

Candidate Information pack

Head of English



Section 1: Letter from the Headteacher

Dear Applicant,

Thank you for your interest in our academy. We hope that this letter and the attached information helps you to understand that we are working hard to make our academy stand out from the crowd; we intend to become a school of choice in the local area. To achieve this, Fowey River Academy is evolving, and fast.

We have recently joined a new MAT, the Leading Edge Academies Partnership. This is one of the top performing MATs in the country. You will be working for an employer who is absolutely committed to developing talent in staff, innovating curriculum delivery and ensuring that students soar and thrive. You are encouraged to view the MATs website, www.leadingedgeacademies.org

Fowey River Academy prides itself in values-based education. Relationships matter to us and we are influenced by our core values of "Ethical, Excellence, Equity, Empathy, Evolution and Endurance" which guide all of our conversations and our decision-making.

Therefore, the people we appoint are key to our future and, unsurprisingly, we are very clear about the type of colleagues we now need.

The English team need a committed leader who can develop a 21st Century curriculum.

We love innovators and teachers who are able to model perseverance, enquiry and endeavour and so:

- ✓ You will be multi-skilled and able to move effortlessly between being a team member who is a genuine collaborator, to an independent expert in your field.
- ✓ You will be positive, enthusiastic and inspirational to those working with and around you.
- ✓ You will be a creative practitioner who wants to share your talents to develop others.

Our students are amazing, but they do not always see the endless possibilities that are out there in the Big Wide World. We need teachers who know how to open eyes, minds and hearts. They readily commit to those who commit and genuinely care for them.

We have a strong sense of what we are about: 'We are Fowey' and I would like to explain to you our philosophy and approach.

FRA believes in a growth mind-set. Intelligence is not fixed, but can and will be grown and nurtured. Our philosophy as part of Leading Edge promotes exploration and discovery. We are committed to the idea that everyone is capable of excellence - the first attempt at something is just that, a first attempt. We believe that failure only occurs when you stop trying or there are insurmountable barriers. The subject leader for English will remove barriers.

Our philosophy is to teach students to persevere in order to master academic knowledge and skills; we need to teach them how to be resilient when faced with a challenge.

So, is FRA the right place for you?

It is if...

- You like change because you understand that it develops you - and you don't want to be someone who stands still.

It is if...

- You want to get excited about possibilities, develop pedagogy and up-skill, constantly.

It is if...

- You are the sort of person who insists that learning is memorable and fun.

We admire people who have got themselves out there – we call them 'magpiers'. These are the people who will bring world-class ideas that work to beautiful Mid Cornwall and change lives.

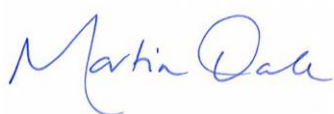
If this excites you and you want to work hard with us to develop your career then we would love to hear from you.

The application pack consists of:

1. Letter from the Headteacher
2. Additional Information about the English Faculty
3. Initial tasks of the role
4. Job Description
5. How to apply

Please also see a copy of the Leading Edge Staff Welcome Pack that outlines the benefits of working for a Leading Edge organisation.

Yours



Martin Dale
Headteacher

Section 2: The English Faculty – additional information

Our English department is a dedicated, professional and committed team who share a mutual passion to deliver high quality learning experiences for our classes. We believe that English is a subject that provides the foundation for success: both in school and in the real world.

Our philosophy: to produce independent and inquisitive students who can explore a wide range of texts with perception and accuracy. We strive to enable each individual to become confident communicators, both in their writing and oracy; to allow them to achieve their best, irrelevant of their starting point, through a mastery curriculum. We want someone who will help us to develop to the next level.

Currently we work within a suite of six classrooms, one of which is fully equipped with Apple Mac computers, that enhances the learning opportunities we can give our students. We believe that students of the twenty-first century need to be exposed to different forms of communication, in a range of media and would like someone who can help us to explore and embed this further. We deliver AQA English Literature and Language. We also deliver AQA Media Studies and Edexcel Drama at GCSE as part of our Performing Arts offer and would welcome candidates who have experience in these fields.

We are seeking someone who can bring an additional dimension to our established, multi-talented and collaborative team. Each member of the department has a specialism that is paramount to our capacity to deliver an engaging curriculum that meets the demands of the new GCSE. Our forward-thinking approach has already produced some superb results, reaching above the national average for the highest grades of 7-9 in Summer 2017, but we desire a new colleague who can bring fresh strategies to allow us to continue and build on this success. In return, we will provide a supportive, positive set of colleagues with whom you can share and develop new pedagogical approaches.

