

**Hazel Wood High School**

**English Teacher Vacancy**

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**Introduction**

Dear Applicant

Thank you for your interest in this post at Hazel Wood High School, which is a member of Oak Learning Partnership Trust.

Our Trust is a recently established group of schools currently comprising of a primary, secondary and special school all located in Bury, Greater Manchester. At Oak LP we are passionate about transforming children’s lives and their communities through the delivery of a well-balanced, rounded education, providing individual support in schools which are happy places within which staff and young people thrive. We are passionate about inclusion; this is at the heart of our ethos and is a consistent focus. In all our schools we endeavour to leave no child behind.

We understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, be that supporting or teaching, they are contributing to our collective aim of transforming lives. We have high expectations for our staff, we invest heavily in them ensuring they feel valued and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

Our schools work closely with one another: they collaborate, support each other and share collective systems across both educational and business provisions. But it’s also important to us that each school has individuality and freedom to be innovative. What we do insist on is clarity and consistency from our leaders and always making sure common sense is at the heart of decision making.

I joined the Trust in September and I’m excited to lead Oak LP into the next part of its journey. We are laying strong foundations for growing the Trust and with this, will come multiple development opportunities for our staff. We are committed to making a difference on a wider scale, whilst continuing to build on our current strengths. Above all we will continue to have a strong moral purpose, provide a truly inclusive education and embed our core values of **Aspiration, Resilience,** and**Integrity in everything we do.**

If you’re excited about joining Oak LP, your values are aligned with ours and you feel like you can make a difference please contact the school directly for any additional information about the role.

James Franklin-Smith

CEO of Oak Learning Partnership



**Welcome from the Headteacher**

Dear Candidate,

I am the Headteacher of Hazel Wood High School and, during my time here, I have overseen a necessary period of considerable change since becoming a part of a Multi-Academy Trust in April 2019.

Our school has a good reputation for being caring and inclusive, and is highly regarded by its local community. We have high expectations of our staff and a great emphasis on pupil care, which includes a particular focus on outstanding quality teaching and learning, with the aim of achieving excellent outcomes for all students. Every student at Hazel Wood high School is challenged to achieve outcomes in line with the top 20% of students nationally, who have the same starting points, and we are determined not to settle for mediocrity. At Hazel Wood, we have high expectations around behaviour and learning, and we support staff to actively apply these in the classroom, every day. With a consistent and supportive approach for all staff, this facilitates the student’s ability to understand and meet our expectations every day.

We believe that all our students deserve the very best education that we can provide and our teaching staff aspire to raise the standards and quality of teaching and learning. This is encouraged through inspiring and supporting colleagues with bespoke CPD; and by ensuring that best practice is shared and embedded. Having the right team in place is essential to this. Therefore, we thank you for reading through our application pack and considering us as the next step in your career.

The cumulative impact of all our school improvement work has been recognised both by our Ofsted Monitoring visit after academisation, and by many external agencies who have worked with us. Attainment and progress indicators at Key Stage 4 are improving; student numbers are healthy across all year groups, attendance levels have dramatically improved and exclusions are falling. After some significant restructuring, we are as financially secure as anyone can be at the present time.  This is an exciting time for the school, our students and our staff.

As a part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Hazel Wood High. This appointment will form a key element in the next phase of our transformation. If you would like to join our excellent team then we would like to hear more about you.

Visits to the school prior to application are both welcomed and encouraged. Please contact the school on 0161 797 6543 or by e-mailing the HR Department at recruitment@hazelwood.co.uk to arrange an appointment.

I hope that when you have read the information enclosed that you will be encouraged to apply for the post. We look forward to receiving your application.

Please visit our school website for further information.

<http://www.hazelwoodhigh.co.uk>

Paul Greenhalgh

Headteacher of Hazel Wood High School



**Hazel Wood High School – English Teacher**

**Required for as soon as possible**

**Main pay scale 1 – Upper pay scale 3,**

**salary - £25, 714 - £41, 604**

**Hazel Wood High wishes to appoint a dedicated and highly motivated English Teacher. We are looking for an outstanding, hardworking and enthusiastic English Teacher, who is capable of making a strong contribution to our rapidly improving school, with the ability to deliver a high quality and engaging English curriculum. We want someone who will demonstrate a high level of commitment to our pupils are looking for a colleague who:**

* Will provide excellent learning opportunities and engage our pupils
* Will be able to inspire confidence in meeting the needs of our pupils
* Will have a high level of initiative to provide a person-centred environment for learning
* Will be highly motivated and will contribute to team working and team building
* Will be able to take advantage of the professional learning opportunities we can offer
* Will be able to teach outstanding lessons and be solution focused

This post is particularly suitable for an outstanding teacher who has experience of teaching pupils who have additional needs. The teacher would be expected to demonstrate that they are competent in using a range of teaching strategies to engage and develop pupils’ understanding to ensure that they reach their full potential.

Applications from both primary and secondary trained teachers are welcome. You will be part of an excellent team and will be given extensive support to develop to your full potential both in this role and beyond. NQTs are invited to apply for this post.

