



The Sutton Academy



# Recruitment Pack



Together Students Achieve

# Welcome from the Principal

Thank you for your interest in this post. I hope you find this information pack helpful. If you would like to know more about us before you apply please see our website

[www.thesuttonacademy.org.uk](http://www.thesuttonacademy.org.uk)

The Sutton Academy opened in September 2010 and is on a successful improvement journey to good and outstanding.

I have a clear vision for all students in our academy to achieve their best academically, whilst nurturing their talents and passions.

We strive for the highest possible levels of achievement for all our students and are committed to providing the highest standards of teaching and learning. In return we have very high expectations of student behaviour and their commitment to their learning.

Our students benefit from a modern learning environment with outstanding facilities. This helps to create a vibrant and positive learning community which is friendly, caring and purposeful.

We are aspirational for our students and see it as our duty to ensure that all our students have the best life chances possible and eventually leave the academy well prepared to take their place in the world of the future as confident and responsible adults who are empowered to make real choices in their lives.



Alison Sherman  
Principal



# Why Choose Us?

If you choose to pursue an application to work at The Sutton Academy it is because you are motivated to work within a supportive, collaborative and dynamic team which consistently strives to achieve the best outcomes for our students. We believe in providing opportunities for all - both staff and students. Our expectations are high for everyone within our community, recognising the fact that only through this teamwork can we all achieve our aspirational goals. Staff come to work to teach lessons that ensure students make excellent progress. Parents choose our school because of the expectations we have of ourselves and our willingness to go above and beyond for everyone within our community. Likewise the high expectations that we place upon ourselves as professionals, we also extend to our students whether it be with their progress, uniform or behaviour throughout the school and community.

If you are looking for a school that will challenge whilst supporting you, then our CPD package will ensure you develop your skills, whether it be in the classroom or as a leader influencing colleagues.

*Why work at The Sutton Academy?*

*"I couldn't have chosen a better place to begin my teaching career, I cannot image a workplace where I could feel more supported, encouraged and appreciated. Reading about TSA online I had a strong idea it was where I wanted to work and my interview day confirmed this completely. Meeting the friendly and approachable staff coupled with the bright, vibrant pupils I was sure this was the place for me. As an NQT I have been offered fantastic support and weekly training to encourage my development as a teacher."*  
- NQT English

*"The school has an excellent support system in place to make sure all aspects of the job specification are met. This ranges from NQT master classes on a weekly basis down to one to one support from mentors. The different opportunities that The Sutton Academy have offered in order for me to develop my teaching practice has really opened my eyes to the wider role of a teacher and possible routes for progression in the future. The Head makes sure she speaks to all new staff to ensure they are coping well with the job role and to make sure that any further support is offered to aid the role or even help with a specific group."*  
- NQT Mathematics





# Learning at The Sutton Academy

We encourage and support all children to achieve their full potential at The Sutton Academy. We make this possible by placing great emphasis on an orderly and happy working environment where high expectations are the norm. Our lessons are challenging, engaging and inspiring. Our students actively work together and independently enabling them to make good progress.

We have a highly skilled and dedicated team of teachers here at The Sutton Academy. They plan lessons very carefully to meet the needs of individual children. They have high expectations which challenge all pupils to achieve their best.

The curriculum is designed to create learning pathways that meet the aspirations, talents and needs for each individual and blends the traditional with the creative.

Our Key Stage 3 (Years 7 & 8) is designed to accelerate learning and progress, developing learners who have the knowledge, skills and enquiring minds that will enable them to achieve to their full potential in Key Stage 4.

The national curriculum is followed ensuring a broad and balanced range of subjects with an emphasis on developing literacy and numeracy.

Our Key Stage 4 programme, studied in Years 9,10 and 11, offers an extensive choice of options, including a full range of academic GCSEs and English Baccalaureate subjects.

Students are taught in groups arranged by need and ability, based upon rigorous analyses of all available data. This enables staff to stretch and support all students to help them achieve exceptional progress.

Our sixth form provision offers continuity from Year 11 with clear progression pathways. We offer a wide range of academic A Level courses as well as more vocational Level 3 qualifications; some students choose a blended pathway of both academic and vocational courses.

Clear regular target setting, assessment and reporting systems underpin all aspects of learning throughout the Academy so that students understand the progress they are making and how to make further improvements.



