



RECRUITMENT INFORMATION PACK
1:2:1 English Tutor

Manor Croft Academy
Old Bank Road
Earlsheaton
Dewsbury
WF12 7DW

RECRUITMENT INFORMATION PACK

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December 2017

Dear Applicant

Post: 1:2:1 English Tutor

Thank you for applying for the post of **English Tutor**.

It is a very exciting time for the Academy as we have just celebrated our best ever results. In 2017 C+/4+ in English and maths improved from 40% to 68% in just one year! This made Manor Croft the 4th most improved school in the whole country out of 3,320 schools. It has been a transformational improvement.

Following these amazing GCSE results we were visited by Ofsted in September 2017 and they judged the school to be 'Good' with 'Outstanding' Leadership and Management.

We are looking to improve on these results even further and this role presents a fantastic opportunity for a committed professional to help support with small group intervention in English.

We are an inclusive school and we have the highest expectations for all our students. Our ambition is for all our young people to leave the Academy as well-rounded, happy and successful young people fully prepared to make their way in the modern world. We aim for Manor Croft to be a place teaching and learning brings joy to everyone and a place that both staff and students enjoy coming to every day.

We are looking for a person, who holds at the very core of their practice, the desire to improve the life chances of young people; a dynamic teacher who can motivate, inspire and challenge children to ensure they are performing to their full potential and someone who will champion the students and be genuinely committed to Manor Croft Academy.

Yours faithfully

Andrew Barnett
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve. You can find out more details about Delta and our academies at www.deltatrust.org.uk

Vision

‘Changing lives’

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the ‘Seven Principles of Public Life’
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development – Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension – Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobswest@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>



English Tutor
£25 per hour (QTS) £18 per hour unqualified
Casual, hours as and when required
Required as soon as possible

We are looking to appoint a highly motivated and enthusiastic English Tutor.

This role offers an excellent opportunity for an imaginative, creative and inspiring teacher to join our academy. You will be able to demonstrate the talent, interpersonal skills and a range of teaching strategies required to inspire and motivate students. Above all, you must have a passion for your subject and be able to embed an enjoyment in your lessons.

The successful candidate will:

- Be an excellent practitioner
- Have the knowledge and experience, or ambition to teach across all key stages and across the whole range of ability
- Have the knowledge and experience, or ambition to support the subject leader
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of student achievement, personal development and well-being are achieved.

We look forward to you joining our Team.

Closing Date: Monday 18th December at 12 noon

An application pack can be downloaded from
<http://recruitment.deltatrust.org.uk/>

or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

Job Description Tutor

Salary: £18 per hour for unqualified teachers
£25 per hour for qualified teachers

Hours: Casual

Responsible to: Vice Principal

Responsible for: N/A

Purpose of the job:

To deliver tuition to identified students, in small groups or on a one to one basis.

Duties and Responsibilities

- To deliver tuition through organising and supporting the learning of identified students in order to raise their levels of attainment. To lead on improving rates of progression for identified students by liaising with the key stakeholders about the learning
- To meet with the class teacher before tutoring, to identify areas for development and support, plan the student's personalised learning programme and agree outcomes
- To establish a relationship and understanding of learning needs before tutoring begins and agree time and location of tutoring
- Liaise with the class teacher during the tuition
- Provide feedback to class teacher/Vice Principal and agree next steps
- Liaise, as required, with a range of contacts, to include: Principal, Class teacher and/or subject leader and students
- Maintain strict confidentiality in relation to the performance of children
- To complete such comparable duties as may be required by the Line Manager or Principal.
- The job description will be reviewed as appropriate and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the academy in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION

Tutor

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
PGCE/Cert Ed		*	A/C
Educated to A' Level standard in relevant subject	*		A/I
The ability to be an excellent classroom practitioner	*		I/R
Understanding of health and safety issues and good practice	*		A/I
EXPERIENCE			
Previous experience of working with young people		*	A/I
Experience of delivering similar courses		*	A/I
SKILLS			
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour management	*		A/I/R
An ability to demand high standards	*		A/I/R
Work independently and be a team player	*		A/I/R
An ability to develop good working relationships with students and staff	*		A/I/R
Effective time-management	*		A/I
The ability to meet deadlines	*		A/I
Good ICT skills	*		A
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to self and team development	*		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health & Safety and Child Protection policies	*		A/I
The post holder will require an enhanced DBS check if offered the position	*		C

Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate

ACADEMY'S STATISTICS PAGE

Academy Facts and Statistics (Results for Manor Croft Academy)		
Type of School	Comprehensive	
Age Range	11-16	
Location	Dewsbury, West Yorkshire.	
Denomination		
Co-educational or single sex	Co-Educational	
Number of students on roll	650	
Progress 8	+0.32	
Attendance	95.2%	
Date school established	1955	
School Awards	4 th Highest Improved school in the country 2017	
Number of teaching staff	45	
Number of associate staff	28	
% of students on free school meals	45%	
Number of students with SEN- statemented	1%	
% of students with EAL	15.4%	
GCSE Basics maths and English	2016	40%
	2017	68%