

Fowey River Academy

Windmill - Fowey - Cornwall - PL231HE

Headteacher: Martin Dale - BA (Hons) - NPQH



English Teacher

APPLICATION PACK



Salary: MPS/UPS
Contract Type: Full Time
Contract Term: Permanent

11-16 mixed comprehensive

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www.fracademy.org

English Teacher

We are seeking to appoint a talented and enthusiastic teacher of English to create innovative and exciting learning opportunities. You will be able to plan, deliver and assess lessons across all aspects of the KS3 and KS4 English curriculum. We are an incredibly ambitious academy located in the beautiful surroundings of the Fowey Estuary in Cornwall. We do things differently, on purpose and aim to be the school of choice in the local area.

we are Leading Edge and we are expanding and evolving fast. Please visit our website www.leadingedgeacademies.org for further information.

Applications are welcome from colleagues who have a deep knowledge of their subject area. We want you to show us that you understand how concepts, content and knowledge is organised and delivered; we want to know that you are up-to-date with what expert colleagues and specialist organisations are saying and it is really important that you are passionate about sharing this with colleagues and students.

Is this post the right one for you? It is if:

- you are someone who can think critically about pedagogy and specialist-specific approaches
- you are ambitious for students as well as yourself
- you value and use research to extend your own repertoire in order to develop and coach others
- it is your practice to use a wide range of pedagogical approaches because you can see their relevant in different contexts
- you can articulate and justify the reasons why each might be used.

Specifically, we are interested in skilled practitioners who appreciate and understand the preconceptions and misconceptions students may have about a topic/area of study. Successful candidates will be able to show that they not only have a clear understanding of possible barriers to learning, but that they know how to select and use appropriate strategies to overcome these, especially for students with SEND and for those from disadvantaged backgrounds.

Fowey River Academy embraces the use of new technologies, providing 1:1 iPad devices for each child and an iPad and MacBook for each member of staff. We would welcome applicants who are innovative in their use of IT and can develop their use as a strategy to raise standards across the curriculum.

An application form and information pack are available via our Academy website or on request by telephoning the Academy.

Leading Edge Academies Partnership is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment

For further information, please contact Justine Walmsley PA to the Executive Team at Fowey River Academy:

☎ 01726 833484 or email: jwalmsley@fracademy.org

Closing date for applications: 12 noon, Friday 22 November 2019

Interviews: w/c 25 November 2019

Start: April 2020

Please return completed application forms to Laura Sadler at the Leading Edge Academies Partnership, Boscathnoe Lane, Heamoor, Penzance, TR18 3JT

The successful candidate will be subjected to reference checks with previous employers and an enhanced DBS disclosure check.

The English Faculty

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.

Welcome

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 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 colleague who can assist with developing 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 and 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. We require an English Teacher who is determined to 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.

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2.

It is if...

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

It is if...

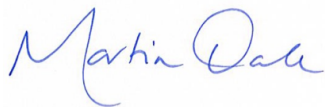
- You are the sort of person who insists that learning is memorable and fun.

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. Secondary education is a key stage in the life and development of each young person and we aim to work together with parents and carers to support the children; enabling them to develop and grow within our community and in building together a real sense of identity within Fowey River Academy.

The Academy is committed to a leadership approach at all levels. We are all empowered to make a difference in terms of the Academy's ability to address its core purpose. We encourage creative planning to challenge and inspire both students and staff alike.

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

Yours sincerely



Martin Dale
Headteacher

Notes to Applicant

Dear Applicant,

Application

If you wish to apply, please either email your application to Laura Sadler, Executive Assistant at lsadler@leadingedgeacademies.org (copies of all the details are available online on our website under the 'Vacancies' section), or post your completed application form to the address below, together with a covering letter, clearly demonstrating your suitability for the role. Where possible, please also provide email addresses for your referees.

Closing Date

Please ensure your application arrives before the closing date/time and that the post for which you are applying has been stated clearly on the application form. Applications received after the closing date will not be accepted.

Interview

Interviews for the post will take place shortly after the closing date or as stipulated on the advertisement above. Please assume that if you have not heard from us within 2 weeks of the closing date that, unfortunately on this occasion, your application has not been successful.

Fowey River Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

The successful applicant will be required to undertake an Enhanced DBS Disclosure.

Leading Edge Academies Partnership
Boscathnoe Lane
Heamoor
Penzance
Cornwall
TR18 3JT

Phone: 01736 352397

Web: leadingedgeacademies.org

Job Description

Post Title:	English Teacher
Purpose:	To create, action and lead a holistic yearly action plan that transforms teaching and learning in your subject area in order to ensure that: <ul style="list-style-type: none"> • All students have a high-quality learning experience because all learning programmes are designed to be conceptual, memorable, enjoyable and fully compatible with values-based education principles. • All students have access to a range of cultural events and experiences that enhance their cultural capital in English and related studies. • Outcomes are raised year on year for all groups. • Achievement gaps rapidly narrow.
Reporting to:	Head of English
Liaising with:	Principal/Vice Principals, teaching/support staff, LA representatives, external agencies and parents
Working time:	195 days per year. Full-time.
Salary/Grade:	MPS/UPS
Disclosure level:	Enhanced

