Email: vacancies@bolderacademy.co.uk
www.bolderacademy.co.uk

January 2020

Dear Candidate,

Teacher of Maths
A Bolder Future Awaits – Teacher Application Pack

Thank you for considering Bolder Academy as the next step in your career. I hope this brief letter explains what we are about and why it is an exciting place to choose to work.

We are looking for a strong and enthusiastic Maths teacher to cover from a colleague taking shared parental leave in January and February 2020. Depending on the candidate there is a possibility of a permanent position.

The opportunities to be part of the Academy's history and to create a school that truly stands apart are significant: shaping the curriculum, sparking enthusiasm and excitement for academic learning and enrichment.

Bolder Academy is a new, mixed, non-denominational school which opened in September 2018. Set up by primary and secondary Headteachers of the London Borough of Hounslow to meet the demand for extra school places, we are already part of the community.

Extraordinary partnerships have been formed with key local businesses such as Sky resulting in a 'bold' education: a traditional, highly academic curriculum combined with brilliant extra-curricular opportunities.

Starting with year 7, we know every Bolder student and their family exceptionally well; strong relationships and great communication is the Bolder way.

Bolder Academy offers our students and our staff to shine brighter, to be bolder.

I look forward to meeting with you,

Heidi Swidenbank

Headteacher

The Bolder Way and You

Bolder Academy will be an exceptional place to teach. We know that by joining the team, at this stage, a Bolder future truly awaits you.

You

Creativity, innovation and imagination are at the heart of everything we do. We know that this can only be achieved if we look after our staff, you.

We will support you to be courageous and try new things, question traditional ways of 'doing school', and encourage you to grab opportunities and take risks. We'll support you every step of the way.

We want all our staff and students to find their voice and express themselves.

NQTs as well as experienced teachers are welcome to apply.

Our commitment to you:

- **Providing flexibility:** You will benefit from an early finish every Friday.
- **Putting what matters most above all else:** We have the highest expectations of our students and our staff. We recognise that unnecessary burdens, bureaucracy can get in the way and must be removed if we are to achieve great things. Say goodbye to meetings: 'agenda item 1: meeting for the sake of meeting.' Say hello to assessment systems which are workable, efficient and, above all, designed to have the most impact on students and support staff well-being.
- **Integrity, care and support:** There is a small cohort of students and their parents and a small but, perfectly formed group of staff. This means there is a warmth, a friendliness. We recognise and praise when things go well, support when things don't quite work out.
- **Time:** With a longer day for students (Monday to Thursday finishing at 4.15pm) there will be no expectation on you working in the evening. You will be given the time to do your day job in the day.
- **Pay:** Bolder's pay scales benefit from the Outer London uplift.
- **Career Progression**: We are ambitious not only for our students but for our staff. Joining the Academy in its early stages, will provide you with all the experience and skills for you to make your next career move. You will make an impact, you will make a difference, you will contribute to the creation of Bolder Academy.

- **Professional development, coaching and mentoring**: Bolder's professional development budget and the opportunities on offer are substantial. Each member of our staff can choose to be coached and mentored, allowing you to develop skills, career goals in areas of most interest to you.

- **Working environment**: Our state of the art building, due to open in 2020, provides the perfect environment for all to learn, teach and succeed.

- **An easy commute:** In our first two years our Academy is located at 390 London Road, Isleworth, Middlesex, TW7 5AJ. It highly accessible - a 2 minutes' walk from Isleworth Station (35 mins from central London.). From 2020, the new building is a 10-minute walk from Syon Lane station, the stop before Isleworth.

The Bolder Application

"We need a different kind of education, one that combines deep thinking (head); growth, character and dialogue (heart); and an ability to solve problems, generate ideas and engage in the world (hand). School should be, above all else, a place of learning in all its expansive complexity: learning how to think, learning how to live, learning how to create." Peter Hyman, School 21

Creating a different kind of education, a bold future, for our staff and students, requires a certain type of teacher. Undeterred by the teacher recruitment crisis, we know what we are looking for.

