

The appointment of  
**Teacher of Citizenship and Personal  
Development**

*Required for September 2018*



Thank you for requesting information regarding the post of **Teacher of Personal Development** at Chelsea Academy. We hope that the enclosed application pack, along with the Academy's website, gives you all of the information that you need to help you apply for a post here. Chelsea Academy is a great place to work and visitors often comment on the excellent behaviour of our students, the friendliness of our staff and the fantastic Academy building. Our aim is simple; to provide the best quality education for all the students that attend the Academy, to produce happy and employable young people and to become one of the best schools in London. If you would like to join us on that journey, then we would love to hear from you.

We are currently graded outstanding by Ofsted and SIAMS, a World Class School and are a member of the Leading Edge network. In the summer we achieved our best ever GCSE and A level results in terms of both progress (top 10% nationally) and attainment. However, we are much more than a successful, academically focused school. We believe in educating the whole child and our Christian values of joy, perseverance, servant leadership, charity and forgiveness underpin everything we stand for. It is important that all of our staff, whether they are teachers or not, work closely with our young people and ensure that they are successful in all that they do. We are looking for staff who will always go the extra mile for our young people and believe that education happens both in and out of the classroom.

Chelsea Academy is a great place to work (we are one of the few schools in the country with Investors in People Gold), our staff are friendly and supportive and we offer a whole range of professional development opportunities no matter what stage you are at in your career. We want all of our teachers to be outstanding and so offer unrivalled professional development and support. This includes a CPD session every week (including opportunities to regularly visit other schools for newly qualified teachers) and a thriving in house Lead Practitioner team that coach and support staff across the Academy. Through the Chelsea Academy Way for Learning we have a simple, flexible and consistent way of developing outstanding teaching. Most of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We offer internal and external training through NPQML, NPQSL and Teaching Leaders - your professional development is important to us. Academy staff have access to a wide range of benefits these include a private healthcare package, 24 hour GP service, physiotherapy and a confidential well-being support line as well as a laptop and free lunch.

We are a diverse inner city, science specialist academy based just off the King's Road in Chelsea and are co-sponsored by both the London Diocesan Board for Schools and the Royal Borough of Kensington and Chelsea. Chelsea Academy combines traditional educational values and high academic and behaviour standards with an innovative approach to learning and teaching. The Academy's specialism is the sciences, and as such we have strong links with local organisations such as Imperial College, The Science Museum and Chelsea Physic Garden. As a Church of England sponsored academy we welcome staff, students and parents from all faiths but expect all employees to have regard for our Christian values that are demonstrated through the taught and non-taught curriculum.

The Academy is seeking to appoint a highly motivated, innovative and well-qualified Teacher of Personal Development who has the ability to teach Citizenship up to GCSE. The successful candidate will be committed to maintaining a consistently high standard of learning and teaching to help ensure that this continues to be a truly outstanding school.

In particular, candidates should have:

- An excellent track record teaching at GCSE, where possible, demonstrated through exemplary examination results
- The ability to teach Citizenship up to GCSE level
- The capacity to contribute to the development of the Academy's Christian ethos

- The ability to inspire and motivate others
- High expectations of students in terms of learning, achievement and behaviour
- Enthusiasm for developing innovative approaches to learning, teaching and student participation
- A clear understanding of the latest curriculum and pedagogical developments in Citizenship

**Applications from NQTs are welcome and will be considered.**

Please visit our website for an application form that needs to be completed and returned to the Academy. Sorry but we do not accept CV's. The deadline for applications is **Wednesday 18th April 2018 at 12pm. Interviews will take place on Tuesday 24th April 2018.** It will assist the shortlisting process if applicants can address directly the criteria in the person specification in their supporting statements.

If you have any further questions about this post, then please feel free to contact Anisha Yatally (HR Advisor) on [recruitment@chelsea-academy.org](mailto:recruitment@chelsea-academy.org) who will put you in contact with the relevant staff member. Visits to the Academy and / or requests for informal discussions with the Principal are welcome and can be arranged by Anisha. Please note that Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people.

