



## Job Application Pack

### **Teacher of Humanities / SEN Teacher**

Main Pay Scale/Upper Pay Scale

Full Time, Fixed-Term

Closing Date: 5pm Monday 20 May 2019

## Welcome from the Head Teacher

Dear Colleague,

Thank you for your interest in the position of Teacher of Humanities / SEN Teacher at The Suthers School.

This is a really exciting opportunity for an ambitious, dynamic and well-qualified teacher of Humanities to have a real impact on the educational experiences of the young people of Newark. You will join us at the earliest stages of the school's development and will therefore have a unique opportunity to contribute to our vision. This role will also bring a unique potential for career progression.

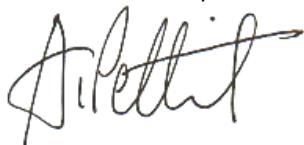
Ideally, we are seeking a teacher with the flair and flexibility to lead small-group and 1-1 intervention with SEND pupils alongside their main roles and responsibilities as a subject specialist and Form Tutor.

Since first opening in September 2017, The Suthers School has grown one year group at a time and will have a PAN of 120 students per year from September 2019. The Suthers School will grow year on year until it reaches capacity in 2023. In light of this, the post being advertised here represents an exciting chance to grow your career as the school expands and develops and there will be the opportunity to apply for a permanent position from September 2020.

We are currently in temporary accommodation (We will be moving to brand-new, state of the art facilities in Fernwood, Newark, in April 2020) and may be starting small but that does not mean our ambitions should not be great. Young people deserve an education that excites and enthuses, one which prepares them for a future as global citizens who are able to think for themselves. The Suthers School is a place where character education is ranked alongside academic preparation and where students thrive in an environment which inspires ambition, compassion and a love of learning.

If you share this ambition, have the capacity to deliver outstanding learning experiences and are looking for an opportunity to have a real impact on the lives of young people, I would be delighted to hear from you. To apply for this post, please complete and submit the online application form and covering letter by Monday 20 May 2019

Yours faithfully



**Mr Andrew Pettit**  
Head of School



<b>Job Title</b>	Teacher of Humanities / SEN Teacher
<b>Start Date</b>	September 2019
<b>Salary</b>	MPS/UPS
<b>Contract Type</b>	Full Time
<b>Contract Term</b>	Fixed-Term
<b>Closing Date</b>	Monday 20 May

The Suthers School first opened in September 2017 and is now seeking to appoint an ambitious, dynamic and well-qualified teacher of Humanities to have a real impact on the educational experiences of the young people of Newark. You will join us at the earliest stages of the school's development and will therefore have a unique opportunity to contribute to our vision. This role will also bring a unique potential for career progression.

The role will be best suited to an experienced teacher who is adaptable enough to work alongside our SENDCO in delivering 1-1 and small group teaching sessions as well as taking on the core responsibilities of a classroom teacher. The ability to teach History would be an advantage. The post will be fixed-term for 12 months in the first instance and will provide the opportunity to progress to a permanent post from September 2020.

The successful candidate will not only have the opportunity to contribute to a new department but could also help shape the development of this brand new school. We are currently housed in temporary accommodation in Bingham but will be moving to a brand new, state-of-the-art facility in Fernwood, Newark in early 2020. The Suthers School is founded upon a work hard, be kind philosophy and offers:

- A character-first approach to education which places personal development at the heart of our curriculum
- Exemplary standards of behaviour in an environment where students are keen to learn
- A unique opportunity to help shape the future direction of the school's development
- Brand new, state-of-the-art facilities (from April 2020)
- An enhanced benefit package that includes: healthcare, membership of the Chartered College of Teaching and a fully-funded MA programme for all teaching staff. We may also be able to offer help with relocation in certain circumstances.

Should you wish to apply for the post, please complete an online application form which includes a covering letter addressed to Mr Pettit, which clearly demonstrates your suitability for this post. For further information, including person spec and job description, please download our Application Pack. Deadline for receipt of completed applications is 5pm on Mon 20 May 2019.

# WHAT MAKES US WHO WE ARE?

## **Our Mission**

To empower our young people to be compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

## **Our Philosophy**

At The Suthers School, we firmly believe that great education transforms lives. We know that every student has the potential to exceed even their own expectations and we know that the way we do things matters. Our motto, 'work hard, be kind' underpins everything we do, reflects our unwavering commitment to excellence and our absolute conviction that great education is about striking a balance between academic preparation and character development.

