

## The Dorcan Academy Lead Practitioner English



Closing date: Monday 11 December 2023 at noon

Pay Scale: Lead practitioner scale

Start Date: April 2024 or September 2024

Permanent Contract available

(Please note that this advert may close early if a suitable candidate is found before the closing date)

Would you like to join us on our journey to become an **outstanding** school of **first choice** at the heart of our local community? Do you **care** enough to want to make a **significant** difference to the lives of our amazing students? If so, we would love to offer you the exciting opportunity to join our highly dedicated staff as an outstanding lead practitioner within the English faculty.

The English Faculty is a strong team, including highly experienced teachers as well as new talented teachers to the profession. Over recent years results have been at or above National average in terms of attainment, but our students are capable of so much more. There is the opportunity to work with the Head of Faculty to significantly raise standards and increase progress within the department with a highly dedicated and talented team.

As lead practitioner you will have specific responsibilities focused on Faculty and school improvement (to be agreed) and you will play an integral role within our coaching programme. The successful candidate will be able to model best practice to other colleagues.

Our English curriculum is knowledge rich, ensuring students have access to the best literature, as well as being carefully sequenced to support the acquisition of highly developed language skills and the maximising of cultural capital for our students. We aim to foster a lifelong love of reading and our DEAR programme (Drop everything and read) is embedded into our school ethos. Successful students can articulate their ideas confidently in written and spoken English and respond to others' ideas with insight and compassion.

Every member of staff receives bespoke support and development through our in-house coaching programme as well as additional professional development opportunities to promote further progress and career enhancement. We are committed to challenging, supporting and developing staff and students to 'Aspire to Greatness' so that we become the best that we can be. In a recent survey 100% of staff said they were proud to be a member of staff at The Dorcan Academy with 96% stating that they enjoy working here. 96% said that they understood the vision of the academy.

We have been on a journey of improvement over the past seven years and in July 2022 were judged GOOD in all categories by Ofsted which is a major achievement. In our school students are ready to learn and 'low level disruption is rare'. Ofsted were impressed with the excellent behaviour of our students both in lessons and around the school. We pride ourselves on being an 'academy of opportunity' for all with excellent relationships.

As a member of staff you will be highly valued and will be supported to flourish within the English Faculty as well as the academy as a whole.

Although we don't boast a shiny new building, we do have excellent facilities, with a supportive, friendly school culture and ethos which is often commented upon by visitors.

**We will offer you:**

- ◆ A supportive and bespoke staff induction programme
- ◆ High quality professional development, including a first class Early Careers programme if you are an Early Careers teacher (Years 2 – 4)
- ◆ Additional non-contact time if you are an Early careers teacher
- ◆ Unrivalled support from the leadership team
- ◆ Excellent specialist facilities and resources
- ◆ Committed staff who 'go the extra mile'
- ◆ Motivated, enthusiastic students who are ready and eager to learn

The Dorcan Academy is an 11-16 academy situated on the eastern edge of Swindon with a comprehensive, challenging and enriching curriculum and a wide range of extra-curricular opportunities.

**Our vision** is to be an outstanding school of first choice at the heart of our local community. We aim to do this through our:

- 1) **Culture** - An inclusive school where everyone is valued, cared for and nurtured in an extraordinary way.
- 2) **Curriculum** - Students acquire 'powerful knowledge' and skills that prepare them fully for the world work and their wellbeing, delivered through outstanding teaching
- 3) **Character** - Students stand out as model citizens, showing kindness, respect and doing their best
- 4) **Community** - All stakeholders use their unique gifts and talents to serve others and enable them to flourish

At The Dorcan Academy **our ethos** is underpinned by the five principles of: **Belonging, Purpose, Aspiration, Perseverance** and **Achievement** and seek to develop in our students the character virtues of Honesty, Integrity, Compassion, Courage, Generosity, Gratitude, Personal Responsibility, Resilience and Self-Discipline.

Further information about the position and department can be found on the school website [www.dorcan.co.uk](http://www.dorcan.co.uk).

The Dorcan Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

To apply for the post, please complete The Dorcan Academy application form through TES or ETeach by the closing date.