



The City Academy, Hackney
Values and Success



Job Pack

English Teacher



Content:

Job Description	Page 3
Person Specification	Page 5
Job Advertisement	Page 6



Academic Year 2019/20

Dear Applicant,

Thank you for expressing an interest in the post of English Teacher at The City Academy, Hackney. We are achieving exceptional results to match our status as an outstanding school. In 2018 74% of our students achieved five or more 9 – 4 GCSE grades with English and mathematics, and 53% achieved the English Baccalaureate. This has been achieved in an academy with levels of attainment below the national average on entry, and over 68% are entitled to pupil premium. We have also just received our third set of A Level results, with 68% of exams awarded A* - C grades, and all students securing either a university place or high quality apprenticeship.

This is an exceptional school with high expectations, tight discipline and an exciting curriculum. It is a place where teachers gain experience in a high achieving environment which enables them to quickly develop their practice and progress in their career. I can promise you that this will be one of the most rewarding places to work and that aside from the intrinsic challenges and rewards this post offers, there are many other benefits for staff who work for us. We are committed to creating a professional and supportive workplace for our staff.

We want you to look forward to each day at the academy. We expect hard work, skill and dedication to our ethos, and in return we will provide an excellent working environment, competitive rates of pay and an excellent benefits package. We will also provide outstanding experiences and training opportunities, and simply having worked in our school at some time in your career will enhance your curriculum vitae.

If you feel that you can make a positive contribution to our academy, please apply online via our website, www.thecityacademy.org. I look forward to reading your application.

Should you have any queries, please do not hesitate to contact me.

Yours faithfully,

Mark Malcolm
Principal

Please note applications must be received by 9am Wednesday 18th September.

Job description

Post:	English Teacher (Maternity cover)
Grade	Inner London Spine
Responsible to:	Subject Leader English and Literacy
Responsible for:	Learning outcomes of students

Principal Accountabilities

- 1) Provide high quality teaching and learning experiences for students.
- 2) Fulfil the role of Personal Adviser to students.

Main Activities and Responsibilities

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required and will be negotiated.

1. Teaching and Learning

- Teach to all age groups.
- Be a Personal Adviser.
- Monitor and identify underachieving students from performance data.
- Address underachievement through contributing to academy strategies as well as developing and implementing faculty strategies and approaches.
- Provide assessment to students and parents as required.
- Fulfil reporting requirements.
- Liaise with parents to ensure excellent attainment.
- Support extended day activities to enhance pupils learning experiences.
- Manage the behaviour of students in classrooms and around the academy.

Understand and fulfil all the requirements of academy polices as outlined in the *Academy Handbook*

2. Additional Responsibilities

- Adhere at all times to professional business standards of dress, courtesy and efficiency in line with the ethos and specialism of the academy.
- Attend team and staff meetings.
- Attend and participate in open evenings.
- Uphold the academy's behaviour code and uniform regulations.
- Be responsible for ensuring subject knowledge is developed and participate in staff training and development.

Key Organisational Objectives

The postholder will contribute to the academy's objectives in service delivery by:

- Following Health and Safety requirements and initiatives as directed.
- The academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equalities policies, demonstrating commitment and contribution to improving standards of attainment.
- Adopting Customer Care and Quality initiatives.
- Fulfilling the role of Student Personal Adviser and/or mentor if required.
- Contributing to the maintenance of a caring and stimulating environment for young people.



Conditions of Service

Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Trust.

Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions and are expected to disclose such information at the appointment interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up post they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Equal Opportunities

The post-holder will be expected to carry out all duties in the context of and in compliance with the academy Equalities policies.

Date of issue:

Signature of post-holder:

Signature of Principal:



Person specification

	Essential	Desirable
Qualifications		
Educated to degree level or equivalent	✓	
Qualified teacher status	✓	
Experience		
Ability to use ICT effectively	✓	
Ability to use ICT to raise achievement	✓	
Provide high-quality teaching to students of all abilities	✓	
Ability to use collaborative teaching methods and work with colleagues in the preparation, assessment and monitoring of work	✓	✓ (NQTs)
Demonstrable experience of improving student outcomes	✓	✓ (NQTs)
Ability to provide high-quality outcomes	✓	✓ (NQTs)
Experience as a form tutor and/or pastoral work	✓	✓ (NQTs)
Skills		
Personal		
Well organised	✓	
Well presented	✓	
Excellent communication skills and organisational skills	✓	
Ability to work hard under pressure while maintaining a positive, professional attitude	✓	
Ability to organise and prioritise workload and work on own initiative	✓	
Excellent creative teaching ability	✓	
Commitment to personal career development	✓	
Knowledge and understanding		
Developments in the National Curriculum	✓	
Developing differentiated schemes of work	✓	✓ (NQTs)
Safeguarding	✓	
Equal opportunities		
Understanding of different social backgrounds of students	✓	
Understanding the needs of students and the appropriate strategies to support them	✓	
Understanding the needs of bilingual students	✓	

**The City Academy, Hackney
English Teacher (Maternity cover)
(Inner London Pay Spine, plus performance related bonuses and other benefits)**

If you want to be the best, then you should probably join us

Students in the academy routinely make more progress than almost any other school Progress 8 is consistently above 1.00 which indicates that students achieve a grade better for each of their best 8 GCSE's compared to the average. In 2018 the progress 8 score was 1.07. That is great news for our students, the academy and our community, but there is so much more that we know can be achieved and you can help.

We have a relentless ambition to deliver continuing success to the young people we serve. Our approach is based on very simple principles: clear systems and extremely high expectations. We focus on the development of our students, their values and ultimately their academic success. We maximise the impact of teaching by providing clear leadership, minimising bureaucracy and effective support that have tangible results on the quality of teaching and outcomes for our students.

The Role

You will be working with the Subject Leader English and Literacy, and will play a leading role in developing English teaching for students in the academy. This exciting and challenging post requires an enthusiastic, hardworking, conscientious and energetic individual, teaching English up to and including A level.

As an English Teacher at the academy, you can be part of a team which enforces high standards of behaviour and pushes students to achieve their very best.

This is a fantastic opportunity for you to shape the lives of young people in Hackney. If you think you can help transform the opportunities for the community we serve then we would like to hear from you.

The City Academy, Hackney is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applicants.

For information about the academy please visit www.thecityacademy.org and/or www.tes.com/jobs/employer/the-city-academy-hackney

Please note applications must be received by 9am Wednesday 18th September.