ICT Support and data analysis completed centrally.

WELCOME | CEO of the Trust

Dear candidate,

Thank you for considering joining one of the Academies within the Fairfax Multi-Academy Trust (FMAT).

FMAT was established in 2014 and now comprises four Academies which serve a student community of almost 4500 students. The MAT has a small core team in addition to all the academy based staff, and the organisation as a whole works collaboratively to ensure that everything we do can positively impact the lives of our students. All of our Academies are located within the West Midlands and are situated within a maximum distance of 14 miles of each other.



I became the CEO of FMAT in February 2020, having previously worked in a wide range of senior MAT roles in other Trusts within the Midlands. I chose to lead FMAT because I genuinely believe in its core mission "enriching lives and transforming futures". We are looking for individuals who share that passion and feel they can make a positive difference to everyone within our community.

I do hope you find this pack informative, and I look forward to hearing from the Head of Academy about your application. You will be joining an organisation that can offer you many opportunities to progress and make a real difference!

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'S. Jones', with a stylized flourish at the end.

Simon Jones
CEO

WELCOME – Head of Academy

Dear Candidate

Education is the bedrock for a successful and fulfilling life. Our aim is to prepare each and every student to succeed in a 21st Century workplace and have the skills and competencies to do this. Our broad and balanced curriculum underpins our ethos of creativity, innovation and mastering of the basics; reading, writing, communicating and mathematics.

We are proud of our pedigree both locally, nationally and internationally through our endeavours with the Duke of Edinburgh Award, World Challenge Expeditions and cutting edge Teaching and Learning initiatives. Our House system provides the support, challenge and competition to help students develop the confidence to achieve more and our Annual Eisteddfod celebrates our artistic talent. Fairfax succeeds in a variety of local and national sport team events; including our physically disabled students who regularly take part in regional Zone Hockey competitions.

My personal aim is to ensure that each student's individual experience is as enjoyable and rewarding as possible. I believe in the basics and will relentlessly pursue excellence in punctuality, behaviour, uniform and respect for one another and the academy's motto 'Sinceritas Laboris' is fundamental to our success.

Yours sincerely,

Debbie Bunn
Head of Academy



CONTEXT - *Our school*

Fairfax Academy is much larger than the average comprehensive school. It serves the area of Sutton Coldfield which has retained two selective grammar schools. The proportion of students with special education needs is below average. However, the proportion with a statement of special educational needs is much higher than average because the school manages specially provision for students with a range of physical disabilities. The proportion of students known to be eligible for the pupil premium is average, as is the percentage of students from minority ethnic groups.

Results Commitment to Student Welfare

Teaching and Learning

Curriculum

Facilities

SUBJECT – Interview Lessons

Shortlisted candidates will be required to teach a lesson. When planning for this, please consider the guidance below.

THE TASK

Details of the task will be provided pre-interview.

WHAT WE WILL BE LOOKING FOR:

- teaching that engages and includes all students with work that is challenging enough and that meets the students' needs;
- teachers who command the respect of their classes, set out clear expectations for students' behaviour and, where appropriate, start and finish lessons on time and manage teaching resources effectively;
- responses from students within the lesson that demonstrates sufficient gains in their knowledge, skills and understanding; including literacy and mathematics;
- teachers who monitor students' responses in lessons and adapt their approach accordingly;
- teachers that seek to assess the effectiveness of their own teaching and adapt accordingly;
- teachers who give the necessary attention to the most able and the disadvantaged, as they do to low-attaining students or those who struggle at school in their education.

PLEASE NOTE

Details of the class and the duration of the lesson will be provided pre-interview. The students you will be teaching will be from Year 9, set 2 and are expected to achieve grades A*- B.

RESOURCES AVAILABLE

A projector and white board will be available
Class set out in rows
Students will have their exercise books

Any further requirements, please let us know.

SUBJECT – ENGLISH COACH

POST TITLE & PAY SCALE: English Coach**LINE MANAGER:** Head of Department**FAIRFAX PURPOSE:**

Fairfax is committed to providing a first-class education to each and every student that attends the Academy. The values of mutual respect, high expectations and ensuring the progress of every individual in a safe and welcoming environment, is the underpinning ethos that every employed member of staff is expected to demonstrate. Professional Development and assistance to support up- to-date practice will be offered to all, ensuring staff have the ability to effectively deal with the changing landscape of education and ensure that we continue to meet the Teachers' Standards that are set out.

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

CORE DUTIES SPECIFIC TO THIS POST:**Job Purpose**

- To contribute and develop high quality academic mentoring within the Academy and evaluate its impact
- To support the development and implementation of strategies which will contribute towards effective learning, behaviour and achievement across the academy
- To contribute to a healthy, safe, happy and challenging environment in which pupils can work hard, free of disruption
- To support safeguarding and prioritise the welfare of all pupils
To inspire, challenge, and motivate pupils

Main Duties and Responsibilities

- To assist and develop appropriate intervention strategies, working with curriculum team leaders to ensure that pupils achieve and develop learning behaviour
- To have a commitment to develop strategies that raise pupil achievement which can be adapted in academic mentoring
- To help identify those pupils who would benefit most from intervention work, and working with others, draw up and implement an action plan for each pupil who needs particular support
- To monitor and report on the implementation of all plans drawn up
- To ensure that all support work for the pupil is appropriately managed in an integrated way
- To liaise with the Head of Department, classroom teachers and parents on effective learning behaviour
- To keep a log of intervention work and provide feedback to the Head of Department, classroom teacher and to the pupils parents
- To act as a role model to pupils, providing clear and objective guidance
- To have sole responsibility of managing small groups of pupils
- To work as part of a larger team to manage larger groups of pupils
- To attend training events and briefings as and when required
- To be reliable and punctual

- To provide pastoral support to pupils, and pass any concerns about pupils to the relevant people
- To keep confidential information secure at all times
- To keep abreast of development and issues with regard to the education sector and curriculum across KS3 to KS5
- To share and implement good practice
- To perform other duties as required

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

An enhanced DBS check is required for all successful applicants