



Recruitment Pack English 121 Tutor

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

Outcomes Focused, Child Centred



The Principal's Welcome

Opened as an Academy in March 2015, Northern Education Trust Kirk Balk Academy boasts some of the best facilities in the country.

Thank you for your interest in joining Kirk Balk Academy. This is a truly unique opportunity to play a key role in shaping the provision of secondary education and lifelong learning opportunities within Barnsley. Opened in March 2015, Kirk Balk Academy is one of the best resourced schools in the region, set within a multi-million-pound new build campus.

Our staff are committed to the academy vision and share our commitment to place the needs of individual learners at the heart of our work. Together, we are entirely **Outcomes Focussed and Child Centred** and understand completely that we are only as good as our last set of results.

In 2019, we achieved our best-ever GCSE results. A staggering 75% of students overall achieved a pass in English and Maths, demonstrating a good improvement on last year's results. In addition, 56% of students achieved a strong pass in both English and Maths, much higher than the national average. Our results are comfortably amongst the best in the region.

We believe Kirk Balk Academy provides the perfect environment to bring out the very best in our young learners and we are very proud of what we have achieved so far on our journey. All new members of staff joining us are central to our success. They will drive and accelerate the outstanding provision we offer to this community. We want our young people and their families to develop a love of learning; we want them to value learning, learn how to learn effectively, be excited by learning and develop a desire to continually learn throughout their lives – and we understand for this to become a reality year on year, we need the very best people to join our staff team.

Introduction to Kirk Balk

Kirk Balk Academy is an 11-16 mixed comprehensive academy situated in Hoyland, approximately six miles south of Barnsley. It serves the communities of Hoyland, Hoyland Common, Elsecar, Platts Common, Blacker Hill, Jump, Birdwell, Pilley and Tankersley, which were traditional mining villages before pit closures. Hoyland village has a small shopping centre and covers an area of about three-square miles, with a population of approx. 17,000.

There has been relatively little social movement or change in the areas and consequently there is a strong feeling of continuity and identity. Children are likely to have had parents and even grandparents who also attended Kirk Balk.

Kirk Balk has good rail and road links, and is within easy reach of Sheffield, Huddersfield, Leeds, and Wakefield, located minutes from J36 of the M1 motorway. There are beautiful country areas and parks within a short distance, the Peak District and other parts of Yorkshire are easily reached. Kirk Balk is proud of our tradition of encouraging young people to succeed not only in the classroom, (where examination results have steadily improved over the last decade), but also in other spheres including Sport and the Arts.

Eight years ago, Barnsley initiated a re-organisation of its secondary stock, with some schools merging and all becoming new builds. Kirk Balk has stayed within its locality and simply moved into a new building in April 2011. The building took the staff, head teacher, local officers and architects over three years to plan, and a further 20 months to complete.



With every room and facility purpose built, Kirk Balk is a great environment in which to teach and work. Over £30 million has been invested in making a bright building that gives the local community every chance for success. The spaces in the building provide opportunities to teach in rooms that are larger than the average classroom, with Interactive Whiteboards providing scope for multi-user kinaesthetic learning at a touch.

There are a number of specialist areas in the building including a four-court sports hall, a super lab, ICT suites, 2 drama studios, a lecture theatre, a construction centre, an industrial engineering room, a catering kitchen and spaces to allow students to study independently.

Northern Education Trust

Kirk Balk converted to an Academy on 1st March 2015. The sponsor is Northern Education Trust.

Northern Education Trust is a not-for-profit education charity who are the sponsors. They are developing into a nationally recognised and trusted academy sponsor with an excellent reputation. They have vast experience of school improvement and have in addition a wide range of expertise and specialised experience to call upon, having access to the FE, University, private and voluntary sectors as well as schools and local authorities. Northern Education Trust will provide direct expertise and support on curriculum development, teaching and learning, leadership and organisational effectiveness and performance management.

Our Vision and The 10 Values which Underpin Our Vision:

Our Vision

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

‘Outcomes Focused, Child Centred’

The 10 values which underpin our vision:

1. We care passionately about the education and welfare of young people
2. We believe that all young people, irrespective of background or ability will be successful in our Trust (please refer to Equality & Diversity Policy)
3. We are not and will never be selective. We believe that local schools are for all children
4. We are always inclusive. Our mechanisms to support the most vulnerable child to succeed and overcome barriers to learning are a key aspect of our work
5. Our approach to education recognises that outcomes are paramount and also allows children to gain experiences and values which prepare them fully for life in modern Britain. This includes workplace skills and appropriate advice for future progression
6. We have high expectations of behaviour
7. We adopt the local authority admissions protocol and work closely with them
8. We would always wish to act in such a way that has a positive effect on a neighbouring school or community. We care passionately about children in all schools, not just our own
9. That all employees act with integrity and embrace the value that ‘we are the Trust’
10. We work regionally and nationally to develop approaches to MAT improvement that influence the wider school-led system

