



Teacher of English

Isaac Newton Academy

Candidate Information Brief



March 2019

Dear colleague,

Thank you for your interest in the post of Teacher of English at Isaac Newton Academy, an ARK School. I'm delighted to have this opportunity to introduce myself, to give some details about our school and to describe the kind of candidate we hope to appoint to this key position.

Isaac Newton Academy opened in September 2012 in Ilford, East London, in brand new, purpose-built accommodation. The Academy has been carefully designed with ARK's philosophy in mind and has facilities and resources to support a rich and diverse 21st century curriculum. It has an intake of 180 year 7 students each year. 2018 has seen the secondary school reach its full capacity, with 1,125 students (900 11 – 16 year olds and 225 sixth formers). In 2014 the primary phase of the Academy opened to 90 reception-aged pupils. This too will grow year on year, until full in 2020. The Academy benefits from joining a number of successful secondary schools in the diverse Redbridge community as well as being part of the ARK Schools network.

I feel both privileged and excited to have been appointed as Isaac Newton Academy's Interim Principal. I joined the academy as Vice Principal prior to it opening and helped shape its vision and ethos. The chance to create a new and outstanding school from scratch, designing the curriculum, policies and procedures, structuring the school day and year and appointing the staff, is a rare and golden one. I am committed to providing an inspirational and life-enhancing educational experience for all the young people who attend the academy. In 2018 we had our second full OFSTED inspection where the school maintained its outstanding rating from our previous inspection in 2014. English was highly commended throughout the report: *“Teaching is consistently strong across the curriculum and key stages. Highly effective teaching was seen, for instance, in music, history, English, in these lessons, pupils were genuinely inspired and strongly motivated to continue learning.”*

Outcomes for students were also rated as outstanding: *“By the end of Year 11, the standards pupils achieve are consistently above average in a wide range of subjects, including English and mathematics. This indicates outstanding progress by the end of key stage 4 and is consistently in the top 1% of all schools nationally.”*

English at Isaac Newton Academy is taught by a talented team of subject specialists, with a range of experience, who plan collaboratively and share a commitment to the continuing development of their subject knowledge and English pedagogy. Students follow a thematic English curriculum with each Scheme of Learning allowing students to develop skills in Reading, Writing and Speaking and Listening, whilst also answering an overall key question. The department has a passionate belief in creativity and all students in KS3 participate in fortnightly creative writing lessons or writing workshops at KS4 and have regular opportunities to reflect on their individual progress in English through review lessons.

English at Isaac Newton Academy is taught by a dedicated team of subject specialists, some very experienced, some newer to teaching, who plan collaboratively and share a commitment to the continuing development of their subject knowledge and English pedagogy. Students follow a thematic English curriculum with each Scheme of Learning allowing students to develop skills in Reading, Writing and Speaking and Listening, whilst also answering an overall key question. Students study English for five hours per week with an additional lesson for Reading in Years 7. A new English teacher will be a key member of staff in implementing this vision.

The department is generously resourced, with each student having their own personal copy of texts studied, and we have an impressive school library. The average class size is twenty six and students are loosely grouped by current attainment. The department has a passionate belief in creativity and all students in the Academy participate in fortnightly creative writing workshop sessions and also have

regular opportunities to reflect on their individual progress in English through review lessons. The department is committed to relating English to wider communities, through curriculum content, by linking learning to real outcomes, and by providing an inspiring enrichment programme.

First and foremost, we are looking for an individual who is committed to ARK's six pillars (see attached booklet) and feel as passionately as we do about the school's vision (outlined in the prospectus found on the Academy website). You will read that at Isaac Newton Academy we have extremely high expectations of ourselves and of each and every student. It is important that the post holder believes unswervingly that, regardless of background or prior attainment, every student entering the school has the potential to leave with a set of qualifications that will enable them to pursue their education at a top university. We are setting ourselves very ambitious goals, and the post holder will play a central role in ensuring that Isaac Newton becomes a truly great school. They will require determination, resilience, optimism and creativity in order to ensure that effective and efficient systems are in place to support every student to achieve their target grades.

It is our vision that Isaac Newton Academy will be at the centre of the local community, with opportunities for the students' parents, siblings and neighbours to attend classes and benefit from the amazing facilities. We are looking to appoint an English teacher who shares this desire to enrich the lives of the residents of Ilford and make the school a true community school.

And what can you expect from me as your Principal? I will be committed to providing you with the environment, support and resources necessary to carry out your role to an outstanding level. I will prioritise your professional development needs and ensure that you receive supportive and developmental line management and coaching.

If you would like to discuss the role, or if you have any technical issues with the application form please contact Farhana Rahman, Senior HR Officer, on 020 8911 6656 or f.rahman@isaacnewtonacademy.org.

To apply please go to: <http://isaacnewtonacademy.org/vacancies>. Please complete your application by **23rd April 2019**.

We reserve the right to close this vacancy prior to the advertised closing date should we feel we have found a suitable candidate.

Yours faithfully,



Jo Spencer
Interim Principal

Job Description: Teacher of English

Reporting to: Head of Department
Start date: September 2019
Salary: Ark MPS (£28,286-£39,937) / UPR (£41,925-£45,086)
Disclosure level: Enhanced

The Role

To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students

To be a role-model and impact positively on the academy more widely

Key responsibilities

- To plan, resource and deliver imaginative, interactive and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.

Outcomes and activities

Teaching and Learning

- With direction from the Head of Department, to plan and prepare effective teaching modules and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress sanctions and achievements
- To promote reading and teach literacy skills.

Academy Culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the Academy
- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To actively promote the Academy at all times
- To contribute to discussions at meetings
- To contribute to the writing and implementation of the Academy Improvement Plan
- To be active in issues of student welfare and support.

Other

- To be a form tutor and deliver tutorial, BRIDGES and PSHE sessions to the form group
- To undertake other various responsibilities as directed by the Head of Department or Principal
- To undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy polices with consistency and diligence.

Person Specification: English Teacher

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach (and work) in the UK.

Knowledge

- Up to date knowledge in the curriculum area KS3-KS5
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Behaviours

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Disclosure & Barring Service check

- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.