



TEACHER OF ENGLISH RECRUITMENT INFORMATION PACK

Rossington All Saints Academy

Bond Street
Rossington
Doncaster
DN11 0BZ

RECRUITMENT INFORMATION PACK

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September 2017

Dear Applicant,

We are delighted that you have expressed an interest in working at Rossington All Saints Academy, a Delta Trust Academy working in partnership with the Diocese of Sheffield.

Rossington All Saints became an academy on 26 April 2011 and is building upon the work of the predecessor school to deliver transformational change and sustainable improvement for the benefit of all our young people. In the summer of 2016, our results as an academy signalled our high expectation and aspirations for the future with the academy achieving a Progress 8 score of 0.4 making Rossington All Saints Academy the top performing school in Doncaster and placing it in the top 25% of schools nationally. In 2017 56% of students gained a standard pass or above in English and Maths, with 39% achieving level 5 or above. In the 6th Form, students achieved a 100% pass rate at A2.

These results are a clear reflection of the pace at which the academy is improving as recognised by OFSTED in July of this year which judged the academy as remaining as a good school.

'The leadership team has maintained the good quality of education in the school since the last inspection. You and your leadership team have sustained ongoing improvement by swiftly identifying areas for development and employing effective strategies to secure success.' (OFSTED July 2017)

'Through your vision for the school you have developed an ethos of high expectations. Pupils value and show respect and tolerance for each other, your staff and the building.2' (OFSTED July 2017)

As a member of the Delta Academies Trust, the academy benefits from a partnership with other academies locally and this is reflected in the collaborative provision for post 16 students, and for our most vulnerable learners in terms of inclusion. In addition, working within the wider group of academies presents numerous additional learning and extra-curricular opportunities for our students, whilst also providing excellent opportunities for staff that are of the highest quality as part of Delta's teaching school alliance.

I am extremely proud to work with such a committed and talented team of students and staff, who work tirelessly to make Rossington All Saints Academy the highly successful school that it is today.

If you feel that you have the skills, qualities, experience, drive and passion to work at the academy in its journey of continued improvement, I very much look forward to receiving your application.

Jamie Lawler

Principal

Rossington All Saints Academy

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

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **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 Ofsted training, safer recruitment, pediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**.
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

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 jobssouth@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>

**ROSSINGTON ALL SAINTS ACADEMY
TEACHER OF ENGLISH**

Full time / Maternity Cover

MPR/UPR

Required for 1st January 2018

Do you have the drive, ambition and determination to secure outstanding outcomes for our students? Do you want to work in a vibrant, forward-thinking and aspirational academy that places learning at the heart of everything it does?

Rossington All Saints Academy is seeking to appoint a Teacher of English to join our academy in January 2018, on a temporary contract to cover maternity leave. You will join an enthusiastic and motivated team who make a valuable contribution to the success of the academy.

The successful candidate will:

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

This post would suit either a newly qualified, or more experienced teacher looking for an opportunity to develop their career in a forward thinking and ambitious academy.

Visits to the academy are warmly welcomed, please arrange an appointment by contacting the academy on 01302 868414.

Closing Date: Monday 23rd October at 12 noon

An application pack can be downloaded from

recruitment.deltatrust.org.uk

or by contacting our recruitment team on

0345 196 0095

or email

jobssouth@deltatrust.org.uk

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

ROSSINGTON ALL SAINTS ACADEMY

TEACHER OF ENGLISH JOB DESCRIPTION

Post Title: Teacher of English
Grade: MPR/UPR
Reporting to: Head of Department

Purpose of the post:

- Carrying out the professional duties of a teacher as circumstances may require and in accordance with academy policies, under the direction of the Principal.
- Promoting the achievement of high standards through effecting teaching and learning within subject area(s), preparation, evaluation and action planning.
- Modelling the vision and values of the academy.
- Being part of the team driving the development of the academy to become an 'outstanding' academy.
- Receiving and acting on feedback to build on the strengths and improve personal performance within the academy systems.
- Contributing, where appropriate, to implementing policies and practice and to promote collective responsibility for their implementation.
- Taking into account and constantly reviewing academy contextual factors and prior attainment when planning and teaching lessons.
- Working in a cross-curricular way to support subjects across the academy in the use of active learning approaches to enrich curriculum and skills delivery.
- Recognising, promoting and celebrating diversity.

Personal contacts

External: contractors, suppliers, parents, external agency professionals, other government and local authority staff, other staff from academies and schools.