#### **Equal Opportunities and Safer Recruitment**

Chelsea Academy is an inclusive employer. We welcome applications from suitable candidates no matter their gender, race, religion, sexual orientation, or disability, however, we do expect all our staff to note and follow our Christian ethos which is outlined on our website. Please note that Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to satisfy successful references, an enhanced police / Security Disclosure and Barring Service (DBS) check and right to work in the UK prior to starting employment with the Academy.

If you want to work in a happy, purposeful inner city academy with a strong Christian ethos and commitment to helping every student go on to university or meaningful employment, then we would welcome your application.

Yours faithfully

**Matt Williams**  
**Principal**

## **CURRICULUM AREA OVERVIEW - PERSONAL DEVELOPMENT**

Every student studies Personal Development for one hour a week in Key Stage 3 and two hours a week at KS4 in year 9. Students also have the option of choosing GCSE Citizenship and we currently have a cohort on track for completing the revised GCSE Citizenship exams in 2018 as well as a healthy cohort in year 9.. Citizenship and PSHE continues into years 10 and 11 and helps student development and works alongside the academic curriculum. There is a significant focus on career progression and helping students to prepare for the up and coming challenges post-16.

In the design and teaching of the Personal Development curriculum we strive to provide our students with the knowledge and understanding to make informed choices about their bodies, relationships, health, politics, consumer choices and careers. Our vision is that every student has the necessary interpersonal and leadership skills and moral commitment to lead the way in their communities as active citizens.

Christian values of social justice and reconciliation are embedded in our curriculum. We aim to instil inside every young person a concern for community cohesion, protection of the environment and a lifelong commitment in championing the voice of the most vulnerable of their fellow citizens. Above all our curriculum will adapt to the needs of our students to ensure they develop the life skills necessary for life and work as a 21st Century global citizen and that they feel confident to leave the Academy as socially, emotionally, politically and financially literate young adults.

Personal Development plays an important role in the wider life of the Academy, from community events such as the Year 7 World Fair, Harvest collections, charity donations, and events as well as Academy themed events, examples include LGBT QA focus month in february, Black history Month, Children in Need Day, careers days for Year 8 up to Post 16, which helps student development beyond the standard subject provision. Outside agencies play an important part in enriching the curriculum and Academy life.

The successful applicant will have an exciting challenge in contributing to the development of the Citizenship and PSHE curriculum within the Academy. Our priority for the department is further development of good examination results and planning for the new curriculum changes of the new GCSE Citizenship course. Ensuring standards in teaching and learning and behaviour are outstanding is always a key priority for any curriculum area and whilst Personal Development has many examples of outstanding lessons and behaviour management, we are always striving to improve learning for our students.

### **KS3 Curriculum for Personal Development**

	Year 7	Year 8
HT1 Ourselves	Knowing Myself & Understanding others	Self-image and adolescence
HT2 Our Academy	Understanding Democracy	Managing risk as a teenager: alcohol and drugs education
HT3 Our Community	Healthy communities and the wellbeing factors	My work values, skills and interests

HT4 Our World	Get Global: the World Fair	Careers research project
HT5 Our Faith	Conflict Resolution	Youth justice and crime in the community
HT6 Our Future	The Real Game; introduction to careers and personal finance	Loved Up! Introduction to Relationships and Sex Education

#### **KS4 Curriculum for Personal Development**

	Year 9
HT1	Human Rights and Rights and Responsibilities ( LGBT Rights)
HT2	Democracy, Personal Finance
HT3	Identity and Diversity, The UK's Place in the World
HT4	Legal System, Relationships & Sex Ed.( Consent)
HT5	Community Involvement, Work Related Learning
HT6	Emotional Health & Wellbeing

