



KING'S LEADERSHIP
ACADEMY HAWTHORNES

TEACHER OF PERFORMING ARTS

RECRUITMENT PACK

PART OF



GREAT SCHOOLS
TRUST



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Thank you for your interest in a position within the Great Schools Trust family of Schools. The Great Schools Trust is an education charity that has a proven track record of successful school start up and improvement whilst transforming the lives of children and young people through our unique values driven approach to education.

You will be joining a values driven, highly innovative, inspirational and ambitious organisation, so we are seeking an outstanding candidate who can realise the highest possible quality of services to support our educational vision, strong leadership and effective support to colleagues, to enable the trust to achieve the best possible outcomes for students. This is an exciting and very rewarding role and we look forward to receiving your application.

Yours faithfully

Shane Ierston

CEO

OUR VISION

To develop a family of Great Schools that allow all students, irrespective of starting point or background, to access university or a career of their choice and succeed in life.



PRINCIPAL'S WELCOME

Our school is part of The Great Schools Trust, a small but growing multi-academy trust situated in the Northwest of England. There are currently four Kings Leadership Academy schools within the Great Schools Trust in Warrington, Liverpool and Bolton and a pupil referral unit next to our Liverpool school, the Aspire Centre. There are current plans ongoing for further expansion of the Trust.



Why King's Leadership Academy Hawthornes?

We are a growing school of committed friendly staff, a cohort of students who are polite, enthusiastic and keen to learn right across the curriculum. We are a school centred in our Aspire Values – Achievement, Aspiration, Self-awareness, Professionalism, Integrity, Respect and Endeavour. It is these values that drive our behaviours and relationships, a 'lingua franca' that helps to bind our community together. An inspector captured the mission of the school when he observed that we were 'building better people,' something we are proud of.

Our aim is to provide a curriculum for our students that enables them to access real knowledge and a chance to progress to high quality higher education or training. We also aim to create an enriched offer that provides cultural capital for all of our students, irrespective of their personal circumstances. We also privilege diversity and inclusivity and pride ourselves on the welcome we give every student and their families.

We tackle disadvantage rigorously. We provide every student with a chrome book, free breakfast and breaktime food, free residential experiences to build self-esteem and teamwork, free opportunities to join the Duke of Edinburgh scheme. We have won national recognition for Combined Cadet Force sponsored by the Royal Marines. No student is left behind and we remove barriers to learning at every opportunity.

We take the development and well-being of our staff equally as seriously.

Everyone is provided with a laptop and we have recently invested in state-of-the-art ICT infrastructure for every classroom. We hold CPD on two evenings a week – our late finish for Thursday Enrichment allows an early finish on a Friday for a second CPD session. This collaborative approach has allowed the Trust to develop a common curriculum and strong assessment policies that allow staff to focus on work life balance and having the energy to focus on the classroom, not clutter beyond it.

These approaches have led to extremely high levels of staff retention and attendance. It is place where people want to teach, where parents want to send their children and where children want to study.

If you are interested in a post at King's Leadership Academy Hawthornes, I strongly recommend you come to Bootle and see the work we do for yourself. We are situated in Bootle, two miles from Liverpool city centre. The school is within Sefton local authority.

I look forward to meeting you.

Pete Gaul

Principal

Teacher of Performing Arts

Salary: MPS/UPS

Contract: Full Time

Location: King's Leadership Academy Hawthornes

Reporting to: Faculty Lead

Start date: September 2024

Working at King's Hawthornes

King's Leadership Academy Hawthornes is seeking to appoint an ambitious and enthusiastic teacher to the Performing Arts department. We are looking for someone who is an excellent classroom practitioner, who empowers others, who values individuals and has demonstrable credibility established through previous impact.

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We wish to appoint a highly motivated individual who shares our vision for making all students successful citizens in tomorrow's world.

Visits to our academy are encouraged and welcomed before applying for this post.

Job Purpose

It is expected that the successful teacher will be committed and demonstrate strong emotional intelligence, whilst also upholding the following qualities:

1. Strong subject knowledge and a passion for sharing it in the classroom.
2. A genuine like of children and the patience required to make them succeed.
3. Ability to plan good lessons in response to the strengths and weaknesses of the students.
4. Ability to lead a class well, developing strong norms and expectations.
5. Participation in regular professional development to attune classroom practice.
6. Promote high expectations for all students in your care.
7. Ability to inspire and motivate the students to believe in themselves and apply effort to succeed.
8. Accept feedback from more experienced staff and act on it, whilst refusing to accept low performance from students.



9. Desire to participate in our accelerated promotion opportunities.
10. Be prepared to go the extra mile when required.

Job Description

It is expected that the teacher will be hard working, resilient and demonstrate the following qualities:

Core Competencies

- A good degree in the taught subject area.
- Be passionate about their subject.
- Share and uphold the beliefs of King's Hawthornes by espousing strong moral values.
- Facilitate and encourage a learning experience which provides students with the opportunity to succeed and reach their potential.
- Be prepared to deliver lessons which are consistently of a high standard.
- Be committed to your own professional development and the application of learning theories in the classroom
- Never accept excuses for poor performance

Teaching & Learning

- Undertake an appropriate programme of teaching at the academy
- Use your additional non-contact time to observe other colleagues and check student work on-site to support your work life balance.
- Assist in the development of appropriate learning plans, resources, schemes of work and teaching strategies in your curriculum/subject area.
- Contribute to the curriculum area you teach and support the departments development plan as required by your lead practitioner.
- Attend appropriate meetings and training.
- Work harmoniously with other colleagues, treating others how you would like to be treated yourself.
- Teach students according to their educational needs, including the setting of work and providing feedback.

Strategic Planning

- To actively monitor and follow up on student progress in your class based on various performance indicators such as assessment point information, homework, feedback from other teachers and parents etc.
- To respond to the performance of the children, re-teaching or explaining aspects of work that has been misunderstood.
- To ensure that work in the curriculum area fully reflects the school's distinctive ethos and mission.
- To review student performance in light of your own teaching.
- To aspire to become a leader or master teacher so that you can have a bigger impact on the lives of more children





Quality Systems

- To participate in the academy's supportive procedures for learning checks
- To ensure the effective operation of quality control systems such as work submission or controlled assessment, if appropriate.
- To set improvement targets within your subject area and to work towards their achievement.
- To seek improvement and self-development as a practitioner.
- To support other colleagues with their practice in areas that you have developed strengths.





Terms

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. This job description is current at the date shown but, in consultation with the post holder, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

This appointment is with the Local Academy Council of the School, with the Trust as employers. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Contract'. This Job Description is not intended to be either prescriptive or exhaustive: it is issued as a framework to outline the main areas of responsibility. The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and following consultation with you may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Application and interview process

Deadline for applications: Friday 17th May

Interviews: W/C 20th May

Submit Applications to: Anna Dunne at a.dunne@kingshawthornes.com

After the closing date, short listing will be conducted by a Panel. You will be selected for interview entirely on your letter of application so please read the Job Description and Person Specification carefully before you write your letter of application.

References and Pre-Employment Checks

We will seek references for candidates once the position has been offered and we may approach previous employers for information to verify particular experience or qualifications before interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)

- Verification of identity checks and qualification
- List 99 check
- Section 128 Check
- Satisfactory DBS Disclosure
- Verification of professional status such as QTS Status, NPQH (where required)
- Completion of Employee Health Declaration
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

