



The Cornerstone Academy

The best in everyone™

Part of United Learning



Application Pack

Teacher of History & Humanities

Start date - September 2022



Contents Page



Message from the Principal	Page 3
United Learning	Page 4
The Role: History & Humanities	Page 5
Job Description/Person Spec	Page 6—10
Guidance for Applicants	Page 11—12
Benefits	Page 13



Message from the Principal

Thank you for your interest in The Cornerstone Academy.

We are a warm, close knit and inclusive community providing students aged 11-16 with a rewarding, engaging and enjoyable school experience.

At The Cornerstone Academy, our ethos of ambition, determination, resilience, enthusiasm, creativity and respect is the golden thread running through our school. These values underpin everything we do and allow us to nurture our students into responsible, articulate, and confident young adults who are fully prepared for the next stage of their lives.

We are focused on improving our drive to encourage every student to strive to achieve their personal goals. If you share our ambition, it's an exciting time to join us. You will have the opportunity to work with an amazing staff team who are supportive, friendly and dedicated to providing the best for our students and there are a number of career pathways with further progression opportunities.

People often say after their first visit to The Cornerstone Academy how distinctive the school is, how pioneering we are and yet also how our care and compassion clearly permeates all of our work in all the best ways.

Imagine, then, how transformative that environment is for the young people who study and grow into adults here at The Cornerstone Academy.

As a school, we are determined for our students to succeed, and we will do whatever it takes to help them achieve their dreams. Through our broad and varied curriculum as well as our wide-ranging enrichment programme, we seek to give our students every opportunity to hone important skills, gain interesting knowledge and enjoy amazing experiences. And we do all this in our brand new, state-of-the art building. Completed in 2021, our building offers a fantastic environment for our students and has created many opportunities to bring learning alive for them.

Sam Davidson
Principal



United Learning

The Cornerstone Academy is part of United Learning Trust - a group of schools which aims to provide excellent education for children and young people across the country.

We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out the best in everyone - students, staff, parents and the wider community. We are uniquely united across both the state and the Independent sectors; we make learning and improvement our focus.

Together, we are one of the country's largest education providers, currently educating over 36,000 students and employing over 7,000 members of staff, including over 3,000 teachers. We provide a broad education that prepares young people to progress in learning and to make a success of their lives. We focus sharply on the evidence of what makes it more likely that young people will progress and succeed, apply that to our practice, and continue to learn and develop our schools. We make it a priority to provide teachers with excellent professional support and development, so that every child receives an excellent experience.

Through being a group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide means that more young people will have truly exceptional and inspiring experiences.

Already, we believe that our group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.



The Role

We are seeking an outstanding History Teacher looking for an opportunity to join a dedicated and professional Humanities team. Or maybe you are an ECT looking to start your teaching career in a great school and fantastic location. If so, come and join our community.

You will be playing a key role in the Humanities department where a real emphasis is placed on the quality of learning and lessons are designed to inform, challenge and encourage. As a History and Humanities Teacher, you will ensure the highest standards of learning, achievement and development for all students predominantly in History but also across the wider Humanities subjects.

The Cornerstone Academy is part of United Learning, a large and growing group of schools aiming to offer a life changing education to children and young people across England. Schools within United Learning work as a team and achieve more by sharing than any single school could. By collecting expertise and combining resources; we help to make the tough job of teaching a little easier. With a shared curriculum and lesson plans from around the group available to all, our teachers have strong foundations to lead the engaging, rounded education our children deserve. Our intranet site, United Hub, is just one example of how we share this resource and communicate across sites, helping to simplify processes and manage workloads for an improved work-life balance. We reward our staff: with wide career opportunities – better pay, benefits, and ultimately the satisfaction of helping every child at each of our schools to succeed and reach their full potential.



Job Description



Teacher of History and Humanities

Job purpose:

- To teach high quality lessons so that all students make good progress.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students
- To monitor and support the overall progress and development of students as a teacher & tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To use the Cornerstone assessment cycle to collect and report accurate student data and to share with all parties (including parents & carers)
- To implement appropriate interventions to enable all students to achieve their very best
- To contribute to raising standards of student attainment
- To be a member of the Humanities Curriculum Team and under the direction of the Head of Humanities, contribute to the high standards of teaching and learning and the raising of standards of achievement.

