

Applicant Brief

Associate Tutor

One Degree Academy

We STRIVE for excellence, step-by-step.

Ofsted Outstanding Provider

ONE DEGREE ACADEMY



Dear applicant,

Thank you for taking an interest in One Degree Academy. It's an exciting time to join our school as we strive to offer unique opportunities and world-class aspirations.

One Degree Academy is an innovative school. We opened in September 2016 and were graded as outstanding in all areas by Ofsted in December 2024. A founding principle is the idea that tiny changes can have profound effects and that a committed focus on seemingly minor details leads to continuous and sustained improvement. In short, we know that any giant leap to success is preceded by lots of small steps. That is why we place a high value on training and development. One Degree Academy is a great place to develop your career and become part of an inspiring team.

We aim for our academic achievements to be amongst the best in the country and for our students to become successful employees, citizens and family members. We are proud to have created an environment where our students are happy, inspired and eager to attend every day.

We also aim for our students and staff to strive constantly for excellence. In our small community, adults ensure that each child is known and cared for. We firmly believe in scholarship and aim for every child, no matter their background, to be given the ambition and the practical tools to succeed academically and personally, giving them the basis from which any career or academic goal is achievable.

We work tirelessly to ensure that every parent is engaged in their child's learning, that businesses and charities provide real-life experiences for our students, and that through our partnerships with top universities and world-class employers, our students are constantly offered opportunities to explore the range of future paths which lie before them.

Our aspirations for One Degree Academy are simple and ambitious: through our persistent focus on the actions necessary for great teaching and learning, every One Degree Academy student will develop the knowledge, character attributes and cultural capital to succeed at university, enjoy a fruitful career and lead a great life.

Jo Addleton
Principal







All candidates will have a commitment to upholding One Degree Academy's STRIVE values:

Scholarship: We focus relentlessly on academic achievement, great learning and continuous improvement to get results. We show a zest for new learning.
Team work: We work together to overcome difficulties. When one of us succeeds, we all do. We are kind and supportive to all our teammates.

Responsibility: We take ownership of our actions, caring for each other and for our environment. We look to ourselves to do what's right or to find solutions. We do what needs to be done.

Integrity: We tell the truth even when it's hard. We do the right thing. We make good choices, own mistakes, and are honest and trustworthy.

Value: We are useful and kind. We embrace new opportunities to develop wisdom. We add value to our communities.

Effort: We never give up on trying to improve - even when it's hard. We know there are no shortcuts: achievement comes step-by-step.

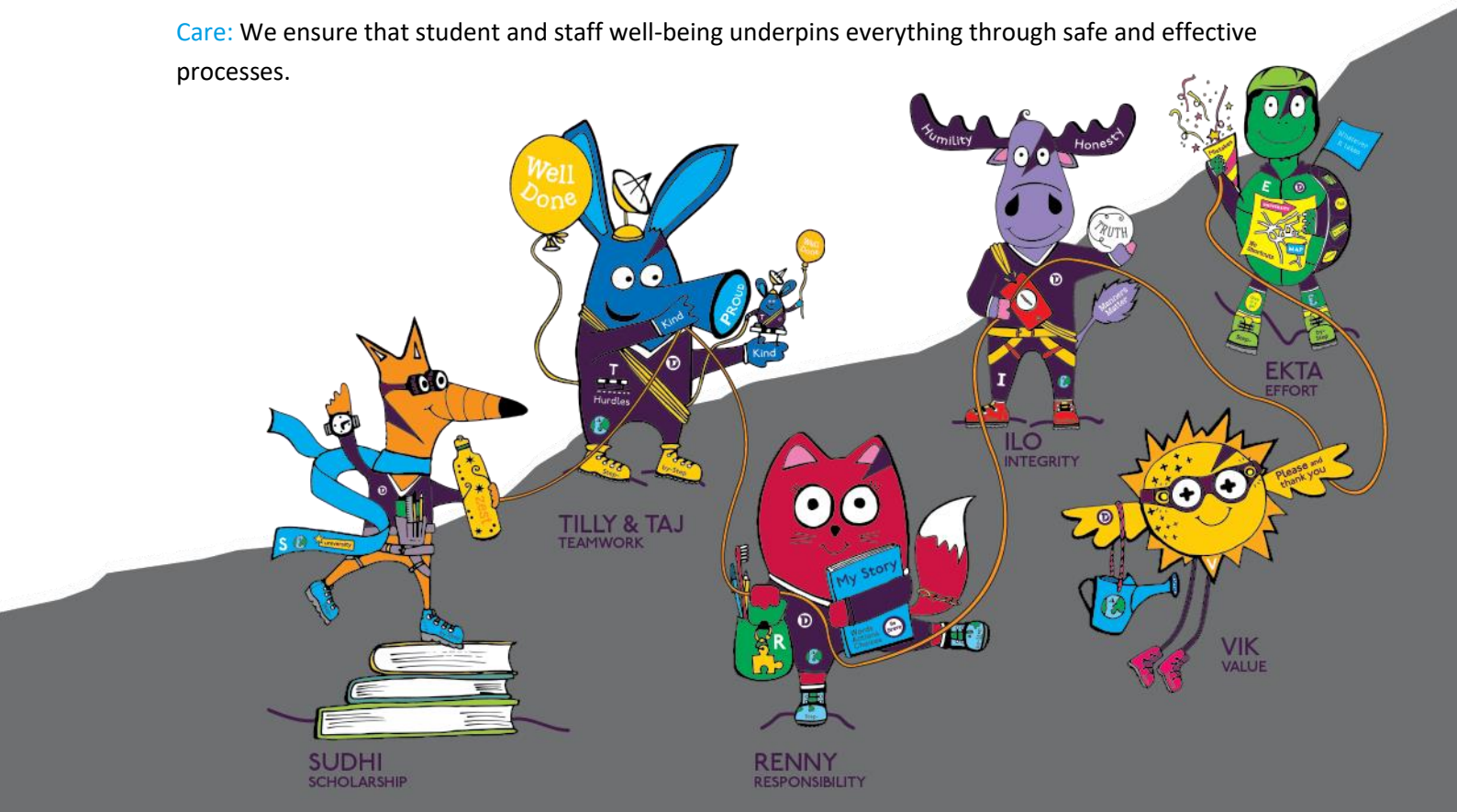
Our strategic anchors: The '4 Cs'

Core Knowledge: We develop powerful knowledge that leads to academic success.

Character Attributes: We foster character strengths and attributes necessary for a great life.

Cultural Capital: We raise aspirations and aim to broaden horizons.

Care: We ensure that student and staff well-being underpins everything through safe and effective processes.



How do we look after our staff?

We know that working in schools can be challenging. Looking after our staff means our students will get the support and help they need to succeed.

The most important way that we make sure that staff are happy is by ensuring ODA is a supportive environment that listens to staff and is committed to getting better.

We work smart at ODA and have robust systems and processes that reduce workload and allow us to focus on important tasks.

ODA Perks

Wellbeing

- Clear whole school behaviour systems that are implemented by all
- Large teaching team to support the learning and behaviour of students more effectively
- Recognition - we take the time to give shout-outs and say thank you to colleagues
- Additional days of holiday to say thank you for volunteering to support students on events that are outside the usual school day; e.g. residential trips, attending student performances, etc
- No late-night parents evenings - we hold them during dedicated progress review days
- Termly 'Golden Weeks' where we celebrate staff well being
- A golden ticket, enabling staff to enjoy an afternoon off when needed
- A two-week winter half term to enable staff to take holidays outside of normal term time and rest and recharge from those longer, darker evenings
- Free breakfast, lunch, tea and coffee
- Discounts on a new bike via the 'Cycle to work' scheme
- Free flu jab
- Free eye test
- Leadership planning time to drive forward whole school initiatives

Staff Development

- Week-long Bootcamp to induct new staff and effectively set up for the year ahead
- Weekly CPD & Coaching
- Supportive Line Management Structure
- Collaborative Planning time
- 14 whole school staff inset days dedicated to incremental improvement, planning and data analysis
- Free admission to Research ED
- External coaching for Senior Leaders

Staff of ODA Children

- Free breakfast club
- Free after school wrap-around care
- 1 x free after school club

Other

- Laptop/devices are lent to all staff who require them
- 10% off Pure Gym Membership
- 10% off car service and MOT at local garage
- Length of service rewards



Salary:	S6 - S10 (£26,135 - £27,425) FTE £28,720 - £30,138 + LGPS Pension. Starting salary point negotiable dependent on experience and subject to annual pay review
Start Date:	Start ASAP (flexible start date for right candidate)
Reports to	Principal
Working hours:	7:30am - 4:30pm (42.5hrs)
Working Pattern:	Predominantly term time working (39 weeks)

Unique opportunity to join a new school in North London

- Do you want to play a key role in the founding of an exciting, new and innovative school?
- Do you want to move your career forward in an environment that nurtures talent and has scope for career progression?
- Do you want to be part of an exciting new venture that aims to transform the lives of children?

One Degree Academy has been given a rare opportunity to raise standards of education in North London. Our school opened in September 2016. We moved to our brand-new building and state of the art facilities in August 2022 – come and help us grow!

We know that success and habits of excellence are achieved through perseverance and incremental improvement - 'one degree' at a time. This idea is at the heart of our school. Whether you are experienced working in schools or someone seeking to enter this profession, you will play a key part in the academy's development. As with our students, we want to grow and develop our team, 'step-by-step': all staff receive professional development in line with their role, with potential opportunities to progress as the school grows.

We are seeking to appoint an outstanding Associate Tutor - Sports Coach to help develop our new school. We are looking for someone with a positive and professional attitude, who will thrive serving the needs of our school community. This is an exciting and rare opportunity to help grow One Degree Academy and to be part of something profound and special.

Successful candidates will:

- Have an unfaltering commitment to serving the Academy, its students and staff
- Welcome feedback and be committed to the idea of continuous improvement and self-development
- Be committed to the One Degree Academy vision and values

In this role, you will have the opportunity:

- To join an engaged team and organisation utterly committed to developing its staff through incremental improvement, step-by-step
- To play a key role developing our school, with the potential to progress as we grow
- To be part of something profound and special

Specific duties:

Supporting Teaching, Learning and Assessment

- To work with teachers to assess the needs of individual students and take action to support their learning needs
- To observe, record and offer feedback on student progress.
- To support whole class teaching
- To support as required in the design, implementation and review of individual education plans for specific students
- Support - both as directed and through own initiative - groups of or individual students
- To lead small group teaching as required

Pastoral Care

- To help promote and safeguard the welfare of all students
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them
- To ensure that a high standard of care and good order for all students is maintained through the implementation of ODA behaviour systems

Communication and Community Links

- To fully support the life and work of the Academy
- To develop and maintain positive and effective professional relationships with colleagues, parents and the local community

Other

- To undertake other various responsibilities as directed by the Principal & Senior Leadership Team
- Plan and lead after school clubs or additional activities on a regular basis

Culture

- Support One Degree Academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- Help to create a strong school community, characterised by consistent orderly behaviour and caring, respectful relationships
- Help to maintain a school culture and ethos that is utterly committed to achievement
- Support and work in collaboration with colleagues and other professionals in and beyond the school

This document is considered to provide an outline of the areas that this role involves. This document does not preclude the post holder developing systems and structures not specifically mentioned but related to his/her broad areas of responsibility. The roles outlined above are indicative and do not preclude anything else that may be reasonably requested commensurate with the post held and duties undertaken.

E/D Essential/ Desirable

	E/D
Education	
GCSE Maths and English (grade A*- C / grade 9 - 4)	D
Right to work in the UK	E
First aid or Childcare qualification	D
Level 3 childcare or other relevant EYFS qualifications	D
Experience and training	
Experience of using a range of strategies to build positive and nurturing relationships with children	E
Experience of working with a wide range of children with different needs	D
Training in first aid	D
Behaviours and Attitudes	
Genuine motivation to motivate, inspire and support all students to achieve and succeed	E
Alignment with One Degree's vision and values, and a strong commitment to delivering it	E
Genuine belief in the potential of every student's ability to progress	E
Take personal responsibility for their own actions	E
Work collaboratively with colleagues to improve practice and outcomes for students	E
Ability to enthuse and inspire others	E
Ability to thrive in a 'no excuses' culture	E
Commitment to the safeguarding and welfare of all pupils, and awareness of health and safety	E
A passionate desire to make a difference and to close the achievement gap	E
A flexible approach to working patterns and expectations, understanding the evolving nature of the role and school	E
A good sense of humour, energy and enthusiasm	E

To apply

- Download an application pack from onedegreeacademy.org/vacancies
- Completed applications should be e-mailed to: HR@onedegreeacademy.org
- Closing date: 6th October 2025, 11:59pm
- Early Applications and school visits are encouraged – We process all applications on a rolling basis.

To arrange a visit or if you have any questions, please email: HR@onedegreeacademy.org. Please note that during holiday periods, we only check this inbox intermittently.

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be working in London, one of the most diverse cities in the world. Our aim is that our workforce will be representative of all sections of society and each employee will feel respected and able to give their best.

Fairness in how we recruit and select our employees plays a significant part in creating an equal-opportunity environment. Our aim is that every internal and external applicant who applies for a position within the Academy is considered against criteria, which relates only to the requirements of the job. To that end, we are committed to providing equality and fairness for all.

Appointment is conditional upon receipt of references from appropriate referees, which, in the view of the Academy, are satisfactory.

Safer Recruitment

ODA is committed to safeguarding and promoting the welfare and safety of our children and young people in our schools. We expect all staff to share this commitment in line with guidance "Keeping Children Safe in Education." The Academy will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The Academy makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record, this will not automatically debar him/her from employment within the Academy. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

ODA requires all employees to undertake an Enhanced DBS check because of the nature of our work. Applicants are required, before the appointment, to disclose all previous convictions, cautions, reprimands or warnings (except those which are "protected" as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013). A failure to disclose a previous conviction, caution, reprimand or warning may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to termination of employment.

For further information visit: www.gov.uk/government/organisations/disclosure-and-barring-service