We have an ambition to move towards being a ‘world class’ organisation and by this we wish to:

1. Outperform ourselves every year, not only in terms of examination results but in every service we offer
2. Commit ourselves to continuously improving towards excellence
3. Delight students and parents who will be life-long advocates for our Trust
4. Work in collaboration with key stakeholders, all of whom will be advocates for our Trust
5. Be innovative and develop new ways to improve the lives of our students and colleagues
6. Have outstanding leaders within our Trust who create more leaders
7. Have everyone feel that they ‘own’ the organisation, whether it be a student or a colleague
8. Ensure that our operations are flawless, including our planning systems so that scarce resources can be managed effectively
9. Ensure communications and feedback are transparent, easily understood and supportive to help everyone reach their full potential

Further details about the work of the Northern Education Trust can be found at northerneducationtrust.org

Staff and Students

The Academy is part of an Executive Arrangement with Ms Jo Nolan, the Executive Principal, overseeing the work of other NET academies, including Kirk Balk Academy.

The leadership of Kirk Balk Academy is undertaken by the Principal, Mr Dean Buckley who is supported by Mr Richard Whitfield (Vice Principal), Mr Martin Davies (Vice Principal), Mr Gilder (Acting Vice Principal), three Assistant Principals (Mr Moore, Mrs Craddock, Mr Gates) and three Associate Assistant Principal (Miss Halliday, Mr Dransfield and Mrs Allen). These colleagues, alongside the Business Manager – Erica Jackson, complete the Senior Leadership Team.

The staffing structure and curriculum are constantly being reviewed but departments are primarily suited in faculties, with TLR holders supporting the Heads of Department. Currently, non-teaching 'Learning Managers' leaders help support the well-being and pastoral development of all students.

There are currently 1137 students on roll. The admission number for each year group is 270. The vast majority of our students live in the local villages, come from a wide range of backgrounds and cover the full range of ability – a truly comprehensive intake. The students are biddable and attendance is very good.



“The executive principal and the principal have an unwavering focus on improving the school further. Their key priorities and clear plans are improving outcomes and raising standards.”

Ofsted Report 2017

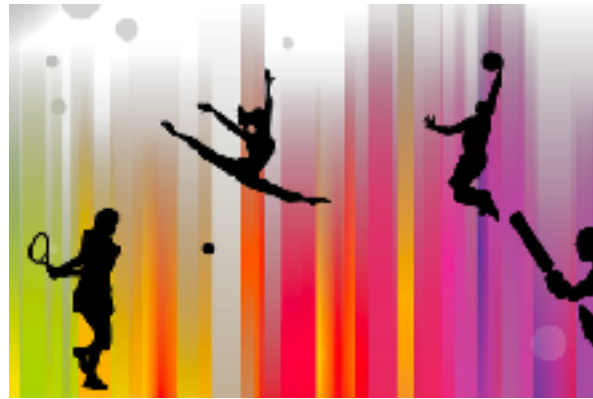
Enrichment

The Academy runs a full and comprehensive 'Enrichment' package to further the opportunities for all students to participate in a variety of after-school activities. In fact, we have redesigned our school day to finish at 2.30pm to allow for activities to take place every evening and for the students to still be able to get home safely.

Activities include very successful sporting clubs such as Netball, Football, Rounders etc, and also a wide variety of activities offered by curriculum departments across the Academy from Science STEM clubs to German film clubs.



ENRICHMENT



Graduation

At the end of Year 8 students who have met the required criteria are able to graduate into the Upper School ready to complete their KS4 courses. We have a grand celebration at the end of the year, and parents, as well as local VIPS and dignitaries, are invited in to share in the successes of our students for the Graduation Ceremonies.



The Application Process

All details, including the Application Form, Job Description and Person Specification can be found on our academy website: kba.northerneducationtrust.org

We would expect that all prospective candidates spend some time reviewing our website where a vast array of further information about our college exists. However, should you require any additional information about this post or would like an informal discussion/visit, please contact Michelle Pedler, PA to the Principal, on telephone number 01226 742286 or email kirkbalkhr@northerneducationtrust.org.

Informal visits are welcome before the closing date – please see the specific job advertisement for further details. For further information and an application pack for the post, please contact Michelle Pedler as above.

To apply, please email your completed application and recruitment monitoring form to kirkbalkhr@northerneducationtrust.org or send in the post for the attention of Michelle Pedler, Principal's PA.