At The Sutton Academy we believe enrichment is an entitlement and we expect all students to attend our extensive range of activities.

In addition to trips, residential excursions and international opportunities, there is a menu of activities that take place at lunchtime and after lessons as well as during holidays.

Enrichment offers students the opportunity to develop new interests, become more knowledgeable and skilled in an area boost self-confidence, and benefit from doing something away from the pressure of passing examinations.

The objective of enrichment is to

- \* Widen students' intellectual experiences
- \* Improve independent learning skills
- \* Develop love of learning
- \* Offer students the opportunity to pursue their talents and interests
- \* Have fun and relax.

## What others say about The Sutton Academy

'Teachers ask for our opinion and act on our advice – "Together Students Achieve" was my idea' – Year 8 student.

'Very young, passionate and motivated staff who seem to go above and beyond.' – Year 11 parent.

'I am amazed at the number of enrichment opportunities my daughter has been given since joining The Sutton Academy. She loved performing at the final of The Four Nations Rugby at Anfield Stadium in Liverpool.' – Year 7 parent.

Leadership of teaching, learning and assessment is highly effective. Leaders have established a vibrant environment for improving teaching. Teachers greatly value the training that they undertake, which is carefully matched to the needs of individuals and groups of staff. Leaders have also ensured that the activities they undertake to monitor the effectiveness of teaching help staff to further develop teaching across the school.- Ofsted 2019

Pupils benefit from opportunities to take part in a rich and varied range of extra-curricular activities. Options include photography, choir and cheerleading. Leaders carefully monitor participation in these activities. Their records indicate that a large proportion of pupils, including those who are disadvantaged, regularly participate.- Ofsted 2019

The school's work to promote pupils' personal development and welfare is good. Pupils' personal development is given high priority. Pupils leave the school as well-rounded individuals who are well prepared for their futures.- Ofsted 2019

# Job Advert

<b>Lead Practitioner of English:</b>		
	<b>Salary:</b>	TLR2a £2,796 p.a.
	<b>Employer:</b>	The Sutton Academy
	<b>Location:</b>	St Helens
	<b>Contract Type:</b>	Full Time
	<b>Start Date:</b>	1 September 2020
	<b>Closing Date:</b>	Monday 30 March 12 Noon
	<b>Interview Date:</b>	TBC

The Governors are seeking to appoint a well-qualified and talented Lead Practitioner of English to join our hardworking and committed team. The successful candidate will be joining a strong collaborative and cohesive department. We encourage applications from teachers with leadership potential who will prosper in a forward thinking and innovative school environment.

You will:

- Provide pedagogic leadership with the English department.
- Play a key role in the raising of standards of teaching and learning across the department and subsequently the academy.
- Support the professional development of colleagues.
- Ensure continued improvement in teaching and learning highlighting areas of development resulting in a positive impact on student learning and attainment.
- Promote the use of all key teaching and learning strategies, to ensure the highest quality of teaching is used throughout the department.

We can offer you:

- Enthusiastic and hardworking students.
- A supportive and forward thinking department
- Teaching at all key stages
- Excellent ICT for learning resources
- Outstanding professional development and guidance for teachers at all stages of their careers.

This post is subject to satisfactory Disclosure & Barring Service (DBS) Enhanced Disclosure Certificate. The Sutton Academy is committed to equal opportunities.

We are committed to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this commitment.

# Job Description

POST:	Lead Practitioner of English
CURRICULUM AREA:	English
GRADE:	TLR 2a £2,796 p.a.
RESPONSIBLE TO:	Faculty Leader English
WORKING PATTERN:	Full-time and as described in the Secondary Teachers' Pay and Conditions Document.
KEY RELATIONSHIPS:	Academy Leadership Team; Faculty Leader, relevant teaching and support staff; LA representatives; external agencies; parents; local community; Sponsors

DISCLOSURE LEVEL: Enhanced

## JOB PURPOSE:

To be an Outstanding Practitioner with vision, tenacity, optimism, strong interpersonal skills and a proven ability to motivate and lead change.

To teach pupils across the full age and ability range, in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

To develop the quality of teaching across the department and also work closely with the Assistant Principal for Teaching and Learning to develop teaching across The Sutton Academy. Central to this will be the fostering of a culture of sharing best practice and embracing change.

