Secondary Academy

Academy Transformation Trust

Teacher of English

Application Pack

The Nicholas Hamond Academy,
Swaffham, Norfolk

Improving Education

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Improving Education

01. About Academy Transformation Trust

We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands,

02. The Nicholas Hamond Academy Information

The Nicholas Hamond Academy is part of the Academy Transformation Trust family of academies.

Rated as ‘Good’ by Ofsted in May 2014, here at The Nicholas Hamond Academy, we are “determined to be the best that we can be”. As a team, we are dedicated to delivering a high quality education that enables students to make rapid progress and achieve transformational academic targets.

We have high expectations of our pupils and every student matters to us. We work closely with our local community, including parents and carers, who actively support the work we are doing to achieve and maintain the highest possible standards. Our academy is a place to be proud of.

At TNHA we aspire to provide every member of our community with the opportunity to be the 'best that they can be', by offering experiences that encourage the development of high attaining, self-confident, resilient, tolerant and happy young people.

Our ethos is founded on the development of positive relationships with students and parents, outstanding teaching, a personalised curriculum and enthusiasm for learning.

We are 'one team' - students, staff, governors and parents - committed to working together to achieve our aim.

To find out more, please visit www.tnha.org.uk

03. Job Description

Teacher of English, Secondary Academy

Job Title – English Teacher

Grade - MPS

The post holder will be expected to undertake duties in line with and meet Teachers' Standards

Key responsibilities are:

> Prepare and deliver appropriate lessons to students of different ages and abilities catering for a wide range of needs
> Establish a safe, purposeful, and stimulating environment for students and have high expectations of behaviour ensuring the health and safety of all pupils and staff
> Manage student behaviour in the classroom and on academy premises and apply appropriate and effective sanctions
> Register the attendance of and supervise pupils, before, during or after school sessions as appropriate
> Assess and mark work, giving appropriate feedback
> Engage with academy leaders to ensure the effective development of the curriculum
> Maintain records of pupils' progress and development and input data using academy systems and processes
> Use relevant data to monitor progress, set targets, and plan subsequent lessons
> Research new topic areas, maintaining up-to-date subject knowledge, and devise and write new curriculum materials as necessary
> Select and use a range of different learning resources and equipment
> To prepare and share responsibilities for Schemes of Work within the Faculty
> Prepare pupils for qualifications and external examinations
> Communicate effectively with parents/carers with regard to pupil's achievements and well-being using academy systems and processes
> Participate in faculty meetings, parents' evening, and whole academy training events
> Undergo regular observations and participate in relevant training as part of continuing professional development (CPD)
> Having professional regard for the ethos, policies and practices of the academy and maintain high standards in your own attendance and punctuality
> To undertake any other duties as defined by Teachers' Standards or determined by the Principal as being within scope of the post

04. Person Specification

English Teacher, Secondary Academy

Information for candidates

The person specification provides an outline of the experience, skills, and abilities we expect the successful candidate to possess. You should match your own skills, experience, and abilities to those listed below and provide examples of how you have demonstrated the criteria. People with disabilities will be offered an interview where they meet the essential criteria alone.

	Essential	Desirable
Education/ Qualifications	• Degree in appropriate subject • Has qualified teacher status	• Evidence of continuous professional development (CPD)
Experience	• Experience of successfully applying a range of teaching strategies • Demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils • Proven ability to deal with a wide range of pupil behaviours	• Recent experience in a UK secondary school/academy • An understanding of how the progress 8 measure will impact academy results and targets • Experience of inclusion strategies to support pupils with SEND • Proven ability to effectively work with a range of stakeholders including parents and external organisations
Specialist Skills and Knowledge	• A good or outstanding teacher in your subject • Demonstrable ability to engage with learners in a variety of ways • Demonstrable ability to move pupils' learning forward • Ability to effectively evaluate own practice to further improve learning of pupils • The ability to work effectively as part of a team, including across faculties • Demonstrable knowledge of behaviour management	• Able to demonstrate knowledge of planning, curriculum, and assessment procedures

04. Person Specification

	• Essential	Desirable
Vison & Strategy	• Vison aligned with the academy's high aspirations and high expectations of self and other • Demonstrate commitment to the highest standards of teaching and learning • Articulate the values and mission of the academy • Commitment to the safeguarding and welfare of all pupils • Commitment to continuous improvement, both personal and organisational • Demonstrable positive commitment to equality and diversity	N/A
Personal Characteristics	• Highly approachable, very grounded and makes sensible judgments • Mature approach to emotionally demanding work • Relishes accountability and takes personal responsibility for their own actions • Able to build trust and mutual respect between pupils, families, and staff • Strong interpersonal written and oral communication skills • Able to work flexible as a member of a team • Clear understanding of health and safety requirements • Adaptable to change • Demonstrable good organisation skills • Demonstrable very good numeracy and literacy skills • Ability to use ICT effectively in a professional environment • Positive outlook on life	N/A

05. How to apply

The Nicholas Hamond Academy, Swaffham, Norfolk

Salary:
MPS

Closing date:
Monday 2nd October 2017, 10am

Interviews:
TBA

Start Date:
January 2018

Visits to the school:
For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please contact the academy on 01760 721480/Katharine.Pike@tnha.org,uk

Applying
Please apply by visiting www.academytransformationtrust.co.uk/vacancies

Forward as one.

Improving Education Together.

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