

**Robert Smyth Academy**

Market Harborough

**Teacher of Humanities**

**(History/Geography)**

**Applicant Information Pack**

Dear Applicant,

Thank you for your interest in Robert Smyth Academy. I suspect that if you are anything like me, the first thing you may be interested to learn will be about behaviour and expectations. We are an institution that has a commitment to structure, predictability and routine. These are important foundations for a calm and purposeful learning environment that benefits all students and staff. I can start by assuring you that this is a school that really emphasises the importance of standards for everyone because that is how we ensure that students achieve their best.

This is a special place to work. Our students are courteous, kind and they have high aspirations for their futures. You will benefit from the mutual support of experienced and helpful colleagues in all areas of the school. We are also supported by a fantastic and thoughtful community of parents. These are just some of the reasons that this is an ideal place to come to work every morning.

The school was last inspected in 2017 and graded as 'Good’. Since then, there has been continued transformation and there is no doubt that the quality of education has improved every year since. We are passionate about continuous improvement and you will be expected to be passionate about professional learning. We are not just the sporty, artistic, creative, musical or academic school; we are truly comprehensive and we have incredible strength in each one of those specialist areas.

We have an excellent track record of supporting teachers. If you were to ask Recently Qualified Teachers (RQTs), Newly Qualified Teachers (NQTs) and the trainee teachers that we work with, you would find that this is a welcoming, supportive and warm environment. Members of staff work hard together toward our common aim of putting the interests of the students first. In the last two years, all trainee teachers have passed their induction assessments and many have gone on to become curriculum leaders in our school due to the quality of their work and the support that they received. Part of the special appeal of our school for teachers is the ability to teach up to A-Level and continue a connection with degree level study. The quality of A-Level teaching is high and leads to significant Russell Group University access every year.

Senior leaders are visible around the site at all stages of the day to support staff and students. We believe in proactive, positive supervision so that staff feel supported and students enjoy their learning. We are all part of the same team. In this school, team players will thrive and develop very quickly. You will be well known, well supported and given more support than you know what to do with!

I do not expect perfection but I do expect you to be passionate about your subject, our students and your own professional development. I am always happy to speak to prospective teachers and if you would like to find out more then please let me know and I will give you a call.

 Yours sincerely

Dan Cleary

**Principal**

**Teacher of Drama**

### Closing Date: Monday 12th April 2021

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| --- | --- | --- | --- |
| **Start date:** | August 2021 | **Contract type:** | Full Time |
| **Salary:** | Main Scale (M1 to M6) | **Contract term:** | Permanent |
| **Suitable for NQTs:** | Yes |  |  |

Our staff are our most valued asset. The Academy has access to a wealth of support provided by outstanding practitioners, giving opportunities for staff to flourish and develop.

**The Role**

We are advertising for a Teacher of Humanities (History/Geography). This is a fantastic opportunity to join a well-established, successful school. This is a brilliant opportunity for the right candidate to come and become part of a supportive team at a wonderful place of work. We can offer you a warm, welcoming place to work and fabulous students to work with!

Applications are welcome from NQTs.

Students who pursue Humanities (History/Geography) are able to progress to A-Level pathways and this role would be perfect for a candidate with a real passion for their subject specialism and for A-Level teaching. We welcome candidates with either History or Geography specialism; the ability to teach both would be desirable.

**The Academy**

The Robert Smyth Academy developed from Market Harborough’s oldest school, founded in 1607. It is now a vibrant, fast growing 11 – 19 Academy with over a thousand students, including ‘new’ Year 7 students in 2016 and well over 400 students in the sixth form. The area around Market Harborough, which is an attractive and a growing market town, is increasing in its diversity and offering significant potential for the Academy to grow.

The school continues to produce outstanding results. The Ofsted inspection in September 2017 deemed the Academy *as* ‘good’. This, with other progress, is the foundation of the Academy’s journey to being ‘outstanding’. The Academy also enjoys a very positive reputation in its community and particularly for its considerable extra-curricular offer in many areas, most notably in art, music and sport.

If you join us, you will benefit from:

* Teaching students who are well motivated as the school enjoys strong parental support
* Working in a Trust with structured professional development opportunities
* A real chance to develop in a forward thinking, highly successful academy
* Developing yourself in our ‘can do’ culture and positive ‘want to’ climate

**Staff Wellbeing**

We actively place staff wellbeing at the centre of everything we do. Our staff are our single biggest asset, and the success of our students depends on them. So we take care of and invest in them properly.

A few of the things we offer are:

* A supportive, open and approachable management team who are visible leaders
* A comprehensive CPD programme for all staff whether NQTs or aspiring leaders
* Friendly colleagues who are always happy to help each other

We really value our staff and will do whatever we can to meaningfully demonstrate that

**Staff Incentives**

Weekly Yoga classes

Corporate Gym membership

Employee Assist Programme

Weekly running group

On-site parking for staff

Free tea, coffee

The Academy participates in the childcare voucher scheme

**Informal conversations about the post are most welcome**.

The recruitment process is robust in seeking to establish the commitment of candidates to support the school’s measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. The successful applicant will be required to undertake an Enhanced DBS check. All applications will be considered on their merit and the post will be offered subject to the usual health, criminal record and reference clearance. We are committed to safeguarding and promoting.