#### **KS4 GCSE EDEXCEL GCSE Citizenship**

	Year 9
HT1	Human Rights
HT2	Structures of Politics
HT3	The UK Criminal Justice System

HT4	The Global Community
HT5	Identity and Diversity
HT6	The Economy, Finance and Money

	Year 10
HT1	A- Living Together in the UK
HT2	A- Living Together in the UK
HT3	B- Democracy at work in the UK
HT4	A- Democracy at work in the UK
HT5	B- Law and Justice
HT6	C- Law and Justice

	Year 11
HT1	D- Power and Influence
HT2	E- Citizenship Action
HT3	Revision
HT4	Revision
HT5	Revision
HT6	Revision



## **Teacher of Personal Development (Citizenship and PSHE)**

### **Job Description**

#### **Reporting**

Subject Teachers will report to their Curriculum Leader.

#### **Job Purpose**

- To teach, plan and mark work in the assigned subject area.
- To support and contribute towards the Academy vision through professional working and management
- To help secure the success and ongoing development of the Academy, ensuring high standards of learning and achievement for all students within a specific Curriculum.
- To help establish and maintain productive relationships with parents and carers and others who support the Academy in various capacities.
- Together with the Leadership Team and Curriculum Leader, to establish and develop the Academy's values and distinctively Christian ethos within an inclusive, multi-faith community.
- To work with flexibility, resourcefulness and initiative, undertaking any duties necessary at the reasonable request of the Principal.

#### **Key Tasks will include the following:**

1. To ensure high standards of learning and teaching and academic attainment and progress for all students within the curriculum area.
2. To support the development of a curriculum and plan for a curriculum area that enables student progress and development.
3. To implement an effective assessment system within the curriculum area in question.
4. To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
5. To take a significant part in the development, delivery and the promotion of the Curriculum Area.
6. To assist in the management of the resources of the curriculum within the limits of the delegated budget and in accordance with the Academy's financial procedures.
7. Along with the Curriculum Leader, to devise and implement quality assurance systems, including regular learning observations.
8. To contribute to the co-ordination and implementation of the Academy's enrichment curriculum.
9. To help develop systems that facilitates effective and inclusive support, mentoring and guidance for Academy students.
10. To undertake and support subject-specific staff training and professional development within the curriculum area in question.
11. To support the development of the use of ICT within the curriculum area.
12. To contribute to the Academy Development Plan and self-evaluation processes as required.
13. To network with teachers in other schools in order to identify and build on best practice.

### **Person Specification**

**Successful candidates are likely to be able to give evidence in support of all or most of the following:**

#### **Professional Skills and Experience**

1. Possess a good degree and QTS.
2. Be an excellent teacher with the ability to inspire students in their learning.
3. Show evidence of continued educational professional development.
4. Have experience or be able to demonstrate an aptitude for working in a comprehensive, urban and multicultural environment.
5. Demonstrate success in raising attainment, achievement and standards of learning and teaching.
6. Have some understanding of wider school leadership issues.
7. Have the ability to make accurate judgements with regard to the quality of learning and teaching and student progress.
8. Have an enthusiasm for developing innovative approaches to learning, teaching, mentoring and guidance.
9. Have experience of working in a school with a distinctive Christian ethos or the ability to articulate how such an ethos could be developed and the capacity to contribute to this.

#### **People, Relationships and Communications**

1. Be personally committed to developing a distinctive and inclusive Christian ethos in the Academy.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have relentlessly high expectations of students in terms of learning, achievement and behaviour.
4. Have a commitment to developing opportunities for student voice, leadership and participation, both within and beyond the classroom.
5. Share the Academy's vision for effective one-to-one and small group coaching in the year group system
6. Have qualities which earn the trust and respect of students, staff, parents and governors.
7. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
8. Possess outstanding written and verbal communication skills.
9. Have the ability to relate positively to parents and other stakeholders and engage them successfully in the life of the Academy.

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