**In return, we offer some fantastic incentives such as cycle to work scheme, Perkbox, childcare vouchers through salary sacrifice, tech save scheme, discounted gym fees at Bury Leisure, bespoke inductions where we pride ourselves in investing in our staff and providing training and development opportunities to enhance your performance and knowledge.**

We believe that Hazel Wood High is a great place to work. This post offers you the opportunity to work in/with:

* A school with a strong will and determination to continue to improve
* A school that has high expectations of all who work here
* A school that places teaching and learning at the heart of school improvement
* A school that is driven by strong values, invests in its staff and students and has a high
* regard for their welfare
* A supportive and cooperative teaching staff who are committed to their roles
* A school that works effectively with all stakeholders
* A caring school where you can make a real difference to the lives of young people

Employees of the Trust have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We are committed to **equality** of **opportunity** for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Please do not send CV’s. Completed applications and supporting letters should be returned by email to Mr Paul Greenhalgh, Headteacher of Hazel Wood High School at recruitment@hazelwoodhigh.co.uk

**Closing Date: 9.00am, Monday 6th December 2021**



**Job Description**

**English Teacher**

**Normal place of work:** Hazel Wood, although you may be required to work at any other school within the Trust

**Responsible to:** Headteacher, Deputy Headteacher, Assistant Headteachers, Director of English

**Responsible for:** Teaching Assistants

**Salary:** Main pay scale 1 – Upper pay scale 3, salary - £25, 714 - £41, 604

**PURPOSE OF POST**

* To promote the aims and objectives of the school as laid down by the governing body.
* To promote the development of the Oak Learning Partnership Equal Opportunities Policy throughout all aspects of school life.
* To deliver appropriate courses and accreditation to meet a range of needs.
* To provide excellent learning opportunities for all pupils.
* To provide personalised learning opportunities which will engage vulnerable young people.
* To meet the wider needs of each pupil by working alongside a range of agencies.

**TEACHING AND LEARNING**

**Generic and Specific Responsibilities**

* To plan and prepare lessons in accordance with Departmental schemes of work.
* To teach English to appropriate levels through KS3 to GCSE level, to set homework, and mark work arising therefrom.
* To maintain high standards of pupil behaviour and good order in the classroom and around the school, and to pursue appropriate action when pupils fail to respond.
* To contribute to the planning, preparation, delivery and recording of the curriculum in Mathematics, reflecting the department’s commitment to effective teaching and learning.
* To make assessments and to complete pupil records, reports, profiles, etc according to school and departmental policy.
* To attend Parents’ Evenings and other meetings relevant to the role, as required.
* To take part, when relevant, in external requirements for the preparation of pupils for public examination, e.g. assessment and recording of work, supervision of examinations or related systems of assessment.
* To contribute to the setting of internal examinations, their supervision, marking and reporting, according to school policy.
* To contribute to the general work and development of the department’s and/or relevant cross curricular areas, to implement policies and undertake tasks arising from these.
* To take responsibility for teaching and other rooms used, including their good organisation and management (e.g. display, stock equipment) and to be responsible for the care of the classroom by pupils adhering to departmental policy and Health and Safety considerations.
* To take responsibility for the safe and efficient management of teaching rooms and storage space with particular regard for health and safety.
* To ensure that all aspects of the safety of pupils, staff and equipment are adequately communicated to the appropriate parties and are adequately monitored for implementation as they concern the work of the department.



* To act as form tutor with the associated responsibilities of such a post – as directed by the Headteacher.
* To undertake a share of general supervisory duties at break, before and after school in accordance with the duty rota.
* To play a significant part in organising and running extra-curricular activities

**Other Duties and Responsibilities**
Any other duties that the Headteacher may from time to time ask the post holder to perform and you may be required to work at any other school in the Trust. Follow school ethos and values of respect, responsibility and aspiration.

*Additional Notes: The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.  In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to clause 4(1) (f) of a Teacher’s Conditions of Employment.*

**THIS SCHOOL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECTS STAFF TO SHARE THIS COMMITMENT.**



**Person Specification**

**English Teacher**

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| **Criteria** | **Essential** | **Desirable** |
| **Experience, Qualifications and Training:** On their application form, candidates will demonstrate that they have the following training, qualifications and school experience: |
|  | * Degree-level qualification or comparable learning experience and/or relevant professional qualification
* Qualified teacher status
* Evidence of improved student outcomes
 | * Excellent classroom practitioner who is passionate about teaching
* Recent and relevant experience of working successfully within a school or LA
* Some experience of supporting and developing staff
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| **Ability, Skills and Knowledge:** In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge: |
|  | * Ability to work collaboratively within a school
* High level people skills including communication, interpersonal and intrapersonal skills
* Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines
* Ability to establish positive beneficial relationships with staff & students.
* Ability to monitor and evaluate student achievement and report results
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| **Personal Qualities:** In their statement of suitability and during the selection process, candidates will demonstrate that they have the following personal qualities to fulfil the role: |
|  | * Honest and open
* Receptive to change
* Creative, reflective and analytical
* Aware of the importance of work/life balance
* Have a sense of humour.
* Go the ‘extra mile’
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| **Specific Requirement:** In their statement of suitability and during the selection process, candidates will be required to have the following qualities: |
|  | Must be able to show evidence of a strong commitment to:* Knowledge and understanding of the National Curriculum requirements at KS3 and GCSE requirements at KS4
* Clear understanding and commitment to equalities, inclusion and access issues
* Genuine commitment to young person participation in evaluation and decision-making
* Safeguarding of children and young people
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