The Lead Practitioner is responsible for:

- Modelling and sharing outstanding teaching and learning;
- the preparation and delivery of departmental CPD;
- developing a programme of support and guidance for all teachers relative to their experience and expertise.
- be proactive in seeking out networks and research in order to identify best practice and latest developments.
- To model and establish a teaching and learning culture founded on developing independent, resilient and reflective learners and inspiring and coaching colleagues to adopt a creative, enterprising and collaborative approach to their professional pedagogy. By incorporating these two aspects of Academy improvement, the successful candidate will contribute to the strategic leadership of the Academy in order to secure outstanding outcomes for all students.

# Job Description

- To shape teaching and learning within the Academy's English department in order to establish a relentless drive to raise standards of teaching, achievement and continuing professional development. As a Lead Practitioner within the English department, they will drive an achievement agenda unique to the needs of the department, whilst also embedding the Academy's philosophy for teaching and learning.
- To deliver high quality teaching, learning and pastoral care as a matter of course.
- To uphold and cultivate the ethos (core values and vision) of the Academy and work within its established policies and guidelines.
- To develop an effective 'Coaching' approach to the development of teaching and learning within the Academy.

## Professional Development

- To deliver appropriate INSET on ways to improve teaching and learning.
- To maintain an up-to-date knowledge of new ideas regarding teaching and learning pedagogy, Teacher Standards and Ofsted inspection standards and implement them with staff and students.
- Carry out action research to inform curriculum innovation.

## Standards of Teaching and Learning

- Provide a role model for the English department in setting professional standards.
- Be responsible for the monitoring and evaluation of overall performance.
- Promote high expectations of student attainment.
- Ensure marking and assessment is carried out effectively within the English department.
- Ensure a continuous programme of evaluation of classroom standards including lesson observations.
- Ensure a positive climate for learning is promoted within the Academy's English department.
- Provide and support effective communication with stakeholders (including parents, governors, external agencies).

## Performance Management

- Line manage some staff in the academy's English department.
- Monitor and challenge professional standards within the Academy's English department.

## Personnel

- Carry out duties associated with the mentoring, coaching and development of staff.
- Support the process of induction and ITT and support NQTs and new staff.

Any additional responsibilities in line with Teachers' Pay and Conditions as negotiated with the Principal.



# Person Specification

## Our Purpose

The Academy exists to provide a rich and balanced educational environment which caters for the whole person- academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will seek to raise aspirations, unlock potential and work to achieve excellence. By encouraging a 'can do' culture we will nurture confident and competent people.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• A Degree + PGCE (or equivalent teaching qualification)</li><li>• High level of subject knowledge</li></ul>	
<b>Experience, skills and knowledge</b>	<ul style="list-style-type: none"><li>• Evidence of excellent teaching ability</li><li>• Excellent communication skills</li><li>• Experience of working effectively within a team or participatory work groups</li><li>• Evidence of effective administration and organisation</li></ul>	
<b>Additional skills</b>	<ul style="list-style-type: none"><li>• Competent in ICT and willing to be trained as required</li><li>• A clear commitment to developing learning opportunities</li><li>• A demonstrable ability to understand and use assessment data, review patterns and take appropriate action.</li><li>• Demonstrable ability to undertake rigorous self-evaluation and use the findings effectively</li><li>• Willingness to engage in the extra curricular life of the academy</li></ul>	

# The English Faculty

## Additional Information

The English Faculty is a collaborative, forward-thinking and rapidly improving department that is focused on raising the attainment and progress of all students.

We promote a supportive and inclusive environment in which both staff and students thrive.

We currently follow a bespoke and innovative curriculum at Key Stage 3 that provides rigour and challenge, building an academic foundation on which GCSE success can be built.

At Key Stage 4 we follow the new AQA GCSE English Language and Eduqas English Literature specifications and all students are entered for both qualifications. Sixth form students who are retaking their GCSE English Language also follow the Eduqas specification and, at KS5, we deliver AQA English Language and Literature at A Level.

There has been significant improvement within the faculty and the Faculty Leader manages five TLR holders with responsibility for Key Stage 5, Key Stage 4, Key Stage 3, whole-school literacy and English Teaching and Learning. There are fourteen members of the teaching team plus a specialist Higher Level Teaching Assistant, dedicated to supporting the progress of all students with their English studies.



# The Sutton Academy

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