## **Our Values**

We believe, as W B Yeats is often credited with saying, 'Education is not the filling of a pail, but the lighting of a fire'. It is our role as educators to ignite the potential within our students and that is why the five values of The Suthers School TORCH are so important:

### **Tenacity**

*To show the self-discipline and determination to succeed even in the face of obstacles.*

### **Optimism**

*To have confidence in a future that is full of possibilities and hold onto the belief that a storm will always pass.*

### **Respect**

*To value ourselves and all those we encounter by acting and speaking with compassion, tolerance and understanding.*

### **Curiosity**

*To ask questions, enjoy exploring and be open to new ideas and different perspectives.*

### **Hard Work**

*To recognise that there are no shortcuts and no excuses and that every member of the team has a contribution to make.*

**Getting the balance right: 51% character, 49% academic**

## **Job Description – Subject Teacher**

Reports to: Head of Department, Head of School

### **Key purpose of the job**

To teach pupils in allocated classes in order to ensure that their learning is of the highest quality and to support the school in developing young people who are compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

### **Responsibilities of a classroom teacher**

- Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils;
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons;
- Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement;
- To assess, record and report on the progress and attainment of all pupils within allocated classes;
- To register the attendance of pupils in class;
- To set appropriate homework;
- To mark pupil's work and give appropriate and constructive feedback;
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials;
- Manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour;
- Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events;
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD); and
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

### **Responsibilities of a form tutor**

- To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the tutor group;
- To check uniform and general appearance on a daily basis; and
- To monitor the behaviour of pupils in the tutor group.

### **Performance Management responsibilities**

- All members of staff are required to participate fully in the school's performance management system.

### **Other professional requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities;
- Operate at all times within the stated policies and practices of the school;
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct; and
- Contribute to the wider organisational life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school

## PERSON SPECIFICATION

<b>Post Title</b>	<b>Teacher of Humanities / SEN Teacher</b>
<b>Full time/Part time</b>	<b>Full time</b>

<b>Attributes</b>	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree in relevant subject</li> <li>• QTS/PGCE</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching at KS3 and KS4</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Proven successful teaching experience in a secondary school.</li> <li>• Secure knowledge of the National Curriculum and programmes of study at KS3 &amp; KS4.</li> <li>• Knowledge of current developments in education</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of small group and 1-1 teaching of SEND pupils</li> </ul>
<b>Ability and Skills</b>	<ul style="list-style-type: none"> <li>• Ability to motivate students of all abilities</li> <li>• Excellent Communication skills, both oral and written</li> <li>• Ability to use ICT in all aspects of teaching, learning and assessment</li> <li>• Ability to manage your time and meet deadlines.</li> </ul>	<ul style="list-style-type: none"> <li>• A flexible approach to work and a willingness to support and develop extra-curricular activities.</li> </ul>
<b>Personal Characteristics and Aptitude</b>	<ul style="list-style-type: none"> <li>• Commitment to our vision</li> <li>• Strong interpersonal skills</li> <li>• An effective team member</li> <li>• Sense of humour</li> <li>• Interest in developing own professional competence.</li> </ul>	
<b>Suitability to Work with children</b>	<p>Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'</p> <p>Appropriate and relevant references will be checked.</p> <p>Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact.</p>	

<b>Equal Opportunities</b>	<b>Ability to demonstrate awareness/understanding of equal opportunities.</b>  <b>Commitment to equal opportunities in the delivery of the curriculum.</b>	
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## Safeguarding

The Suthers School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

## How to Apply

Thank you for your interest in the vacancy detailed above at The Suthers School. Further details of this post, the school and the Trust can be found on our website [www.suthersschool.co.uk](http://www.suthersschool.co.uk)

The online application form for this role is located on the current vacancies page of The Suthers School website and on the Nova Education Trust website <http://www.novaeducationtrust.net>. Wherever possible, please provide email addresses for your referees.

## Closing Date

Please ensure your application arrives by 5pm on the closing date of Friday 17 May 2019.

## Interview

It is anticipated that interviews for this post will be conducted w/c 20 May 2019.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.