MAIN (CORE) DUTIES

Main tasks	<ul style="list-style-type: none"> • The specific nature and balance of these responsibilities will vary according to the needs of the Academy and may be shared.
Class Teacher Responsibilities	
<ul style="list-style-type: none"> • To carry out duties of an Academy teacher as set out in the current Academy Teachers' Pay and Conditions Document. • To carry out the duties of a general class teacher as detailed in the Academy's class teacher job description, including some provision for cover of absent teachers. • To be responsible for teaching across both key stages. 	
Internal Organisation, Management and Control	
<p>To contribute to:</p> <ul style="list-style-type: none"> • Maintaining and developing the ethos, values and overall purposes of the Academy. • Formulating the aims and objectives of the Academy and policies for their implementation. • To contribute to planning improvement which will translate Academy aims and policies into actions. • Implementing the Governing Body's policies on equal opportunity issues for all staff and pupils in relation to sex, gender, race, disability and special needs. • The efficient organisation, management and supervision of Academy routines. 	

Job Description

Operational/Strategic Planning
<ul style="list-style-type: none">• To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the programme/subject.• To contribute to the programme/subject's development plan and its implementation.• To plan and prepare courses and lessons.• To contribute to the Whole Academy's planning activities.
Curriculum Provision
To assist the Programme/Subject Leader, the Assistant Principal Data, Standards and Progress, to ensure that the programme/subject provides a range of teaching that complements the Academy's strategies and objectives.
Curriculum Development
To assist in the process of curriculum development and change to ensure the continued relevance to students' needs, examining and awarding bodies and the Academy's Mission and Strategic Objectives.
Staff Development
<ul style="list-style-type: none">• To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.• To continue personal development in the relevant areas including subject knowledge and teaching methods.• To engage actively in the Continuous Career Development (CCD) process.• To ensure the effective/efficient deployment of classroom support.• To work as a member of a designated team and to contribute positively to effective working relations within the Academy.
Quality Assurance
<ul style="list-style-type: none">• To help implement Academy quality procedures and to adhere to those.• To contribute to the process of monitoring and evaluation of the Curriculum Area/Department in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.• To seek/implement modification and improvement where required.• To review from time to time methods of teaching and programmes of work.• To take part as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.
Management Information
<ul style="list-style-type: none">• To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.• To complete the relevant documentation to assist in the tracking of students.• To track student progress and use information to inform teaching and learning.
Communications
<ul style="list-style-type: none">• To communicate effectively with the parents of students as appropriate.• Where appropriate, to communicate and co-operate with persons or bodies outside the Academy.• To follow agreed policies for communications in the Academy.

Job Description

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Information Evenings, Progress Review Days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Management of Resources

- To contribute to the process of ordering and allocation of equipment and materials, whilst being conscious of efficiency savings.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective use of resources to the benefit of the Academy, Department and students.

Pastoral System

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- To liaise with a Pastoral Leader to ensure the implementation of the Academy's Pastoral System.
- To register the students in their Tutor Group, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans and Progress Files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate with parents of the students and with persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To apply the Behaviour Management System so that effective learning can take place.

Teaching

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in the Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching and learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality-learning experience for students that meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods that will stimulate learning appropriate to students' needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, Departmental and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Job Description

Other Specific Duties

- To remain and adhere to the Trust's Safeguarding Policy and child protection procedures.
- To play a full part in the life of the Academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To actively promote the Academy's corporate policies.
- Be responsible for your own continuing self-development, undertaking training as appropriate.
- To be aware and adhere to applicable rules, regulations, legislation and procedures eg the Trust Equality and Diversity Policy, Staff Code of Conduct, national legislation and GDPR Data Protection Regulations.
- To comply with the Academy's Health and Safety Policy and undertake Risk Assessments as appropriate.

As a restorative organisation we:

- Apply the principles of mutual respect and responsibility in all our internal and external relationships.
- Actively work to prevent, address and repair harm.
- Engage in continuous learning to further develop our communication and problem-solving skills.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Person Specification

Essential	Desirable	Demonstrated By
A commitment to safeguarding children and young people and an awareness of current national legislation relating to safeguarding and child protection.		Application Form / Interview
Graduate with QTS.	Further professional study at a higher level.	Application Form / Interview
A CPD portfolio with evidence of recent, relevant course participation and all academic qualifications.	Additional information. For example, students' work or newspaper cuttings.	Interview
Evidence of good or excellent examination results in subject specialism.	Successful threshold application.	Application Form / Interview
Recent experience of project management relating to Academy improvement.	Leadership of an innovative project with evidence of raised standards.	Application Form / Interview
Evidence of personal impact on the ethos of your school/ Academy or community.	Evidence of personal impact in education projects of county or national importance.	Application Form / Interview
An interest in making a contribution to the profile of the Teaching School and Associate Research School (EEF).	A vision of how the Teaching School could develop.	Application Form / Interview
A 'can do' positive attitude that seeks solutions to problems.	Evidence of creativity and a willingness to take risks and learn from mistakes.	Application Form / Interview
A willingness to role model good practice and act as a lead learner in the organisation.	Evidence of giving inset to others or doing research for school improvement.	Application Form / Interview
An interest in new approaches to learning.	A vision of how learning could be transformed in the Academy.	Application Form / Interview
A background in ICT for learning or admin.	Evidence of a qualification in ICT.	Application Form / Interview