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt. A letter will be sent to shortlisted candidates with details of the interview process.

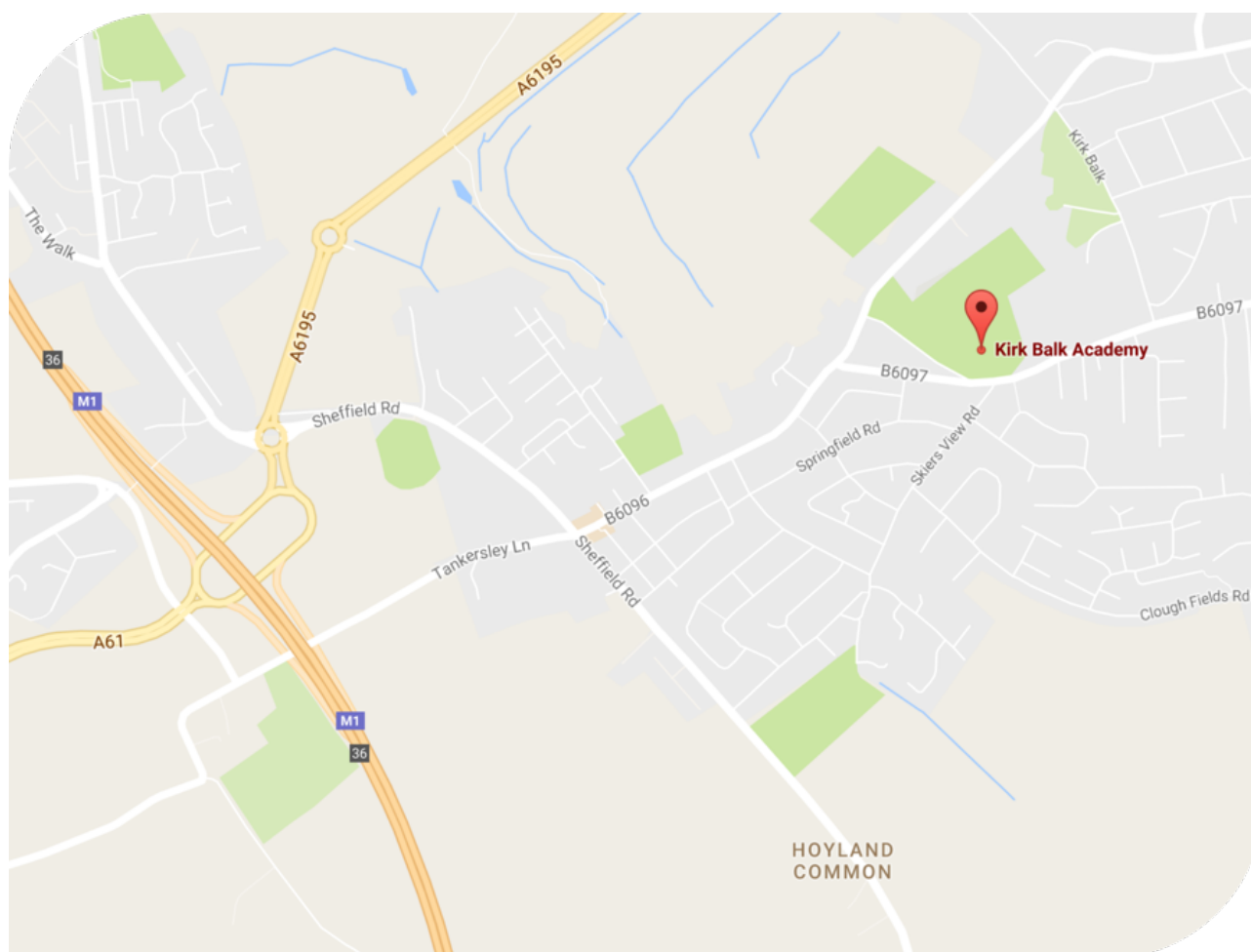
If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Kirk Balk is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is, therefore, subject to a satisfactory enhanced Disclosure and Barring Service application. We are an Equal Opportunities employer with excellent CPD provision.

If you have any queries on any aspect of the application process, or need additional information, please contact Michelle Pedler (PA to the Principal) on 01226 742286 or by e-mailing kirkbalkhr@northerneducationtrust.org



Where to find us



Directions to the Academy

From Junction 36 of the M1 motorway, at the initial roundabout follow signs to Barnsley. At the second roundabout take the turning towards Hoyland [A6135]. You will pass a Jet petrol station on the left and a Primary School on your right. After the pedestrian crossing, turn left at the traffic lights. You will pass the Co-op supermarket on the left. Continue on until there is a right-hand turn as the road bends to the left. Take this turn that is again signposted to Hoyland. You are now on West Street. As you approach the College, there is the Hoyland Leisure Centre and a bus stop shelter on the left. Turn left into the car park that we share with the Leisure Centre and then sharp left up the drive to the College and into a further car parking area.

