

Recruitment Pack

Teacher of Maths

Closing Date: Tuesday 21st May 2019

Interviews: 22nd /23rd May 2019

A Message from the Chief Executive Alpha Academies Trust

Dear Applicant,

Thank you for downloading this application pack and for your interest in becoming a Teacher of Maths at Reach Academy which forms part of The Alpha Academies Trust in Stoke-on-Trent.

Our Trust currently consists of five academies:

The Discovery Academy - Age 11 -16
The Excel Academy - Age 11 -16
Maple Court Academy - Age 4 – 11
Stoke Studio School for Engineering – Age 13 – 19
Reach Academy
Sneyd Academy – Age 4 - 11

We are ambitious and seek to secure the very best outcomes for all our learners, developing pathways from Early Years to Post 16 and beyond. Our ethos is based around nurture and the ambition to drive outstanding achievement – this applies both to our students and our staff. Through continual professional development and extensive pastoral programmes, we strive to create an environment which enables staff to set their own goals and develop professionally.

Parents and stakeholders are at the heart of our learning partnerships. Our Governors are challenging and supportive and all our staff are committed and dedicated to providing the highest standards of education for all children and young people in our academies.

We are looking for dedicated and enthusiastic professionals to join our highly skilled staff and help deliver outstanding educational experiences for the young people of Stoke-on-Trent.

I look forward to receiving your application and meeting you soon.

Yours faithfully,

Mrs S Robinson
Chief Executive Officer

The Context

The City of Stoke-on-Trent is in the West Midlands and has a population, of 249,000, which is predominately white British but with a significant minority ethnic community. Ambitious plans are underway to transform and renew the City through major investment in health, housing, economic development, and education. The 'Potteries' as Stoke-on-Trent is affectionately called is renowned for its world class ceramics industry and industrial heritage. The Midlands power house is driving economic growth and renewed prosperity.

The City boasts a strong cultural tradition and is a contender for City of Culture 2020/2021 with its Premier League football team, ceramics heritage and Performing Arts tradition.

With a 10% increase in the number of children, education is of critical importance to the future prosperity of the City, and the BSF programme has established excellent facilities for our young people.

Aims & Vision

- To create a network of Good and Outstanding Academies that provides excellent academic tuition and vocational experiences
- To provide children and young people with a full range of pathways from early years to post 16
- To inspire all children and young people to aim high
- To close the gap in life chances between those who are disadvantaged and those who are not
- To involve employers in creating innovative learning experiences
- To make sure that young people have the skills for the modern workplace
- To provide extensive information advice and guidance for young people to become well rounded adults, that contribute to society as highly employable responsible citizens

In an Alpha Academy

Our

- Children and young people develop strong literacy, numeracy and employability skills
- Children and young people enjoy innovative learning experiences, including sport and the arts which lead to high levels of success
- Children and young people's progress is always tracked and monitored and no one falls behind
- Children and young people understand the pathways open to them. Through our Academies the gates to next steps and phases are opened
- Children and young people, parents and staff feel valued, safe, supported and have a voice
- Children and young people have the best staff and Academy leaders as their role models
- Children and young people enjoy inspirational learning environments which are safe, well maintained and constantly improved
- Children and young people enjoy the best catering and nutrition
- Staff have an entitlement to first class training, coaching and support
- Staff have opportunities to progress from the start of their career onwards
- Employer partners contribute to curriculum design
- Governance is strong, challenging and supportive
- Parents are partners in their children's education

Our Academies

The Discovery Academy

Our largest Academy opened in September 2011 and moved into a new £25 million accommodation in September 2013. Student numbers are increasing and attainment for all students is improving steadily. The highly qualified and committed staff follow the 'mission statement' of Expect Excellence. Steady improvement was validated by Ofsted in 2016 with good judgments for teaching, behaviour and leadership. In 2017 we are very proud that Discovery was the most improved Academy in the City, with results continuing to improve in 2018.



"The quality of teaching and the curriculum have improved significantly. Both suit the needs of pupils and accelerate their progress."

"Governors are relentless in their drive for higher standards. Their support and challenge are effective in improving current standards."

"There is a clear sense of equality and inclusion in the school. Diversity is recognised and valued. This encourages harmony in the community in which the school is located and in the wider area. Pupils told inspectors, 'Everybody is welcome here'."

