

Teacher of English The Dorcan Academy



Closing date: Tuesday 22 April 2025 at 12 noon

Pay Scale: Main Pay Scale or Upper Pay Scale depending on experience

Start Date: September 2025

Permanent Contract available

ECTs are welcome to apply – a July start will be considered for those starting in September

Opportunities for progression and TLR available for suitable candidate

(Please note that this advert may close early if a suitable candidate is found before the closing date)

Would you like to join us on our journey to become an **outstanding** school of **first choice** at the heart of our local community? Do you **care** enough to want to make a **significant** difference to the lives of our amazing students? Are you **passionate** about becoming the best teacher you can be? If so, we would love to offer you the exciting opportunity to join our highly dedicated staff as an outstanding teacher of English. The role would suit an Early Careers Teacher looking to work in a supportive school with an excellent track record for successful initial teacher training; we offer excellent CPD opportunities to staff at all levels.

Our English curriculum is knowledge rich, ensuring students have access to the best literature, as well as being carefully sequenced to support the acquisition of highly developed language skills and the maximising of cultural capital for our students. We aim to foster a lifelong love of reading and our DEAR programme (Drop everything and read) is embedded into our school ethos. Successful students are able to articulate their ideas confidently in written and spoken English and respond to others' ideas with insight and compassion. The English Faculty is a strong team, including highly experienced teachers as well as new talented teachers to the profession.

We have been on a journey of improvement over recent years and in July 2022 were judged GOOD in all categories by Ofsted which is a major achievement. In our school students are ready to learn and 'low level disruption is rare'. Ofsted were impressed with the excellent behaviour of our students both in lessons and around the school. We pride ourselves on being an 'academy of opportunity' for all with excellent relationships.

Every member of staff receives bespoke support and development through our in-house coaching programme as well as additional professional development opportunities to promote further progress and career enhancement. All departments receive joint planning time as part of the timetable (in addition to PPA time) to enable best practice to be shared. We are committed to challenging, supporting and developing staff and students to 'Aspire to Greatness' so that we become the best that we can be. In a recent survey 98% of staff said they were proud to be a member of staff at The Dorcan Academy with 95% stating that they enjoy working here. 95% said that they support the vision of the academy.

As a member of staff you will be highly valued and will be supported to flourish within the English Faculty as well as the academy as a whole.

Although we don't boast a shiny new building, we do have excellent facilities, with a supportive, friendly school culture and ethos which is often commented upon by visitors.

We will offer you:

- ◆ A supportive and bespoke staff induction programme
- ◆ High quality professional development, including a first class Early Careers programme if you are an Early Careers teacher (Years 2 – 4)
- ◆ Additional non-contact time if you are an Early careers teacher
- ◆ Unrivalled support from the leadership team
- ◆ Excellent specialist facilities and resources
- ◆ Committed staff who 'go the extra mile'
- ◆ Motivated, enthusiastic students who are ready and eager to learn

The Dorcan Academy is an 11-16 academy situated on the eastern edge of Swindon with a comprehensive, challenging and enriching curriculum and a wide range of extra-curricular opportunities.

Our vision is to be an outstanding school of first choice at the heart of our local community. We aim to do this through our:

- 1) **Culture** - An inclusive school where everyone is valued, cared for and nurtured in an extraordinary way.
- 2) **Curriculum** - Students acquire 'powerful knowledge' and skills that prepare them fully for the world work and their wellbeing, delivered through outstanding teaching
- 3) **Character** - Students stand out as model citizens, showing kindness, respect and doing their best
- 4) **Community** - All stakeholders use their unique gifts and talents to serve others and enable them to flourish

At The Dorcan Academy **our ethos** is underpinned by the five principles of: **Belonging, Purpose, Aspiration, Perseverance** and **Achievement** and seek to develop in our students the character virtues of Honesty, Integrity, Compassion, Courage, Generosity, Gratitude, Personal Responsibility, Resilience and Self-Discipline.

Further information about the position and department can be found on the school website www.dorcan.co.uk.

The Dorcan Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

To apply for the post, please complete The Dorcan Academy application form and email to head@dorcan.co.uk by the closing date.

The Dorcan Academy, St Paul's Drive, SWINDON, SN3 5DA Telephone: 01793 52523