

Consilium Academies Recruitment Pack

2nd in Department for English

Moorside High School





Welcome from the Headteacher

Dear Candidate,

Thank you for the interest in working at Moorside High School; this is potentially the first of many exciting steps working together.

Moorside is a fantastic school and I believe it is our job to ensure that our students leave us ready to not only contribute, but to shine in what is a very competitive and challenging world around us. Moorside High School is part of Consilium Academy Trust, Consilium are a trust that believe every student has the right to a world-class education and the chance to succeed.

Candidates will be ambitious, passionate about their subject and determined to make a real difference. In return, we offer state-of-the-art facilities as part of the Moorside Campus, free car parking on site, use of the fitness suite and to work within an environment of mutual respect for wellbeing. As a leader, I am extremely passionate about staff wellbeing and seek to work with staff where possible to ensure this is always a priority.

I sincerely hope you have been excited by the information relating to the role and look forward to receiving your application.

Thank you again for your interest, the future of Moorside High School is very exciting!

Kind regards

Mr C R Davis
Head Teacher



About the School

Moorside High School is a co-educational academy, part of Consilium Academies, based in the Swinton area of Salford, with approximately 1000 students on role. Our core values of *believe, achieve, succeed* make Moorside High an exciting place to learn.

It is our aim to deliver an outstanding educational experience to our students and prepare our young people for adult life. The Moorside learning community is one that provides opportunities for individuals to succeed, whilst providing the sanctuary of a family ethos. The vibrant and active nature of learning means that students are happy in the challenges and expectations they are faced with.

Prior to joining the Trust in April 2018, Moorside High School moved into a state of the art facility, perfectly suited to providing the education that young people in the locality deserve. We believe our new building leads the way technically and compliments the teaching styles embraced by our staff.

We have an obligation to ensure every student succeeds, be mindful of their individual needs and knowing they really matter. The “outstanding” care, guidance and support (Ofsted) provided, equips each student with the necessary attributes to become a successful learner and well-rounded, caring citizen of the world, so they can *believe, achieve and succeed*.

Our proven tradition of excellence is reflected by the fact many students have parents and grandparents who have already been part of the Moorside experience. It is through this fact that we are able to maintain our links with the community and reinforce the positive relationships that are so important to us.

Through our relationships we instil both resilience and an intrinsic motivation to become confident, well rounded members of society capable of meeting tomorrow’s challenges head on.

About the Trust

The Consilium Mission

‘Consilium Academies will provide an inclusive partnership within our Trust and with our communities, where lives are enriched by providing care, experience and opportunity, and where every student benefits from the same opportunities to succeed’

Consilium Academies Trust is a Multi Academy Trust of 8 schools based across 3 hubs in Salford, South Yorkshire and the North East of England.

Consilium Academies believes in inclusivity, both in the schools and communities we serve. We are committed to working with our academies to ensure that our ethos is realised on a daily basis. The lives of our young people should be enriched by care, experience and opportunity. This is achieved by;

- helping children and young people to succeed to their potential academically, socially and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff and students can grasp their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired and empowered to succeed;
- ensuring that all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a small central team led by our CEO, David Clayton. The team provide direct services to our schools as well as Trust level accountability, leadership and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of the trust.

We are aligning systems and processes throughout our school partnership and the input from our schools alongside the central team is therefore vital. The Trust works with its schools and academies in a supportive way that does not detract from the individual identity of a school.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS TO OUR EMPLOYEES:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 33 days annual leave plus bank holidays for all support staff (pro-rated for part time employees)
- 36 hour working week for all full time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day 7 days a week
- Access to an Occupational Health Provider
- Free membership to Perkbox with hundreds of exclusive perks and discounts available online and in store at many shops, gyms and restaurants
- Providing excellent CPD working alongside external experts such as “Ambition”
- Providing free parking on site for all staff
- We have many new build state of the art campuses
- We are a family of academies that are inclusive and embrace diversity
- Fleet Solutions Car Lease Scheme

About the Role

2nd in Department for English

Moorside High School

Start date: ASAP

Grade: MPS/UPS + 2b (£4,788)

Are you passionate about English and determined to make a real difference? We are looking to appoint an inspirational, dynamic and enthusiastic 2nd in English to join us.

We are looking for an outstanding teacher who is ambitious and wants to further their career. Candidates will have the drive and motivation to continually improve the department, whilst understanding the importance of developing a positive culture.

You will need to:

- Be ambitious in your determination to ensure all our learners achieve and develop their full potential
- Be inspirational in the classroom
- Be able to provide engaging and creative learning experiences for all pupils
- Be committed to assisting pupils in overcoming barriers to learning
- Have high expectations and a commitment to the wider school

If you feel you share our values, have the vision and drive for excellence and want to be part of an enthusiastic, dedicated and well-resourced team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

The closing date for applications is 9am Monday 30th November 2020

Interview dates to be confirmed.

Applications are invited from experienced staff with a proven track record and NQT's.

