Secondary Recruitment Pack

Weavers Academy

Teacher of Girls' PE – Maternity Cover (to cover to 31/08/2020, possible extension to 31/12/20)
Start Date: As soon as possible

"Striving for success, focusing on learning"



WEAVERS
ACADEMY
Creative
Education

Trust

Dear Colleague



Thank you for your interest in the role of Teacher of Girls' PE at Weavers Academy.

Working in partnership, Weavers Academy and the Trust have made much progress in recent years.

Underpinning our vision - 'striving for success by focusing on learning' – the school has pursued a rigorous and continuous programme of educational

improvement. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and driven student progress. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

"We seek to appoint an ambitious, creative, committed and energetic colleague"

Our unique Knowledge Connected approach teaches students to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have an impact on the world around them.

We were delighted to have been awarded a 'good' judgement from Ofsted in May 2017. However, we are not complacent and want to achieve much more for our students and to build on the school's strengths. We seek to appoint an ambitious, creative, committed and energetic colleague to be a key contributor to the achievement of this goal.

To ensure that our staff remain at the leading edge of educational thinking and practice we offer a wide range of professional development opportunities. In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops through school-to-school support.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our 'Knowledge Connected' approach to learning on our YouTube channel: www.youtube.com/user/creedacad.

I look forward to receiving your expression of interest.

Yours sincerely

Vivien Swaida Principal

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



- Raise their attainment in exams and tests through outstanding teaching
- Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- Ensure they have employability skills and attitudes
- Create rounded individuals through a wide choice of co-curricular activities





- Educational rigour
- Organisational effectiveness
- * Financial efficiency
- ★ Partnership & recognition of local identity
- Respect for autonomous leadership
- Promoting practical creativity

You can find out more at: www.creativeeducationtrust.org.uk

ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the young people in our care.

Our on-site facilities include:

- Sports fields
- Multi-Use Games Area marked up for netball and football;
- School hall with sound system and projector;
- Dance/Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in the majority of classrooms;
- Modern and open-plan library with wide range of reading materials







Summary of Weavers Academy's Progress Scores in 2018:

- Progress 8 score: +0.12
- Attainment 8 score: 42.8
- Pupils entering EBacc: 5%
- Staying in Education or entering employment: 93%

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteachers is a member of the Headteachers' Forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



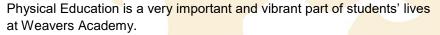






PE LEARNING AREA

PE at Weavers Academy



The Academy's philosophy is to provide opportunities for all at a level appropriate to students' ability in a wide range of sporting activities. Physical Education is integral to the curriculum but participation both of students and staff ranges widely beyond that. Whether achieving national prominence or making expected progress, students find the academy keen to promote their interests and enthusiasm.

There is a rich extra-curricular programme in the school including lively Inter-House competitions and a comprehensive Inter-School fixture list. The PE staff are involved in both lunch-time and after school sporting clubs and competitions.

The Physical Education learning area at Weavers Academy serves a large community of students with the full range of abilities and interests. We teach in sets across the full ability range from elite athletes who compete at national and international level to those who enjoy physical education and are keen to improve.

We look for talented individuals who want to be a part of transforming education in Wellingborough, and helping create exceptional places of learning. We would like to appoint a dynamic and inspirational qualified teacher to deliver our rich curriculum that encompasses the promotion of traditional sports to develop athletes and improve children's theoretical foundational knowledge of Physical Education; in conjunction with alternative sporting elements to promote mass participation to promote a lifelong participation in exercise. Additionally we are looking for an effective and enthusiastic classroom teacher who will be able to complement our dedicated team of outstanding practitioners through diverse and imaginative pedagogy.





PE Curriculum

PE is a very popular subject and over a third of students study PE in Years 10 and 11. Students have seven 1 hour periods over a two-week timetable.

Students follow the BTEC PE (EDEXCEL) which they study in Years 10 and 11 and also in KS5

In KS3 all students have four 1 hour PE lessons over two weeks in Year 7, five 1 hour lessons in Year 8 and 9. Standards are high and the PE provision meets the needs, aptitudes and interests of all students through team and individual games from the choice of badminton, table tennis, basketball, cricket, football, netball, rounders, rugby and tennis. This is alongside some alternative sports of lacrosse, dodgeball, futsal, and street gold.

You can find out more at: www.creativeeducationtrust.org.uk

PE Team

There are eight PE teachers along with a range of trainee teachers.

All of the PE teachers enjoy a range of delegated responsibility within, and outside, the learning area and are responsible for timetabled lessons.

The learning area is also supported by non-specialist teachers and external coaches who help with extra-curricular activities too.

We are strong practitioners within PiXL and within the CET academy family of schools.

We provide school-to-school support and enjoy being part of wider collaboration and national initiatives.