The Excel Academy

Holden Lane High School converted to become the Excel Academy in March 2014 and has consistently been one of the highest performing academies in Stoke-on-Trent. Student numbers are increasing rapidly as the success of the Academy has led to many years being oversubscribed. It is the school of choice in the north of the city and is housed in new build and refurbished buildings.

The Academy was inspected by Ofsted in November 2016 and maintained a 'Good' judgement and is focused on becoming an outstanding provision.



"Expectations of staff and pupils are high. There is a strong team spirit across staff at all levels in the school and they are very committed to the school's ethos of 'Pride and Respect'."

"The Excel Academy is now the school of choice for an increasing number of local parents and, consequently, it is now oversubscribed and has large cohorts in lower year groups."

"The great majority of parents who responded to Ofsted's online questionnaire, Parent View, confirmed that their children make good progress in school and that they would recommend the school to other parents. One parent wrote, 'I am very happy with my child's education. My child enjoys school and is happy to attend Excel Academy. I couldn't wish for more.'"

Maple Court Academy

Maple Court is a large primary academy with almost 500 pupils located in the Bentilee area of Stoke-on-Trent. Children enter the Academy with very low literacy and numeracy skills and the academy is ambitious to provide all pupils with the skills, knowledge and understanding to succeed in later life. We expect excellence from everyone and believe that all of our pupils can achieve excellence too.



The Alpha Academies Trust sets a very clear vision for all its educational providers: to champion the life chances of learners in the community it serves. This vision is systematically implemented in Maple Court Academy. As a result, pupils receive good quality education in a safe environment where their best interests are uppermost.

Since it became an Academy in 2014 standards have improved. As a result the Academy achieved a good grade in its 2016 Ofsted Inspection. Our approach to teaching and learning is very inclusive and we strive to ensure that the support and feedback given to pupils results in all groups learning equally well in lessons.

Alpha Academies Trust and our governors have supported significant investment in buildings and facilities here since 2014, creating a first class learning environment for pupils and staff alike. We are proud of the improvements we have made at Maple Court Academy and urge all candidates for positions here to come and see it for themselves.

“The College Academies Trust (Alpha Academies Trust) has set a clear vision for the academy to provide an excellent quality of education for its pupils. The Trust and the local governing body hold leaders rigorously to account for delivering this strategic plan.”

“The College Academies Trust (Alpha Academies Trust) sets a very clear vision for all its educational providers: to champion the life chances of learners in the community it serves. This vision is systematically implemented in Maple Court Academy. As a result, pupils now receive good-quality education in a safe environment in which their best
interests are uppermost.”

“The approach to teaching is very inclusive. The individual challenge, support and feedback given to pupils ensure all groups learn equally well in lessons. For example, disabled pupils and those with special educational needs are well supported in lessons, and so learn as well as other pupils.”

Studio College



The Studio College, Manufacturing and Design Excellence (MaDE) was established in 2012 and 2013 offering high quality vocational pathways for students aged 14-19 years.

Most pre-16 students join from partner schools in the Trust, whilst post 16 students join from across the City.

MaDE was judged 'requires improvement' in 2015.

"Leaders' actions to improve attendance are effective. Attendance is above the national average."

"Students spoke to inspectors very enthusiastically about their studies. They behave well in lessons, say that they feel safe and benefit from highly productive relationships with both staff and their classmates."

"Students receive good quality guidance, care and support from personal coaches. This enables students to review their progress, and discuss their plans for the future."

Reach Academy

Reach Academy was established to give the students in Stoke-On-Trent the very best in Alternative Provision. Many of our students have found it difficult in mainstream schools but develop a new attitude towards education here.

We thrive off developing positive traits in young people around resilience and ambition and believe every young person has a right to access outstanding education in order to develop this. We want every student to progress to further education at 16 or pursue their career of choice.

We offer a broad and balanced curriculum and a therapeutic enrichment programme focusing on individual interests and skills and provide option choices which engage, enrich and encourage our students to achieve excellence.