**HOW TO APPLY**

If you would like to join our outstanding team and apply for this post, please **complete the application form in full**. Please note that incomplete applications may result in possible rejection from the shortlisting process.

**Section 1: Letter of Application**

Please attach a letter of application and use this opportunity to show your suitability for this post as outlined in the job description and person specification and tell us why you want to join us at Tudor Grange.

**Sections 2, 3 and 4: Current/Most Recent Employment and Full Chronological History**

Please ensure that this section is completed fully. If you have gaps in your employment please indicate the reasons for this. This may be explored further in an interview.

**Section 5, 6 and 7: Education, Training and Qualifications**

Please complete this fully and ensure that you have proof available of your qualifications. If you are not in possession of this proof, please be aware that we will require your permission to contact the relevant awarding bodies prior to a firm offer of appointment, should you be successful.

**Section 8: Other Relevant Experience, Interests and Skills**

Please add anything that is not already covered in your letter of application.

**Section 9: References**

Please provide two referees and their details. A telephone number or email address often makes this process easier and would be much appreciated. The references MUST include your current or most recent employer and will ask about your suitability to work with children. Open references or testimonials will not be considered. Please be aware that we may approach previous employers to verify particular experience or qualifications.

**Section 10: Personal Information**

Please ensure that all details are completed including your date of birth. This is to ensure that appropriate identity checks can be made. Ensure your NI number, email address and contact numbers are also included. For Teaching staff please make sure you include your Teacher Reference Number (TRN) number.

**Section 15: Declaration**

Please be aware that by signing the declaration you are declaring that you are not on List 99, disqualified from work with children or subject to sanctions imposed by a regulatory body e.g. the General Teaching Council (GTC) and that you either have no convictions, cautions or bind-overs or that you have attached details of these in a sealed envelope. You are also aware that you will be subject to a DBS Disclosure appropriate to the level of the post should you be successful.

Please be aware that providing false information is an offence and could result in the application being rejected or summary dismissal if you are appointed on the strength of this, with possible referral to the police.

**ABOUT ROBERT SMYTH ACADEMY**

Welcome to Robert Smyth Academy, Market Harborough’s only all-through secondary school where children join at 11 years old and progress through to a fully integrated Sixth Form at the age of 18. Robert Smyth offers families a warm, welcoming setting where all children are well supported, and where their talents are nurtured through the exploration of a broad and rich curriculum. The Academy is oversubscribed and has been rated as ‘Good’ in all areas by Ofsted.

Robert Smyth is a comprehensive school founded in 1607 as the local grammar school in Market Harborough and firmly grounded in a commitment to educational excellence. The school educates over 1000 students every year with a wide spectrum of aspirations, interests and needs; everyone is welcome because our school is a family. The school offers outstanding pastoral support, excellent academic challenge and a wider curriculum that brings out the joy and confidence in all of our young people.

Robert Smyth is set on an incredible estate set against the Hammond Arboretum and on the edge of Market Harborough. Students are able to enjoy break and lunch times in large fields and they benefit from a fantastic catering service and dedicated restaurant and café facilities. Students enjoy relaxing and socialising in this wonderful space and this is highly conducive to their well-being.

Robert Smyth Academy is part of Tudor Grange Academies Trust.



**LEADERSHIP TEAM AND GOVERNORS**

**Principal**

Mr D Cleary

**Senior Leadership Team**

Mrs V McNair

Mr M Payne

Ms L Kirk

Miss K Nicholson

**Head of Sixth Form**

Mr G Luhrs

**Chair of Governors**

Mr G Green

**Our Vision**

Students who attend Robert Smyth Academy will benefit from an outstanding education which will enable them to live happy and fulfilling lives. We are committed to becoming a centre of excellence in the East Midlands and as we move to the next stage in this journey to outstanding, we are committed to the following principles:

* We put students at the centre of what we do
* We are a true comprehensive school, inclusive in the fullest sense
* We are committed to providing an environment that is academically special. We will maintain a climate where students learn, and teachers enjoy teaching and developing their practice
* We expect all members of our community to enjoy and to be excited by learning
* We are committed to securing student outcomes that consistently exceed national comparison
* We aim to develop a sense of enquiry in all
* We listen to all stakeholders
* We will ensure that all stakeholders are proud of their relationship with the Academy

**We believe in success in its most broad and complex form for all students and we are committed to:**

* Empowering students with knowledge
* Enabling students to attain excellent qualifications
* Stimulating students to make excellent progress in all areas
* Encouraging students to develop a sense of social responsibility
* Supporting students to become economically literate
* Inspiring students to find their passion for learning
* Equipping students with the confidence to take their next steps

**Our Values**

It is vitally important that all students understand three basic, daily expectations of their approach to Academy life. We believe that all students, irrespective of background require structure to achieve their best. These values apply in every facet of Academy life and they are as relevant to a new student in Year 12 as they are to a new student joining in Year 7. At the core of these three expectations is a belief that discipline equals freedom.