The Head of English is a role carefully designed to increase capacity in the current team. Its purpose is to accelerate the changes that are necessary to improve progress rates of learners.

Section 3: What will be the initial tasks of this new role?

- You will need to get to know your team. Uncover their strengths, their passions, their potential and future areas of excellence. Analyse their past performance and determine, through Performance Management, what you require their future performance to be. You will need to quickly establish each team member's development needs and, with your line-manager, construct a CPD package for them.
- You will need to become an architect of a new curriculum model.
- You will need to create a development plan for the new curriculum's planning, resourcing and delivery.
- You will need to engage with your team and establish how you will monitor performance. It will be your responsibility to promote areas of good practice and develop a positive culture that will deliver results, for all.
- You will need to determine your team's USP (Unique Selling Point). Determining what will make you stand out from other departments within the academy, but also in the local area is a key task. We are a Leading Edge academy – what does that mean for your subject area and team? What innovative and adventurous ways will your team teach and your students learn? We aim to be the academy of choice in the local area because (i) we do things differently and in a way where results go through the roof and (ii) because everyone is so committed to what they do and how they do it.
- You will need to establish outstanding professional relationships with parents, members of the community and experts in your field. You will want people visiting us, talking about us, using us as case studies.

Section 4: Job Description

Post: Head of English

Salary: Leadership Scale to be negotiated at interview.

Full time, permanent.

Purpose of the role: To create, action and lead a holistic yearly action plan that transforms teaching and learning in your subject area in order to ensure that:

- All students have a high-quality experience because all learning programmes are designed to be memorable, enjoyable and fully compatible with the Leading Edge philosophy.
- Outcomes are raised year-on-year for all groups.
- Achievement gaps rapidly narrow.

Key Accountabilities

To author and implement the subject area's annual 'improvement plan'.

To exercise effective leadership.

Key Responsibilities

Share a clear vision for the department within your responsibility area and establish a positive culture of high expectation.

Lead by example, acting as a role model and reflective practitioner, adhering to policies and protocols and expecting others to do the same.

Build professional capacity in all department staff through providing sufficient challenge as mentor and coach and by holding them to account for the relationships they develop and the standards they set and expect from the learners in their classrooms.

Using a broad range of leadership styles, create a 'team' culture through 1 to 1 support and effective, inclusive team meetings.

Achieve 'buy-in' and a shared responsibility for raising standards with each member of the team by explicitly stating what each member is expected to contribute to the department and academy utilising and referring to the Trust document "Career Stage Expectations".

Performance Manage up to three department members, constructing agreed objectives against the department action plan, monitoring progress against the objectives at calendared points and putting intervention and support in place where objectives appear to not be being met.

To ensure your team deliver Quality First Teaching to students.

Timetable Q/A procedures, including classroom observation, feedback and regular reviews of work (book looks) separate to, but in liaison with, the FRA Lead Practitioners.

Ensure lessons are well planned and delivered in line with the academy's Adventure Learning ethos and all TLA policies.

Ensure resources are uploaded to Firefly and that it is always current and up-to-date and includes exemplar work to motivate, reward and inspire.

Challenge and confront underperformance.

To plan effective intervention to raise standards and diminish gaps.

To lead on aspects of assessment design, administration and delivery within your subject area;

To respond to data analysis with concise reports that show how you will address any areas of concern/ underperformance.

Effectively monitor the subject area's intervention plans to ensure all students make appropriate progress in the subject and that your leadership has impact.

To develop your career and skills set.

Agree an annual CPD personal action plan with your Line-manager.

Section 5: How to apply

We hope that you like what you have read, and subsequently are inspired and motivated to apply. If so, please complete the application, self-declaration and equal opportunity form. Please note CVs will not be accepted.

Please send completed applications to the PA to the Senior Team, Justine Walmsley, jwalmsley@fracademy.org

(Should you require alternative formats please contact Justine.)

Closing date: **9.00am on Monday 20th May 2019**

Fowey River Academy is an equal opportunities employer and is committed to Safeguarding and promoting the welfare of children and young people. The post is subject to satisfactory receipt of all statutory requirements in line with safer recruitment, inclusive of an enhanced DBS check.