Sneyd Academy

Housing almost 600 pupils, Sneyd Academy is one of the largest primary academies in Stoke-on-Trent. It is located in the centre of the city with good access to local facilities such as Central Forest Park and Festival Park. The Academy serves a diverse population from the Sneyd Green, Cobridge and Burslem areas and is very much a school at the heart of its community.

The school has two beautiful Victorian buildings which opened in 1901. In addition, a purpose built Early Years and KS1 block was added to the site in 2016 and a fully refurbished, purpose built dining room completes the accommodation. The school has extensive grounds which supports the lively school curriculum. The school was judged good at its last inspection in 2015.

"Governance is strong. Governors share the headteacher's drive to ensure the best results for pupils."

"Pupils are very polite and courteous. Pupils are welcoming to visitors and keen to talk about their work. Pupils are very proud of their school and show this by wearing their uniform with pride and showing respect for the pleasant and vibrant learning environment."

"The quality of teaching across the school is consistently good, with some that is outstanding."

"Pupils show positive attitudes to learning and make good progress."

Wider Federation

Eaton Park Academy is federated to the Trust and is located in the South of the City. This enables the school to access a range of services provided by the Trust.

In total, over 3,300 students aged 4-19 years are currently on roll in our Academies. Together with the wider Trust federated schools, the numbers of students supported by the Trust extends to around 3,816.

We employ approximately 460 staff across the Trust.

Job Description

This post is subject to an Enhanced DBS Identity Check under the rehabilitation of Offenders Act (1974).

Candidates called for interview will be required to provide photographic proof of identity, proof of address and original qualification documents.

PURPOSE OF THE POST

- To maintain and/or raise standards of student attainment and achievement within their taught classes and other learning activities and to monitor and support student progress.
- To be accountable for student progress and development within their taught classes.
- To develop and enhance their own teaching practice to achieve high standards.
- To ensure a high quality delivery of an appropriately broad, balanced, relevant and differentiated curriculum for all students studying in their classes, in accordance with the aims of the Academy and the curricular policies.
- To effectively manage and deploy support staff, financial and physical resources to support the designated curriculum portfolio.
- To monitor and support the overall progress and development of students as an academic progress tutor.
- Responsibility for the provision of a full learning experience and support for students within subject area, liaising with the Principal, Senior Leadership Team, Head of Faculty and other Subject Leaders, Achievement Leaders, SENDCO, and relevant staff with Academy responsibilities, relevant support staff, LA representatives, link governor, external agencies and parents/carers.

DUTIES

Key Roles

- Through effective teaching secure successful outcomes for learners such that they enjoy and achieve when compared to indicators used by the Academy and external bodies.
- Use challenging targets to raise standards for all learners and eliminate low attainment among particular groups and individuals.
- Support the drive to develop, implement, review and improve teaching and learning to ensure that each student thrives, exhibits outstanding learning behaviours and achieves positive progression.

High Standards of Teaching and Learning

Teachers are accountable for the setting of targets for improvement and delivering effective teaching and learning that secures high standards of students' achievements. The following identify aspects and prompts that will enable teachers to carry out their role:

- Role model
- Implementation of national strategy (e.g. Pedagogy/methodology)
- Self-evaluation
- Ambience/climate for learning
- High expectations
- Learning styles and thinking skills
- Use of data analysis
- Marking and assessment
- Reporting
- Planning, schemes of work

- Meet the needs of all students (including management of behaviour and its impact on learning)
- Intervention strategies (e.g. booster classes, use of National Strategy resources)
- Educational enhancement (e.g. trips/visits)

Student Outcomes

- Key Stage 3
- Key Stage 4
- Behavioural standards
- Extra-curricular activities
- Examinations/ accreditations
- Attendance and punctuality

Duties as an Academic Tutor

- Maintain discipline and acceptable standards of conduct.
- Establish a positive rapport with students to develop their social and academic potential and be a main source of reference for students.
- Mark the Tutor Group register, ensuring absences and lateness are accounted for and appropriate actions taken to ensure high attendance and punctuality.
- Compile reports, profiles and references on students as required.
- Monitor students' home study, the teaching of tutor group periods, escorting the tutor group to assemblies and attending tutor meetings called by the Team Leader.
- Track students' academic progress and maintain close contact with parents and other agencies.