**Be prepared**

All students are expected to be immaculately dressed, on time and ready to learn every day. These routines apply like clockwork and allow students to make the most from the curriculum by being in a state of preparation. Every student is expected to demonstrate this mindset so that no time is wasted and they are able to learn and make exceptional progress across the curriculum. The expectation for students to be punctual, organised and well presented is a consistent feature of Academy life and there are no exceptions.

**Be kind**

All students are expected to be kind and show compassion toward one another. We embrace traditional values and expect students to say “Please” and “Thank you” as well as to hold doors for one another around the Academy site. We encourage students to express gratitude to their peers and other members of the community and to pick each other up when they face times of difficulty. We explicitly reinforce the importance of kindness and ensure that students know that how they treat others really matters.

**Work hard**

All students are expected to work hard. We encourage students to take responsibility for their performance and reject excuses or quick fixes. We believe that all students will exceed expectations through a commitment to discipline in their concentration, thought and work. We know that learning is a change to long term memory and that for learning to take place there must be focus, repetition, checking and retrieval. We expect all students to demonstrate a strong work ethic that will enable them to be empowered with significant advantages in knowledge acquisition.

**OUR FACILITIES**

Robert Smyth Academy was opened in 1607 as a single classroom school in the centre of the town. It then moved up to its current site in 1909. It occupies a site just outside the centre of the market town. The Academy is made up of a variety of buildings including specialist buildings for Sport, Music, and Art & Design.

• Eight Science Laboratories

• Specialist building for Design & Technology and Art

• Specialist building for Music with rehearsal rooms

• Five ICT suites on the Windows platform

• Whole school network of over 200 PCs

• Media Studies suite

• Large Sports Centre with two Sports Halls and Changing Rooms

• Extensive sports fields surrounding the site

• Two cafeteria style dining areas with additional Food Bar in playground

• 6th Form Centre with 4 classrooms and study areas

• 6th Form only Café with study area

• 6th Form Quiet Study Area

* 6th Form Wi-Fi

**ACADEMIC ORGANISATION**

The philosophy of Robert Smyth is that each student is entitled to a curriculum that prepares him or her for life’s opportunities, responsibilities and experiences. Statutory requirements of the national curriculum are supplemented by the Academy’s broader curricular provision.

At Key Stage Three, students follow a common curriculum. In Years 9, 10 and 11 students are offered greater choice, enabling a more personalised curriculum that meets the needs of each individual learner; for example, those needing extra help can do an additional studies course instead of one of the mainstream option choices.

**Key Stage Three**

All students in their first two years at the Academy study the core curriculum which includes English, mathematics, science, physical education, citizenship and guidance and religious studies. Their curriculum is enriched by studies in humanities, art, three design subjects, performing arts, digital literacy and a modern foreign language.

During Year 8, full consultation takes place between staff, students and parents to support curriculum choices at key stage four.

**Key Stage Four**

The Key Stage Four curriculum is designed to give students every opportunity to achieve their full potential and to maximise the choices available at Post-16.

All students in Years 9, 10 and 11 study English language, English literature, mathematics, science, physical education and citizenship and guidance. In Year 9 students engage in discrete religious studies lessons while in Years 10 and 11, the subject is taught as part of the citizenship and guidance programme.

Students are encouraged to comply with the EBacc subject list, so most are expected to study geography or history and a modern foreign language. There is a considerable amount of curriculum choice available for their remaining two options.

**Key Stage Five**

The curriculum in the Sixth Form is designed to prepare students for both university and the world of work. Each Sixth Form student has their own specific goal and ambition and we ensure that each student has a personalised curriculum that meets their individual requirements. Students choose from a diverse range of subjects so that they are able to participate in challenging and enjoyable courses. Extra qualifications such as the Extended Project are also available.

We provide a variety of opportunities within the Academy, and are proud that our students have been able to succeed as peer mentors, sports coaches, volunteer care workers and much, much more.

**PASTORAL ORGANISATION**

Students are looked after in one of four Colleges; Bragg, Hammond, Logan and Moseley, each led by a College Leader

In addition, we have two College champions whose role is to celebrate any good work with students across their Colleges in any arena of school life or indeed achievements outside of the community. When a student starts at Tudor Grange they are placed in vertical tutor groups; for 2018-19 these will be Years 7-8; 9-11; with Year 12 and Year 13 separate.

**EXTRA CURRICULAR ACTIVITIES**

As an Academy we feel strongly that the development of team and interpersonal skills is enhanced by the opportunities and experiences students have outside of the classroom. Hence, we provide a diverse breadth of activities that are part of a weekly timetable for students to opt into. These activities run before, during or after school and are delivered by willing and specialist staff who want to relay their knowledge and passion.

The list below shows just a small selection of the programme on offer:

• Sports Teams including Football, Rugby, Netball, Hockey, Cricket, Basketball, Handball and Trampolining for both boys and girls

• Various Choirs

• Various Orchestras

• Drama

• Dance

• STEM Club

• Chess Club

• Duke of Edinburgh

* Outlooks Expedition