








Class Teacher

Application Pack

Phoenix Academy,
Walsall, West Midlands

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01. About Academy Transformation Trust

We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.

02. Phoenix Academy Information

Phoenix Academy supports primary age pupils who have a range of social, emotional and behavioural difficulties. We have a clear ethos which promotes the Every Child Matters agenda and strong sense of Community.

We want our children to develop an enquiring mind, become independent, life-long learners and achieve individual goals to reach their unique potential. We believe it's important that they are self-motivated and able to listen to the views of others.

At Phoenix Academy, we help children be respectful, well-mannered and tolerant citizens of the local and wider community.

Pupils at Phoenix Academy are encouraged to have tolerance of difference - either religious or other - through a broad and balanced curriculum and through assemblies. They are taught to have respect for the law and British institutions and about personal and social responsibility and freedom within the rule of Law.

Phoenix Academy aims to prepare its pupils to become tolerant and law abiding citizens with respect for themselves, others and the British community as a whole.

As an academy, we want to ensure that the new curriculum is exciting, enjoyable and challenging. Therefore, we have introduced a new Thematic Curriculum with a new topic being introduced each half term. Using a thematic approach will support this vision while still being skill based and knowledge supported.



03. Job Description

Classroom Teacher

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Principal, in consultation with yourself, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Key responsibilities are:

- > to embrace our vision
- > to engage with a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- > to engage with a culture and systems which ensure that safeguarding and child protection are of the highest priority
- > to engage with and implement all policies and procedures, including providing feedback for continuous improvement of policies and procedures as appropriate
- > to create and deliver lessons that are at least Good, and strive towards Outstanding
- > to ensure that pupils are offered world class 21st century learning opportunities
- > to support the development of our family of academies
- > to undertake adhoc duties as required.

03. Job Description

Overview

The successful candidate will:

- > work collaboratively within the academy and with other Trust academies to enhance the whole network
- > engage with a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > continue to transform the quality of teaching and learning by creating and delivering lessons that are at least Good and strive for Outstanding, including the use of effective differentiation within lesson
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.

Pupils

The successful candidate will:

- > ensure pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > identify pupils who require interventions in collaboration with colleagues
- > create and deliver tailored lessons that lead to improved outcomes for pupils
- > engage and build effective working relationships with pupils
- > plan and deliver opportunities to develop the social, emotional and cultural aspects of pupils' learning
- > organise and manage groups or individual pupils; ensuring differentiation of learning needs, reflecting all abilities
- > ensure the academy's Behaviour Policy is implemented effectively.

Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, with the Principal setting an example in terms of professional standards and leadership.

Other

The successful candidate will:

- > maintain links with organisations
- > liaise as necessary with other recognised bodies or agencies in the furtherance of the academy's needs or those of any child, employee

04. Person Specification

Class Teacher – Primary Academy



Key responsibilities

At the academy, we strive to achieve excellence and to be judged an outstanding academy. In order to maintain the high standards and build on success of the academy, you will need to:

- > champion a culture of high expectations and aspiration so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > support the continued transformation of the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"> • 5 GCSEs (A* to C) including Maths and English – or equivalent • Undergraduate degree 	<ul style="list-style-type: none"> • Held variety of roles and responsibilities within a primary school/academy • Qualified teacher status
Experience of	<ul style="list-style-type: none"> • being a 'good' classroom teacher • working with children with a variety of needs • linking with statutory agencies 	<ul style="list-style-type: none"> • being an Outstanding classroom teacher • successful experience as a Primary Teacher within a UK SEMH school/academy
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children and young people • Up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people • Co-operation and collaboration with relevant agencies to protect children 	<ul style="list-style-type: none"> • Relevant safeguarding training/qualifications
Teaching and Learning	<ul style="list-style-type: none"> • demonstrates good understanding of the principles of effective teaching and learning in all phases • has good and current knowledge of all curriculum requirements and can implement, monitor and support these effectively 	<ul style="list-style-type: none"> • has a track record of securing high standards and at least good progress for all pupils • is an outstanding classroom practitioner within a similar educational environment

04. Person Specification

	<ul style="list-style-type: none"> • embraces the use of new and emerging technologies to enhance and extend the learning of all students • has a good understanding of assessment and how it can be used to improve pupil progress, including SEN pupils • effective and systematic behaviour management, including of SEN pupils, by using clear boundaries, sanctions, rewards and praise • is committed to continuous learning including professional development 	<ul style="list-style-type: none"> • has a track record that demonstrates the very best quality of teaching and learning for all pupil groups, particularly SEN and vulnerable pupils
Developing self and working with others	<ul style="list-style-type: none"> • can contribute to a culture of high expectations for self and for others • can review own practice, set personal targets and take responsibility for personal development • can manage own workload to allow appropriate work/life balance • can maintain confidentiality • can articulate and understand current educational issues 	<ul style="list-style-type: none"> • can demonstrate a proven track record of developing self within an educational context • can show resilience in the face of challenge • has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect
Managing the Organisation	<ul style="list-style-type: none"> • Has the ability to articulate and communicate the vision and values that make the academy unique • Has the ability to secure high levels of engagement from all stakeholders which enable excellent pupil achievement 	<ul style="list-style-type: none"> • Proven track recording of supporting school improvement
Personal Qualities	<ul style="list-style-type: none"> • highly approachable, very grounded and makes sensible judgements • excellent critical thinking skills; has intellectual curiosity and rigour • strong interpersonal and communication skills • demonstrate resilience in and EBD environment 	



05. How to apply

Phoenix Academy,
Walsall, West Midlands

Status:

Full time and Permanent

Salary: Teachers Main Pay Scale point 1 to 6

£23,720.00 - £35,008.00 per annum

+ SEN Allowance (£2,149.00)

Closing date: 21st February 2020 at midday.

Interviews: TBC

Start Date:

As soon as possible

Visits to the school:

Candidates are encouraged to visit the academy and can do so by contacting the academy office on:

T: 01922 712834

E: postbox@phoenix.attrust.org.uk

Applying

Please apply by visiting:

www.academytransformationtrust.co.uk/vacancies and complete the online form.

Forward as one. Improving Education Together.

Address:

Academy Transformation Trust
Suite 413
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95 Spencer Street
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B18 6DA

Visit:

academytransformationtrust.co.uk

Call:

0121 794 7275

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