

# Candidate Information pack

# Teacher 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](http://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 are made up of talented, dedicated professionals and we are seeking to appoint a new member of staff to help deliver a 21<sup>st</sup> Century curriculum.

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

- ✓ You will be able to move effortlessly between being a team member who is a genuine collaborator, to an expert in your field who can work independently.
- ✓ You will be positive, enthusiastic and inspirational to those working with and around you, be they staff or students.
- ✓ You will be a creative practitioner who wants to share your talents with 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. Job Description
4. 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 Faculty 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 faculty have experience of working with both practiced professionals and those who are new to teaching and we are confident that the successful candidate will bring new skills to our team, regardless of where they are in their career. Newly qualified staff will receive mentoring and training by our highly-skilled SLE as well as through the faculty itself.

### **Section 3: Job Description**

**Post: Teacher of English**

**Salary: Main Teachers' Scale commensurate with skills and experience.**

**Full time, permanent.**

**Teaching commitment: Max 18 periods out of a 20-period week**

**Responsible to: Head of Faculty - English**

#### Purpose

- To have responsibility for planning, delivery and assessment of learning activities for identified groups of students.
- To ensure student achievement within these groups is at least in line with expectations (Minimum Expected Grades - MEGs)
- To be accountable for progress and achievement of students within these groups.
- To have responsibility for the pastoral care of an identified tutor group.
- To implement academy policies and procedures as appropriate in day-to-day activities.

#### Delivery

- Plan fun, engaging and suitably challenging learning experiences for all allocated groups of students; use knowledge of prior attainment and on-going assessment data to ensure activities are appropriate for all students
- Read, comment and advise on students' work regularly in accordance with published academy policies.
- Undertake regular assessments of students' progress, in accordance with published academy assessment requirements; report the outcomes of such assessments to the subject leader, students and parents as appropriate; ensuring all appropriate deadlines are met.
- Attend parental consultation evenings for all groups of allocated students.
- Consistently teach at least good lessons, with the aim of improving to consistently delivering outstanding lessons.
- Manage the classroom behaviour of allocated groups of students, using the academy's published procedures for rewards and sanctions.
- Undertake the role and responsibilities of a tutor and Crew leader.
- Attend all subject team meetings as directed by the subject leader; attend all year team meetings as directed.
- Contribute to developments within the subject/year team, as agreed with the relevant real-world.

- Contribute to the delivery of revision, coursework, catch-up and enrichment programmes.
- Ensure you play a full role in keeping the academy's VLE up-to-date so that it is a relevant teaching and learning tool.

### General

- Play a full part in the life of the academy community; support the academy's priorities and ethos and require students to follow this example.
- Undertake continued personal professional development activities
- Participate in subject team activities.
- Undertake duties as per the published rota.
- Undertake a reasonable share of cover lessons in accordance with the published cover policy.
- Undertake any other responsibilities or tasks as reasonably requested by the Principal.

### **Section 4: 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](mailto:jwalmsley@fracademy.org)

(Should you require alternative formats please contact Justine.)

Closing date: **9.00am on Monday 20<sup>th</sup> 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.**