



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Future Academies Watford

Recruitment Pack

Welcome to Future Academies

Dear Applicant,

Thank you for your interest in the position of **Teacher of English** for Future Academies Watford. I am delighted that you are considering applying for a position at our trust.

You will be joining an established and knowledgeable English department and, working closely with the Curriculum Centre, you will have access to outstanding resources designed to enhance students' learning experience, ensuring consistently high standards of teaching and learning across key stages.

We are Future Academies: a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people. We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be.

This ethos is embodied in our Trust values - *Knowledge, Aspiration, and Respect* - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies currently comprises ten schools across London and Hertfordshire. Further information is available on our website [Future Academies - Academies](#).

Future Academies Watford is a flourishing mixed, non-selective secondary school and sixth form based in Bushey, Hertfordshire, admitting students from the ages of 11 to 18.

Future Academies Watford is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you think you have the skills, experience and attributes we are looking for, we encourage you to apply and very much look forward to meeting you.

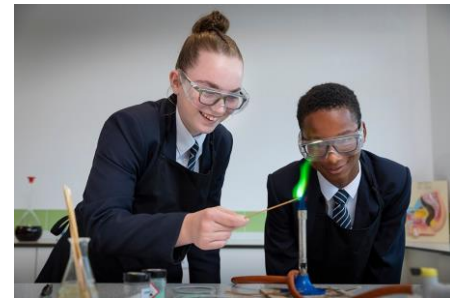
If you would like to discuss the role in more detail, please do not hesitate to contact us via email at HR@watford.futureacademies.org

Welcome

Future Academies Watford is ambitious for the success of all our students, teachers and support staff in the broadest sense possible and we have the highest expectations and standards in all that we set out to achieve. Our students benefit from an inspiring and challenging curriculum and we provide a first-rate level of academic and pastoral support.

When choosing a career in teaching, we do so because we have a passion for providing this level of academic challenge and support to young people. Here at Future Academies Watford, we strive to recruit the best teachers who can inspire and engage our students. We provide a first-class level of academic and pastoral support, which ensures that all students can access the whole curriculum and can develop into happy, confident, articulate and proud adults. Students also broaden their horizons through our Educational Enrichment programme and extensive extra-curricular provision. Together these support our students in thriving academically, and in developing passions and interests that will stay with them throughout their lives. We are proud of the stimulating, supportive and calm environment at Future Academies Watford: an environment which brings out the very best in our students.

We have a very simple and clear behaviour system to ensure that all students exhibit exemplary behaviour and conduct through the school. This centralised system reduces workload on teachers and allows them the freedom to teach the subject that they love in the way that they know works best. This is an important position for us; we are looking for highly talented candidates who are ambitious for themselves and for the students they will work with. We strongly encourage you to visit us, meet the staff and students, and learn more about our ambitions for the future.



NOTES TO APPLICANTS

GENERAL TERMS & CONDITIONS

The employer for this post is Future Academies Watford.

The successful post holder will be based at Future Academies Watford, Horseshoe Lane, Watford, WD25 7HW.

The post holder will be eligible for enrolment in the Local Government Pension Scheme.

The post holder will be required to complete a six-month probation period.

APPLICATION PROCESS

1. Applying for the role

To apply for the post, please visit our ETeach website to apply on-line [Careers at Future Academies - London, United Kingdom, SW1V 3AT | schoolrecruiter \(eteach.com\)](https://www.eteach.com/schoolrecruiter)

The application form should be accompanied by a personal statement of suitability of no more than two sides of A4. In the application form and personal statement, applicants should demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than **9am on Monday 25th September 2023**. Applications after this date will not be considered.

2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

The successful candidate will take up the post as soon as possible.

5. Additional information

For further information please email HRenquiries@futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.



Facilities

Future Academies Watford boasts state of the art facilities.

The cutting-edge facilities offered by our £25 million building mean that both students and members of staff work and learn in an environment that inspires creativity and achievement, and creates an array of avenues for success through learning.

A flavour of our facilities include the following areas of the Academy, and we look forward to showcasing the rest of our facilities if you wish to visit the Academy prior to application, or as part of the interview process.

We have the latest teaching technology in every classroom and all teaching staff are provided with a Lenova Thinkpad.

The Agora: outside amphitreare which is an excellent space for outside learning and productions.



Sports hall - State of the art sports facilities and fabulous grounds.



The Plaza - our fantastic Plaza offers a wealth of learning resources and laboratories including a wonderful central open plan learning space.



IT suites – we are fortunate to have excellent IT facilities that also includes a Mac suite.



Art & Design - An amazing space creating 5 classrooms, over two open plan floors, 2 food tech rooms and outstanding design and technology suite.



Sixth Form Centre – our spacious facility allows are Sixth Form students a dedicated learning space for them to complete their independent study throughout the day.

WHAT'S GREAT ABOUT WATFORD

Watford is a prosperous town whose economic fortunes and lifestyle opportunities have undoubtedly been influenced by its big brother 16 miles down the road, London.

As Hertfordshire's largest town, situated in the south of the county between the M25 and M1 motorways, Watford is well-served by a network of communication links that make it appealing both for everyday commuters and for those contemplating moving away from the overcrowded conurbations of the capital.

Getting around Watford

Watford is one of the most well-connected towns in Britain, located equidistant from the M25 orbital ring road and the M1 motorway along with the main A41 trunk road that runs through the town from



Aylesbury to the north west and the centre of London 16 miles to the south east.

Watford Junction is the main train station and is conveniently located a short distance from the town centre which links the town with nearby St Albans, Hemel Hempstead, Bushey, Harrow & Wealdstone and Kings Langley. The Metropolitan line of the London underground also stops in Watford, the station being located in Cassiobury Park Avenue. Not forgetting London Euston. The train journey into central London takes 20 minutes.



Commuting from London

The Academy provide a free shuttle to and from the Academy to Watford Junction morning and evening.

Eating, drinking and shopping in Watford Watford is a major retail hub and at the heart of the town is the new Shopping Centre; it has over 140 shops, a large number of restaurants, and a thriving nightlife.



When it's time for some respite, Watford has its fair share of coffee shops in and around the town centre.

Watford's restaurants are never too far from the rest of the town's nightlife, with High Street, Centre and The Parade having the lions share of eateries with the usual culinary delights – Indian, Chinese, Italian and Greek.

Live entertainment is provided by the Palace Theatre, and various clubs who welcome the best from London's thriving stand-up scene. Elsewhere, the Pumphouse Theatre and Arts Centre hosts a number of performances and exhibitions. And there is a Vue multi-screen cinema and a bowling alley in the Woodside Leisure Park in Garston. When it comes to sport, the town is home to Watford FC.

But if you prefer to participate rather than spectate there are a number of leisure centres in the area along with several private health and fitness clubs.

Housing

Whether you want a flat or house, town centre or countryside, to buy or to let, Watford has the ideal place for you to live. Watford has everything from modern town centre flats to large, spacious, family homes in the countryside all easily accessible through the great transport links.

Watford is an ideal place to purchase a property that is well connected to both the centre of London and the open countryside giving an enjoyable mix of both lifestyles.



There is a great mix of housing with everything from stunning homes to flats in the town centre.

Watford has a wide range of properties that are available to let to suit all budgets. Whether you are looking to rent a family home or a town centre flat, Watford has something to suit your requirements.

A list of a few local estate agents (This list is not exhaustive)



Aitchisons

Telephone 01923 231662



Claytons

Telephone: buying 01923 599041, letting 01923 599040



Connells

Telephone: buying 01923 599022, letting 01923 230403



Lettings Plus Property Management Services Ltd

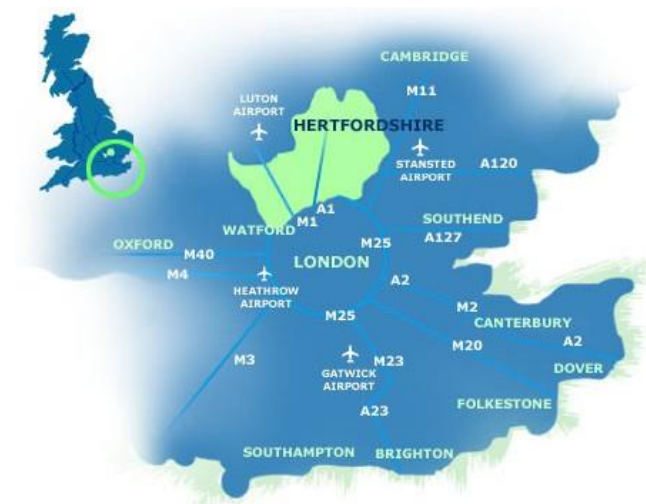
Telephone: 01923 608636

The Academy's HR Department

is always on hand to assist

new members of staff with

any accomodation/housing requirements, to ease your transition into your new role.



Safer Recruitment at Future Academies

Future Academies is committed to safeguarding and promoting the welfare of children and young people. We undertake very thorough checks to ensure that we meet our obligations to protect the children attending our schools. We expect all staff and volunteers to share this commitment and to undergo appropriate checks, including an Enhanced DBS and barred list check. We also ensure teaching staff are not subject to a prohibition order or an interim prohibition order.

1. Candidates should be aware that all posts at Future Academies involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. All members of staff will have access to the DfE Keeping Children Safe in Education guidance, September 2019.
2. Longlisted candidates will be required to complete a Disclosure of Criminal Record form and bring the completed form to interview. If the job involves contact with children up to age 8 you will also be required to make a Disqualification Declaration. The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a “regulated position” under the Criminal Justice & Courts Services Act 2000.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/ or Independent Safeguarding Authority.

Invitation to Interview – please bring with you:

- Disclosure of Criminal Record, or Disqualification Declaration form in a sealed envelope. This form will be sent to candidates invited to interview.
- Documentary evidence of identity that will satisfy DBS requirements such as a current UK Photocard driving license and/or a current passport and/or a full birth certificate
- Documentary proof of address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing a change of name
- Original certificates confirming any educational or professional qualifications that are necessary or relevant for the post
- Evidence that you have the right to work in the UK
- Please note that originals of the above are necessary. Photocopies are not sufficient.

Candidates will be asked to account for any gaps in their employment and to address any discrepancies or anomalies in their application form. We will require information in accordance with statutory guidance for anyone who has worked or been resident overseas in the previous five years. We will seek references on longlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.