To apply please complete the online application form through TES or download the attached application form. We ask that all application forms are sent to Pauline.trueman@moorsidehigh.com

For any questions regarding this role please contact Joanna Dwyer at Joanna.dwyer@moorsidehigh.com or Pauline Trueman at Pauline.trueman@moorsidehigh.com

Consilium Academies and Moorside High School are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check.

The trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Job Description

Job Title:	2 nd in Department for English
Reports to:	Head of English
Based at:	Moorside High School
Grade:	MPS/UPS + TLR 2b

Main purpose of the Role

- To deliver a curriculum to students according to their educational needs, including the setting and marking of work.
- To assist and support student academic progress and emotional development.
- To work with colleagues as appropriate to raise standards of achievement and attainment.
- To support the Head of English
- To lead the development of the assigned curriculum.

Core Responsibilities & Tasks

Main Duties

- To maintain the highest professional standards as set out in the Teachers' Standards document.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.
- To be accountable for leading, managing and developing the curriculum area.
- To review, develop and refine schemes of work and encouraging links with other subjects where appropriate.
- To assess records and reports on the attendance, progress, development and attainment of students, and produce such records as are required.
- To monitor progress against the targets and ensuring appropriate action plans are in place where issues are identified.
- To provide and/or contribute to oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that English subject specialism are reflected in the teaching and learning experience of students.
- To use a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus.
- To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation or work and relationships.
- To set high expectations for students' behaviour and maintain a good standard of discipline through well focussed teaching, fostering positive relationships and implementing the schools Behaviour for Learning Policy.
- To set appropriate work for use by supply or substitute staff in the event of staff absence

Operational/Strategic Planning

- To assist in the development of appropriate syllabus, resources, schemes of work, marking policies and teaching strategies at Moorside High School.
- To contribute to the department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To be responsible for continuously improving the quality of teaching and learning within the department.

Staffing

- To take part in the school staff development programmes, by participating in arranged training for professional development.
- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To ensure the effective and efficient deployment of classroom support.
- To hold staff accountable for their teaching and outcomes.
- To work as a member of a designated team and to contribute positively to effective working relationships within the school.

Quality Assurance

- To help implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation within the department area in line with agreed school procedures; including evaluation against quality standards and performance criteria. To seek, implement modification and improve where required.
- To monitor and evaluate the teaching in the department, take the initiative in identifying strategies to support consistency of practice and be a lead practitioner in the team.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information to SIMS – registers, behaviour log etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communication and Liaison

- To communicate effectively with the parents/guardians of students as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communication in the school
- To take part in parents' evenings
- To work closely with the SENCO to ensure appropriate subject targets are set, and to match curricular materials and approaches to pupil needs.
- To contribute to the development of effective subject links with external agencies.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To lead the department to identify resource needs, and to contribute to the efficient/effective use of physical resources.
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of departments and students.

Pastoral System

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and wellbeing of individual students.
- To liaise with the Pastoral Team/Head of Year to ensure the implementation of the school's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons, and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files, and other reports.
- To alert the appropriate staff of issues/concerns/problems concerning students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents/guardians of students, and with persons/bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and citizenship, and enterprise according to school policy.
- To apply the Behaviour for Learning Policy so that effective learning can take place.
- To ensure that appropriate safeguarding procedures are in place and applied.

School Ethos and Other

- To play a full part in the life of the school community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example.
- To ensure that appropriate safeguarding procedures are in place.
- To participate in the school extra-curricular programme.

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or Academy.
- The Trust operate a no smoking policy.

Person Specification

	Essential/ Desirable	Method of Assessment
Qualifications		
Qualified Teacher Status; degree level or higher	E	AP/I/R
Honours Degree	E	AP/I
Awareness of current GCSE syllabus development	D	AP/I/R
Behaviour & Safety		
Suitability to work with young children	E	AP/I/R
Able to form and maintain appropriate relationships and personal boundaries with children and young people	E	AP/I/R
Emotional resilience in working with challenging behaviours	E	AP/I/R

Positive attitude and authority in maintaining discipline within both the practical and classroom environment	E	AP/I/R
Experience		
Able to enthuse, motivate and discipline students	E	AP/R/I
Experience of teaching across the full age and ability range of an 11-16 school	E	AP/R/I
Other Attributes	E	AP/R/I
Ability to teach to KS3 and GCSE	E	AP/R/I
To be committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them	E	AP/R/I
Enthusiasm to inspire in students a desire to learn and participate	E	AP/R/I
Ability to have the vision to plan ahead and to get things done	E	AP/R/I
Efficient manager and administrator	E	AP/R/I
Good, up-to-date, subject knowledge and skills	E	AP/R/I
Full working knowledge of the National Curriculum requirements for English	E	AP/R/I
To be able to work as a member of a team	E	AP/R/I
To be able to work effectively with pupils, staff, parents and members of the community	E	AP/R/I
To make a significant contribution to extra-curricular sports clubs	E	AP/R/I
Interest in innovation in the classroom including interactive whiteboard skills	D	AP/R/I
To be able to assist in the planning and organisation of school trips/visits	D	AP/R/I