Internal: students, staff, Education Advisory Board members, academy council members, parents and any other visitors to the academy.

Main duties and responsibilities:

- Supervision and progress of students in allocated classes.
- Supervision of work of any classroom support staff during times they are allocated to classes.

Develop and sustain DEEP LEADERSHIP across the academy through:

- Being accountable for student progression for allocated classes.
- Being responsible for effective classroom management.
- Co-ordinating class work with any classroom assistant support.
- Developing and sustaining knowledge of current educational practices and be responsible for own continuing professional development.
- Evaluating lessons, incorporating students' views and responses in order to reflect and act on strengths and areas for development.
- Aiding in co-ordinating events and experiences which support the academy to raise standards.

Develop and sustain DEEP LEARNING across the academy through:

- Working to student targets and ensure that progress is tracked through a range of strategies.
- Taking account and reviewing prior attainment when planning and teaching lessons.
- Reflecting on the success of teaching strategies, individual lessons and SoL in meeting the needs of students.
- Applying current guidelines on effective learning and teaching.
- Striving to deliver outstanding lessons.
- Delivering interactive lessons with students.
- Providing good quality assessment using formative and summative methods in conjunction with the academy's AfL policy.
- Recording test results and ongoing teacher assessments.

Develop and sustain DEEP EXPERIENCE across the academy through:

- Having responsibility for developing and implementing SoL.
- Being responsible for identifying and reporting issues and developing solutions.
- Being responsible for the day to day delivery within the subject area, including assessment and reporting process.
- Developing the use of ICT within the curriculum.
- Adapting lessons and identifying next steps in response to evaluation of student progress.
- Setting effective homework and extension work to encourage and enliven student learning.
- Ensuring differentiation and personalisation of learning for all students.
- Being aware of the KS2 curriculum and the standards of progression and attainment for KS3 students.
- Co-ordinating displays with regards to events, opportunities and work which promote the department/academy.

Develop and sustain DEEP SUPPORT across the academy through:

- Complying with the academy's Child Safeguarding Procedures and reporting concerns to the Designated Child Protection Officer.
- Taking responsibility for upholding standards of behaviour and classroom management within the classroom and the schools environment.
- Promoting the consistent and fair use of the behaviour policy within the classroom and the academy environment.
- Being the first line of contact for parents and carers concerns with regards to their child's performance and well-being of your classes.
- Performing the duties of a Vertical Mentor Tutor if required, including the provision of information, advice and guidance for students.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

Post-holder: _____ Date: _____

Principal: _____ Date: _____

Person Specification Teacher of English

Experience	Essential	Desirable
Recent and relevant teaching experience	✓	
Experience of assessment at key stage 3 and 4	✓	
Qualifications		
A degree in an appropriate discipline related to English	✓	
A teaching qualification together with Qualified Teacher Status (QTS)	✓	
Knowledge		
A strong and secure subject knowledge in English up to GCSE	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
A good understanding of curriculum developments in the specific subject area	✓	
Skills		
Able to use a range of teaching and learning strategies	✓	
An understanding of how Assessment for Learning can improve student performance	✓	
Confidence in the use of standard computer packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Enthusiasm for your subject	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents	✓	
Able to communicate high expectations to all students	✓	
Strong ICT skills including SMART board or Promethean		✓
Other		
Sharing good practice across the department	✓	
The post holder will require an enhanced DBS	✓	

ACADEMY'S STATISTICS PAGE

Rossington All Saints Academy Facts and Statistics		
Type of School	Sponsor Led Academy	
Age Range	11-18	
Location	Rossington, Doncaster	
Denomination	Church of England	
Co-educational or single sex	Co-educational	
Specialisms	English and Sport with Applied Learning	
Number of students on roll	725	
Progress 8 score	0.4 (top 25% of schools nationally)	
Attendance	95.2%	
Date school established	26 April 2011	
School Awards	Youth Sport Trust Gold Partner Status, Quality Award in CEIAG	
Number of teaching staff	43	
Number of associate staff	52	
% of PP students	42%	
% of students with SEN	16%	
% of students with EAL	2%	
GCSE results 5+ A* to C (and equivalent including English and Mathematics)	2015	60%
	2016	64%
	2017 (standard pass in English and Maths)	56%
A Level Results 2016	Average Grade for Best 3 A levels= D+ (meeting national average) Average Grade for Vocational Subjects Dist* (top 32% nationally)	
University Admissions	2016	100% of students who applied were offered a place at university
	2017	100% of students who applied were offered a place at university
No of students in 6 th Form	100	