

November 2020

Dear Colleague

Thank you for your interest in the post of full time Teacher of PE (maternity cover) at The Macclesfield Academy. The Academy is a successful and expanding 11-16 school serving a diverse community in South Macclesfield. We opened in 2011 following the closure of Macclesfield High School. Whereas our predecessor school was in an OFSTED category and the National Challenge, in 2014 the Academy was judged to be Good in all aspects and, on the basis of the 2015 results, received an SSAT Educational Outcomes Award for exceptional exam results. Our numbers rose by almost 100 between September 2015 and September 2016 and we were oversubscribed again in 2017 and 2018.

In October 2017, we were inspected again and, largely on the basis of the outcomes for our disadvantaged students in 2017, we were judged to require improvement. Although our inspection in February and March 2020 confirmed that we had addressed all of the issued raised in 2017, inspectors concluded that the academy still required improvement on the grounds that there were deficiencies in our curriculum which had previously been consistently commended in previous inspections. We have a focused action plan in place to address these issues and we aim to return to a grade of at least Good at our next inspection.

Our central vision remains exactly the same. We want to create an outstanding small school: a welcoming community where every child is loved and cared for and where all our students succeed because of the way we personalise the curriculum to provide an enriched experience for each individual.  Our vision and values are set out in more detail in the “about us” section of our website at [www.macclesfieldacademy.org](http://www.macclesfieldacademy.org).

To turn this vision into reality we have created an innovative Academy experience which we summarise as follows:

***The Academy Day***

* Our day consists of three 100 minute lessons: 0900-1040; 1100-1240 and 1320-1500.

***The Academy Week***

* Each Thursday, we suspend the formal timetable at 1240; all students take part in our enrichment programme based on three strands of activity: culture and recreation, community and curriculum challenge.

***The Academy Year***

* We begin our Academy year at the start of the last full week in June.  All year groups move up a year and, for the first week in July, our new Year 7 students join us for an induction week.

***The Academy Experience***

* Students joining the Academy who are significantly below the expected level in reading or writing or who are insecure at that level join a transition group.  They spend a large portion of the week with a single teacher who teaches them English, Humanities and French and delivers the Ruth Miskin literacy programme to boost their reading and writing.
* All our option GCSE courses are one year programmes taught for 5 hours a week.  Typically students take MFL GCSE and one other option in Year 10 and take two additional options in Year 11.

In 2014 OFSTED concluded that: ***an innovative curriculum underpins the good progress students make.***

We are looking to appoint a high quality PE teacher who is fully committed to the aims and values of the Academy, who will make an excellent form tutor and who will contribute to our enrichment programme. This post could represent an excellent opportunity for a Newly Qualified teacher but we would also welcome applications from more experienced colleagues. In a small school, wholehearted commitment to our extracurricular programme is essential so that we have a range of activities on offer throughout the week. The ability to teach BTEC sport is also essential. Claire Jerome, our Subject leader for PE who is going on maternity leave, is also our Key Stage 4 pastoral leader. Her timetable is reduced to allow time for these responsibilities. Although her maternity cover will be a full time post, this will include a proportion of lesson cover which could be in other subjects of the curriculum.

Claire will be happy to answer any questions you may have. She can be contacted on [claire.jerome@macclesfieldacademy.org](mailto:claire.jerome@macclesfieldacademy.org).

Our pay policy makes it clear that we do not automatically replicate the salaries that teachers have earned in previous posts and we expect to appoint to M1-M6 in the first instance. However, in the case of a teacher with a proven track record of exam success or other exceptional qualities, we would be prepared to appoint onto the Upper Pay Spine. Application is by the Academy form or the TES standard application form and should include a supporting statement demonstrating how you meet the requirements for the post. **The deadline for applications is 9.00am on Friday 27th November 2020.** ***Applications for this post must be made using the appropriate forms*** and sent by ***email only*** to: [TMArecruitment@macclesfieldacademy.org](mailto:TMArecruitment@macclesfieldacademy.org). Curricula vitae or open testimonials will not be considered.

The selection process will include the qualifications and ID checks required for us to undertake a full disclosure DBS check. During the interview process, candidates will be assessed as to their understanding of and commitment to the principles of safeguarding children in school. We actively encourage all colleagues who meet the essential requirements for the post to apply and would particularly welcome applications from colleagues with disabilities and those from black and minority ethnic groups as such colleagues are currently under represented in the Academy. Please note that we only pay interview expenses in exceptional circumstances which must be agreed in advance of the interview.

Please do not hesitate to contact me by email at [richard.hedge@macclesfieldacademy.org](mailto:richard.hedge@macclesfieldacademy.org) if there is any aspect of the post or the selection process you would like to discuss.

Yours faithfully



**RICHARD HEDGE**

Headteacher