Other professional requirements

- Establish and maintain effective working relationships within the team and also other colleagues and clients/ partners of the Academy.
- Be responsible for own professional development and proactive in their own performance management.
- Participate as required in meetings with colleagues in respect of their post, duties and responsibilities.
- Any other duties and responsibilities within the range of the salary grade.

General

- The duties and responsibilities of the post will be subject to those detailed in the Academy contract issued to all teachers.
- This Job Description does not define in detail all the duties/responsibilities of the post. It will be reviewed at least once a year as part of the performance management process and may be subject to modification or amendment after consultation and agreement with the post holder
- Staffs' individual priorities for each academic year will be identified through team plans. It is the responsibility of each individual member of staff to meet the agreed targets within the context of the Academy's improvement plan.
- Team priorities for each academic year will be identified through the Academy's improvement plan. It is the responsibility of the Head of Faculty to ensure team plans are implemented, monitored and reviewed and for individual team members to meet the targets set.

The Alpha Academies Trust is committed to safeguarding and promoting the welfare of children and young people.

Signed _____ Dated_____

Print name_____

PERSON SPECIFICATION
APPOINTMENT OF: **TEACHER AND ACADEMIC TUTOR**
DEPARTMENT: **HEAD OF FACULTY**

MINIMUM ESSENTIAL REQUIREMENTS	**MEASURED BY: A)APPLICATION B)TEST/EXERCISE C)INTERVIEW**
QUALIFICATIONS/TRAINING **It is essential that the post holder has:** • Qualified Teacher Status. • Graduate status. • A balanced programme of relevant courses undertaken.	**A**
EXPERIENCE/KNOWLEDGE: **It is essential that the post holder has:** • Training and experience across the secondary phase in specialised subject area. • Experience of successful management of change. • Proven effectiveness as a teacher. • Experience in the practical application of learning.	**A & C**
SKILLS AND ABILITIES: **It is essential that the post holder has:** • Ability to support teaching across the Academy. • Ability in understanding of good assessment and its implications for planning and teaching. • Evidence of successfully implementing strategies for raising standards. • Knowledge of assessment across vocational and G.C.S. E. Specialist subject(s). • Ability to communicate effectively both orally and in writing.	**C**
It is desirable that the post holder is/has : • A self-starter with vision and imagination. • Ability to take risks. • Strong awareness of Health and Safety issues.	**A & C**
ADDITIONAL FACTORS: **It is essential that the post holder has:** • Ability to lead and motivate staff and students. • High expectations personally for students and staff. • Commitment to equal opportunities policies. • Good organisational skills. • Ability to work to agreed targets and deadlines. • Ability to work under pressure and be flexible. • Integrity, loyalty, sensitivity and a good sense of humour. • A willingness to undertake appropriate training. • Awareness and sensitivity with regard to equal opportunities and race equality. • An ability to fulfil all spoken aspects of the role with confidence through the medium of English.	**C**

How to Apply

If you decide to apply for this post please complete an application form: curriculum vitae alone will not be accepted. Your formal letter of application (supporting statement) should be **no longer than 2 sides of A4** and should address:

- Why the post attracts you
- How your experiences and achievements match the job and person specification

Please apply online via our website www.alphaacademiestrust.co.uk

Please note, it is the policy of The Alpha Academies Trust to contact shortlisted candidates only.

Key Dates

Closing Date: Tuesday 21st May 2019, 9.00am
Interviews: 21st /22nd May 2019

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Academy Location

Discovery Academy: Discovery Drive, Stoke-on-Trent, ST2 0GA

Excel Academy: Milton Road, Sneyd Green, Stoke-on-Trent, ST1 6LG

Maple Court: Beverley Drive, Bentilee, Stoke-on-Trent, ST2 0QD

Stoke Studio School & Reach KS4: A Block, Moorland Road, Stoke-on-Trent, ST6 1JJ

Reach KS3: Chelson Street, Longton, Stoke-on-Trent, ST3 1PT

Sneyd Academy: Sneyd Street, Burslem, Stoke-on-Trent, ST6 2NS

Additional Information

Ofsted Reports: www.ofsted.gov.uk

Information about Stoke City council: www.stoke.gov.uk

A copy of the most recent inspection report, and copies of the Safeguarding and Safer Recruitment Policies can be found on the Academy website.