Teacher of Girls' PE JOB DESCRIPTION AND PERSON SPECIFICATION

Start date: As soon as possible (Maternity Cover)

LOCATION

Weavers Academy, Wellingborough

SALARY

MPS/UPS

THE ROLE

To contribute to raising standards of student attainment and to ensure outstanding progress.

To monitor and support the overall progress and development of students as a teacher/form tutor.

To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.

To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

REPORTING LINES

The post will report to the Head of PE

SPECIFIC RESPONSIBILITIES

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area.
- Run after school clubs to promote participation.
- To contribute to the Learning Area Raising Achievement Plan and its implementation.
- To contribute to the achievement of the academy development plan and its implementation.
- To plan and prepare courses and lessons.

TEACHING

 To teach, students according to their educational needs, including the setting and marking of work.
 You can find out more at:

www.creativeeducationtrust.org.uk

- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

RAISING STANDARDS: care, guidance and support for learning

- Set high expectations for pupils' behaviour and ensure that it is effectively managed.
- Set appropriate and demanding expectations for pupils' learning and motivation.
- To alert the appropriate pastoral staff to problems experienced by colleagues or by students and make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To manage and contribute to SMSC and information, advice and guidance according to school policy.
- To ensure that the appropriate behaviour management systems are being applied so that effective learning can take place.

STAFFING

- Taking part in the school's staff development programme by participating in arrangements for further training and professional development.
- Continuing personal development in the relevant areas including subject knowledge and teaching methods.
- Leading in the performance management review process as appropriate.
- Ensuring all staff in the PE learning area have a clear understanding of student data accountability measures.
- General management and team responsibilities as delegated by the Principal.

QUALITY ASSURANCE

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

MANAGEMENT INFORMATION

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

COMMUNICATION

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

You can find out more at:

www.creativeeducationtrust.org.uk

OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the school according to policy and regulations.
- To undertake any other duty as specified by STPCB not mentioned in the above.

EXPERIENCE

- QTS/Degree relevant to subject.
- Demonstrable track record of having delivered substantial improvements in student outcomes.
- Experience of teaching BTEC PE at KS4 and KS5
- Evidence of organisational skills and the ability to prioritise competing demands and a substantial workload.
- Demonstrable evidence of working effectively in a team
- Evidence of effective working with challenging students to improve outcomes.
- A strong track record of behaviour management strategies including de-escalation techniques.

KNOWLEDGE, SKILLS AND QUALITIES

- An in-depth understanding of the statutory provisions and legislation concerning safeguarding.
- Evidence of using analysing data, setting priorities and planning action to address emerging issues.
- The ability to develop a philosophy of high aspiration and expectation for every student including those with SEND and those disadvantaged.

PERSONAL QUALITIES

- Must be adaptable, flexible and changeable.
- Excellent inter-personal skills and the ability to remain constructive under pressure.
- A 'can do' and 'will do' attitude.

- High level interpersonal and communication skills.
- A 'team player', able to implement collaborative techniques to drive change and continuing improvements to standards.
- Relentless drive for setting and meeting challenging targets and goals.

SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they
 have an understanding of the aims of the school, its
 policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; participating in trustwide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- Undertake any other reasonable duties deemed appropriate to the role.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.



Teacher of Girls' PE SELECTION CRITERIA

	ESSENTIAL	DESIRABLE
QUALIFICATIONS & KNOWLEDGE	 Qualified Teacher Status. Evidence of recent success in leading on, and securing significant improvements in outcomes 	
	 High standard of written and verbal communication Experience of teaching BTEC PE at KS4 and KS5 Demonstrate evidence of relevant managerial experience To be able to develop good learning relationships with students so that they are all motivated to learn and make good progress To be able to develop effective relationships with parents and carers so that they work with the academy to support their children to learn Able to deal with confidential information sensitively and appropriately in line with academy policies Able to differentiate resources to meet the needs of all 	
QUALITY OF TEACHING, LEARNING AND PROGRESS	 Proven track record of good teaching and good progress A track record in school improvement and the raising of standards to the highest level Involvement in the development of the 'Inclusive Curriculum' 	
INTERPERSONAL SKILLS & PERSONAL QUALITIES	 Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). Ability to be flexible and adaptable. Ability to work under pressure and be able to meet deadlines. Ability to think creatively, be analytical and be able to prioritise. Willingness to contribute to extra-curricular activities Creativity, energy and enthusiasm with a 'can do' and 'will do' attitude Ability to work as part of a team. High levels of motivation and a commitment to high standards, personal impact and presence 	

You can find out more at:

SAFEGUARDING

- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Ability to raise the self-esteem and expectations of children and young people
- Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline
- Motivation to work with children and young people
- Commitment to, and belief in, the equal value of all students
- Ability to manage the behaviour of challenging students
- Ability to comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection

You can find out more at: