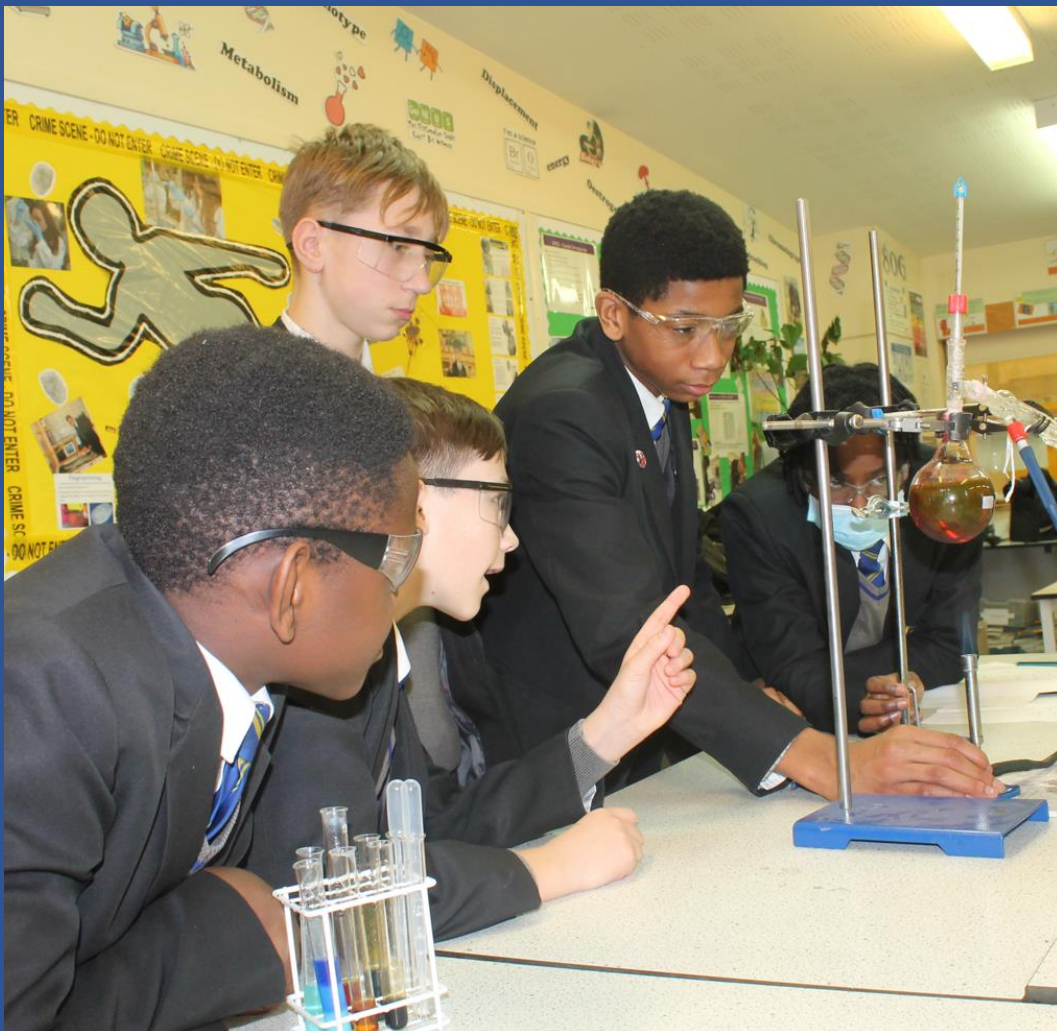




# GREIG CITY ACADEMY

*Happy and successful children ready for the future.*



## APPLICANT RECRUITMENT PACK

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## Welcome from the Principal

A very warm welcome to GCA. The successes of our students and the school as a whole are the result of a sustained focus on high standards of academic and personal achievement, positive attitudes towards learning and exemplary behaviour.

We are keen to attract people who will bring their own enthusiasm and commitment to a school which has been judged by Ofsted as providing a good education for all its pupils.

GCA staff work hard to ensure that students are challenged and stimulated and they are keen to work with new colleagues who are just as enthusiastic as they are about passing on a love of learning. They will inspire and challenge you but, in turn, they will welcome the ideas you bring for departmental and school improvement.

You will be encouraged to participate/ lead on projects in and out of the classroom and your efforts will always be recognised and appreciated. All our staff run at least one extra-curricular activity. We have been designated the Haringey STEM innovation hub in recognition of the wide range of projects we deliver in this area including robotics, sailing, coding and electric car racing. Sports, drama, music, art, community action, public speaking, enterprise and animation also feature strongly and we are keen to develop new activities for our very enthusiastic students and would like to hear your ideas.

Outdoor education and Duke of Edinburgh Award programmes are strengths of the school and an exciting, well-established activity is sailing - on our very own fleet. Staff say these programmes give them a great opportunity to get to know students better as well as a chance to develop their own leadership skills.

Of course, we know that you enjoy working with young people and want to make a difference to their lives. We will give you the best possible chance to do so.

We also know that good teaching is hard work! Your well-being is important to us. We aim to support you to achieve a sensible work-life balance. All staff are different and supporting them requires an individual approach. We look forward to your ideas about how we might best support you.

We could say a lot more but we think the best way for you to get a feel for what it would be like to work for GCA is to pay us a visit.

If this is of interest to you, please contact Viv Oxley, [voxley@greigcityacademy.co.uk](mailto:voxley@greigcityacademy.co.uk) and she will arrange for you to talk to students and staff.

I hope you will find what you read and see interesting and I look forward to receiving your application form.



Paul Sutton OBE, BSc (Hons), MA  
Principal



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## The Academy

Greig City Academy is a non-selective school whose pupils come from a wide variety of cultures, countries and religions. We are a Church of England school that welcomes staff and students of all faiths or no faith. Students benefit from exceptionally well resourced classrooms, labs, study areas, library and other specialist facilities.

The school's population has grown each year since it opened in 2002 and currently stands at 1074 with over 200 in the sixth form. Our pupils come from a wide range of ethnic backgrounds and 54% have English as an additional language.

We provide a broad and balanced educational experience in terms of subjects. We believe that this enables students to become aware of their academic strengths and weaknesses.

During Year 9, we provide comprehensive guidance on the Key Stage 4 curriculum and hold interviews with students and their parents or carers to agree the most suitable subjects.



We believe that pupils do well if they are able to take the subjects they enjoy at Key Stage 4 so we do not operate "option blocks". All pupils at this stage may choose any combination of subjects from the options available.

This approach has contributed to significant year-on-year improvements in GCSE and BTEC Level 2 results.

The school's outdoor education programme is second to none and is rated Outstanding by Ofsted. It includes our ground-breaking sailing programme with in-shore and off-shore sailing.

Our school is a caring and well-ordered environment in which all students can enjoy learning, develop enquiring minds and

acquire the skills and knowledge they need for a changing world. Every day we see the results of our efforts; our amazing students work responsibly and with consideration for others – they are the best ambassadors for the school.

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## Our Sixth Form

Our sixth form offers opportunities for teaching A Level, AS and BTEC Level 3 courses as well as a number of Level 2 courses. Our KS5 Science provision is broad, very popular and often over-subscribed.

Over 90% gain entry to their first choice university each year, with destinations including Oxbridge and Russell Group universities. It has its own purpose-built accommodation and is a thriving community that contributes fully to the life of the Academy.



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## Our Mission

At Greig City Academy we believe children should be equipped academically, spiritually and morally to take their place in our modern world. Our Christian values allow students to develop their own personal character, understand and respect their community and their part within it and flourish in their learning to become happy and successful young people ready for the future.



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## Why work here?

### GCA Learning Award

You will get the opportunity to apply for an award of up to £2,400 for your professional development. This is in addition to the CPD programme for teaching staff. Examples of the way the award has been used include: fees for courses, specialist equipment, travel.

### Staff well-being

You will be joining a tight knit community. The turnover at GCA is consistently low and the wellbeing of our staff is important to us.

Access to a range of benefits include free flu jabs, subsidised yoga classes, free fitness sessions and use of a fitness suite.

### Cycle to Work scheme

Bike and/or cycling accessories to use for riding to work whilst making tax and National Insurance savings.

### Eye care vouchers

Employees using a VDU can apply for a free eye examination and contribution towards cost of lenses and frames.

### Employer pension contribution

Generous pension employee contributions for all staff.

### Season ticket loan

Annual, interest-free season ticket loan.

### Free onsite parking for all staff

### Staff discounts

A variety of staff discount schemes.

### Staff trips and outdoor education

There are many opportunities for staff to become involved in a wide variety of outdoor education trips, including our sailing programme and participation in our Duke of Edinburgh programme.



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## CPD and Support

We are committed to developing staff both professionally and personally. We have 50 hours per year ring-fenced training time per year for staff development. We believe in challenging and trusting our staff and allow teachers the autonomy to be creative in their classroom teaching.

Teachers are encouraged and supported to learn from each other. We have a popular, weekly, in-house Teaching and Learning Café, where a wide range of great teachers and support staff share best practice.

We are active members of the Haringey Education Partnership and The North East London Teaching Schools Hub. Ambitious teachers benefit from the opportunity to take the relevant National Professional Qualification and we provide the perfect setting for developing excellent practice in the classroom and gaining the relevant skills for career progression.

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## Excellent location

We are located in Hornsey in a leafy area of North London close to Alexandra Park, Queens Wood and Highgate Wood. The school is on a busy high street close to the neighbourhoods of Crouch End and Muswell Hill. Transport links are excellent. We are well served by bus, tube and overland train.

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## How to apply

Please download the application form via the school's website and email your completed application to [voxley@greigcityacademy.co.uk](mailto:voxley@greigcityacademy.co.uk). In line with safer recruitment guidance, the Academy will not accept CVs.

When completing the application, please provide a full employment history in chronological order since leaving secondary education (excluding any post-secondary education or training, which should be included in the section of Education/Qualifications), including any part time and voluntary work and any periods not in employment or education.

Please attach a statement in support of your application. This is an opportunity to give additional information about yourself. This should include details of why you are applying for this post, and the experience and expertise you offer. Your statement should take account of the 'Person Specification', as this will be used throughout the selection process.

### Referees

Please give the names of two people to whom reference can be made. One referee should be your current or most recent employer and, if possible, one should be from an employer for whom you have worked with children. Relatives may not be given as referees.

### Equality and Diversity Monitoring Information

The Academy is committed to the principle of equal opportunities; we welcome all applicants and value the diversity they bring. We want to meet the aims and commitments set out in our equality policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The information provided in the monitoring form will be kept confidential, will only be used for monitoring purposes and will not be used in assessing and or scoring your application or during the interview process.

### Safeguarding and Child Protection

GCA is committed to safeguarding and promoting the welfare of children and young people and we have safer recruitment procedures in place for the selection of staff.

Successful applicants will be required to undertake an enhanced DBS check and additional pre-employment checks in line with **Keeping Children Safe in Education** statutory guidance.

It is an offence to apply for a role if the person is barred from engaging in regulated activity relevant to children. ([Legislation.gov.uk](http://legislation.gov.uk) - section 7(1)(a) of the SVGA 2006).

In line with KCSIE updates, an online search will be conducted as part of our due diligence checks on shortlisted candidates.

### Criminal Record and Disclosure and Barring Service

The post holder will be exempt from the Rehabilitation of Offenders Act 1974.

Shortlisted candidates will be sent a Criminal Convictions Disclosure form which should be brought to interview in a sealed envelope

The information you provide will be treated as strictly confidential and will be considered only in relation to the post for which you are applying.

If you are appointed, you will be required to undergo an Enhanced DBS check, which will include a check against the barred list.

Disclosure of a conviction, caution or pending prosecution does not necessarily mean that you will not be appointed; a main consideration will be whether the offence is one which would make the person unsuitable to work with children.

### Closing date

We encourage candidates to submit their application at their earliest opportunity and in advance of the closing date as, depending on application numbers, we reserve the right to close or extend the deadline for receiving completed application forms.

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## Enquiries

If you would like more information than we can offer here, please email:

[voxley@greigcityacademy.co.uk](mailto:voxley@greigcityacademy.co.uk)

The best way of deciding if you would like to join our school community is by paying us a visit. Our students are our best ambassadors and there is much to gain from meeting them and having a look around. The Head or a member of the Leadership Team will be available to meet you. We are mindful of busy schedules, especially at this time of year, and make every effort to accommodate times and dates that would suit you best.