JOB ADVERT -121 English Tutor

Required for 2019 at Kirk Balk Academy. We would like to present you with a truly exceptional opportunity to join our highly performing English department.

Approximately 15 hours per week – Flexible working arrangement between 11:30am and 2:30pm

Salary £25 per hour for those with Qualified Teacher Status (QTS) or equivalent or £15 per hour for non QTS

Northern Education Trust Kirk Balk Academy seeks applications from outstanding applicants with integrity, imagination and energy for this rewarding role.

Northern Education Trust Kirk Balk Academy believes that all students, regardless of background, deserve the best possible education and outcomes.

We are seeking to appoint a committed individual(s) to work as part of a dedicated team of staff. We seek someone who can effectively support selected students through individually tailored programmes of One to One tuition in English.

We welcome applications from people who:

- hold qualified teacher status, or are a qualified HE or FE teacher; or
- are able to demonstrate a track record of effective teaching; or
- are able to demonstrate that they can work with individual pupils to progress their learning in English; or
- have subject specific knowledge of English at key stage 4

Applications can be downloaded from this page. Further details of the post can be obtained via email to

kirkbalkhr@northerneducationtrust.org.

Closing date: 9:00 am Friday 13th September 2019

Interview: Likely to take place week commencing 16th September 2019

JOB DESCRIPTION – 121 Tutor

Accountable to: Director of Subject/Head of Department.

Grade: £25 per hour for those with QTS or equivalent
£15 per hour for non QTS

Overall purpose of the post:

- Carrying out the professional duties of a tutor as circumstances may require and in accordance with Trust policies, under the direction of the Principal.
- Promoting the achievement of high standards through effecting mentoring, teaching and learning within subject area, preparation and evaluation
- Being central in the delivery of the ECM agenda, paying regard to the provision of personalisation for students.
- Modelling the vision and values of the Trust.
- Being part of the team of Kirk Balk Academy
- Receiving and acting on feedback to build on the strengths and improve personal performance within the Academy systems.
- Recognising, promoting and celebrating diversity.

Main duties and responsibilities:

- Deliver intervention programs to individuals preparing relevant and appropriate learning experiences in conjunction with the Department staff.
- Discuss reasons for underperformance with students, through interview.
- Assist in the development of suitable intervention material.
- Keep a log on students who undertake intervention and assist on the recording and reporting procedures.
- Liaise regularly with the Head of Department and teachers to inform them of progress and provide relevant feedback.
- Support exam revision sessions as required.
- To attend English departmental meetings as required.
- To work with other professionals such as Learning Managers and Teaching Assistants to support students.
- To comply with the Trust's Child Safeguarding Procedures including regular liaison with the Academy's Designated Child Safeguarding Person over any safeguarding issues or concerns;
- To comply with the Trust policies and procedures at all times.
- Undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.
- To assist in the development of appropriate lesson plans, resources, schemes of work and teaching strategies in numeracy.
- To contribute to the Curriculum Area's development.
- To plan and prepare 1-2-1 lessons.
- To report on the individual pupil's progress, achievement and attendance.
- To take part in the academy's staff development programme by participating in arrangements for further training and professional development as required.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.

PERSON SPECIFICATION – 121 Tutor

Qualifications	Essential	Desirable
Qualified Teacher Status		✓
Graduate in English (or related area)		✓
AS/A2 level in an English subject	✓	
Willingness and ability to obtain and/or enhance qualifications and training for development in the post.	✓	
Experience	Essential	Desirable
Experience of working in a school environment.		✓
Experience and knowledge of issues affecting students and young people and how to offer supportive assistance		✓
Skills	Essential	Desirable
Ability to support students with English work up to GCSE level	✓	
Excellent communication and listening skills	✓	
Ability to respect and maintain confidentiality	✓	
Working knowledge of standard computer packages (word processing, email and spreadsheets)	✓	
Good time management and organisational skills	✓	
Ability to work with students and have a real interest in the issues faced by this age group	✓	
Other	Essential	Desirable
Satisfactory Enhanced Disclosure & Barring Service Clearance	✓	
Commitment to safeguarding and the ethos and values of the Trust	✓	

The post holder will require an enhanced DBS check if offered the position. (Kirk Balk Academy will arrange).



Kirk Balk Academy

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Barnsley
S74 9HX

Kirk Balk Academy is a Northern Education Trust Academy.
Northern Education Trust is a company limited by guarantee registered
in England and Wales. Company number 07189547
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