Our vision is one of excellence and ambition which is built on a bedrock of strong moral purpose. We are dedicated to creating optimism, openness, and brilliance.

As a member of staff, you will play an integral part in developing the Academy's culture from its inception. You, as one of the founding member of staff, will be responsible for promoting our vision, developing and embedding our values, turning the words on our page into reality.

You will be passionate about teaching Maths and, have a willingness to teach outside of your subject in the opening years of the Academy.

Details of the job description and the job specification are attached. It is important that you address the points in the job specification in your application form.

Further information about the Academy can be found on our school website www.bolderacademy.co.uk

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To apply, please complete the teaching application form which can be found on the website: http://bolderacademy.co.uk/vacancies/

If you do have any questions or you would like a word version of the application form, please email vacancies to **vacancies@bolderacademy.co.uk**

Bolder is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undertake online safeguarding training and all positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS). Two references will be sought for every candidate that is called for interview.

Bolder is an Equal Opportunities Employer.

Timeframe for Recruitment

Closing date for applications	**24th February 2020** **If an application is strong an interview will be arranged when it is received.**

Person specification: Teacher

		Essential	Desirable	Evidence
Qualifications and Experience				
1	Degree.	Y		A
2	Qualified teacher status and qualified to work in the UK.	Y		A
3	A commitment to own professional development.	Y		A
4	Strong knowledge and understanding of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children.	Y		A, I
5	Experience of delivering good to outstanding lessons to students of all ages and abilities.	Y		A, I
7	An ability to use information to inform intervention in terms of teaching and learning to raise achievement.	Y		A, I
8	Experience of implementing behaviour management strategies consistently and effectively.	Y		A, I
9	Experience of supporting students of all ages and abilities to make excellent progress.	Y		A, I
10	An up to date knowledge of the curriculum area and experience of having designed or contributed to the design of effective, imaginative and stimulating lessons or Schemes of	Y		A, I

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	Work.			
11	Able to write and speak fluent English.	Y		A, I
Skills to motivate, inspire, and challenge all students by:				
12	Establishing a safe and stimulating environment for students, rooted in mutual respect.	Y		A, I
13	Setting goals and objectives that stretch and challenge students of all backgrounds, abilities and depositions.	Y		A, I
14	Demonstrating consistently, the positive attitudes and behaviours which are expected of students.	Y		I
Personal Attributes and Behaviours				
15	Vision aligned with Bolder Academy of high aspirations and high expectations of self and others.			
16	Personal impact, presence and confidence: wanting to be part of something new.	Y		I, R
17	Adaptability and flexibility to changing circumstances and new ideas.	Y		I, R
18	Passionate and dedicated - ensuring students are successful, a belief that schools have a responsibility to prepare students for their lives - not just for exams.	Y		I, R
19	Creative, courageous and resilient.	Y		I, R
20	Willingness to 'roll sleeves up' and 'get stuck in.'	Y		I, R
21	Strong negotiation and diplomacy skills and can take feedback.	Y		I, R
22	Ability to work under pressure and to meet deadlines.	Y		A, I, R
23	Willing to take responsibility and ownership.	Y		A,I,R
24	Ability to form and maintain appropriate relationships and personal boundaries with young people.	Y		I, R
25	Team player.	Y		I
Ability to Fulfil Wider Professional Responsibilities				
26	Potential to make a strong, positive contribution to the wider life and ethos of the Academy.	Y		I, R
27	Ability to develop effective professional relationships with colleagues, students and parents.	Y		I, R
28	Effectively promote students and staff successes.	Y		I, R
Others				
29	The ability to or willingness to teach outside subject area.		Y	I
30	This post is subject to an enhanced DBS.	Y		A, I, R

Key to Evidence: ***A = Application I = Interview R = References***