Reporting to: Head of Humanities

Responsible for: The provision of a full learning experience and support for students

Liaising with: The Cornerstone Academy Principal/ Vice Principal/ Middle Leaders/support staff, United Learning representatives' external agencies and parents/carers

Salary / Grade: United Learning pay scale, Dependant on experience

Disclosure level: Enhanced



Job Description

Operational/ Strategic Planning	<ul style="list-style-type: none">• To assist as required in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies• To contribute to the Curriculum Area and department’s development plan and its implementation• To plan lessons (and sequence of lessons) that allow all students to make outstanding progress• To contribute to the whole academy’s planning activities
Curriculum Provision:	<ul style="list-style-type: none">• To assist the Head of Humanities to ensure that the curriculum area provides a range of teaching which complements the academy’s strategic objectives
Curriculum Development:	<ul style="list-style-type: none">• To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies
Staffing CPD:	<ul style="list-style-type: none">• To take part in the academy’s CPD 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 Performance Management Review 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 to implement academy quality control systems procedures and policies and to adhere to these• 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 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• To attend team meetings etc in accordance with the academy calendar



Job Description	Management Information:	<ul style="list-style-type: none"> To maintain appropriate records and to provide relevant accurate and up-to-date information for our 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/carers 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
	Marketing and Liaison:	<ul style="list-style-type: none"> To take part in marketing and liaison activities such as Open Evenings, Parents Evenings etc To contribute to the development of effective subject links with external agencies and develop opportunities for students to engage in enterprise activities etc
	Management of Resources:	<ul style="list-style-type: none"> To contribute to the process of the ordering and allocation of equipment and materials To assist the Head of Humanities 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 usage of resources to the benefit of the academy, department and the students
	Learning Support System:	<ul style="list-style-type: none"> To be a 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 within the parameters of the associated Tutor Job Description To liaise with the Learning Director and SENDCo to ensure the implementation of the academy's Learning Support System and mentoring To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
	Other specific Duties:	<ul style="list-style-type: none"> 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 promote actively the Academy's Policies & Procedures To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate To undertake any other duty as specified not mentioned in the above To comply with the Academy's procedures concerning safeguarding and to ensure that training is accessed



Job Description—Teaching

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, Numeracy and the academy subject specialism are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching
- To ensure a high-quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials
- To follow the school's Behaviour Policy, and to encourage good practice regarding punctuality, behaviour, standards of work and homework
- To undertake assessment of students as requested by external examination bodies, departmental and academy policies
- To follow the schools whole class feedback marking policy cycle
- To set appropriate targets for students in line with academy policy and procedure as required
- To implement the academy policies re homework



Person Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Qualified Teacher Status, with subject specialism(s) related to the area of responsibility. Ability to teach across KS3 & 4	Further professional qualifications related to management and/or education Appropriate in-service training / CPD
PREVIOUS EXPERIENCE	A track record of success in learning and teaching of History Involvement in <ul style="list-style-type: none">shaping and implementing the vision of the History & Humanities department.developing and implementing departmental policy and practiceScheme of Work/Lesson Plan development.	Involvement in curriculum initiatives and extra-curricular developments
PROFESSIONAL COMPETENCE	Knowledge of curriculum developments and opportunities in History Ability to articulate characteristics of effective teaching and learning with evidence of good practice Good classroom management technique Knowledge and understanding of effective assessment and its contribution to learning and progression Understanding and experience of raising attainment strategies and improvement planning at a departmental level The ability to use data to evaluate student performance and take effective action on the basis of this data Excellent communication and organisational skills	Excellent ICT skills, and an awareness of its potential within the academy Knowledge and understanding of current Teaching & Learning issues relevant to the needs of the academy Able to express a vision for subject development Able to use new technologies in the teaching of History & Humanities
LEADERSHIP AND PERSONAL QUALITIES	A person who: <ul style="list-style-type: none">Is committed to an ethos of high standards, personal fulfilment and academic successHas a capacity to inspire through a love of teachingHas an ability to relate well to the whole communityHas energy, stamina and determinationHas a genuine commitment to equal opportunities and inclusion	Involved in educational developments beyond what is required. Eager to acquire further skills and career enhancement
MANAGEMENT SKILLS	An ability to establish positive and sensitive interpersonal relationships within the community An ability to be a team player An ability to plan time effectively and meet required deadlines	An awareness of whole Academy issues An understanding of accountability Eager to acquire further skills and career enhancement



Guidance For Applicants

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

The application form, as opposed to curriculum vitae (CV), is used to ensure that information is presented in a standardised format and that only the details that we require are provided. This ensures that all applicants are treated fairly and equally.

As the information contained on the form is used during the selection process, it is essential that you complete all sections as fully as possible. If there is not enough space provided on the form, please continue on a separate sheet of paper rather than attaching a CV. On each additional sheet that you use, please write your name and the post applied for, together with the section that you are answering.

- Please complete this form in black or blue ink or typescript as parts of it may be photocopied.
- If any section does not apply to you, please write N/A.

The following notes are intended to assist you with the completion of the application form:

Personal Details

In completing this section, please do not provide your first name. Only your initials are requested on the application form to ensure that your gender is not available to the selection panel prior to interview.

Your forename is requested on the Applicant Monitoring Form which will not be passed to the selection panel.

Current Employment

This section requests the details of your current employment. You should:

- Provide a brief description of the duties and responsibilities held during this employment.
- Include any duties that you consider to be of particular relevance to the position for which you are applying.
- Provide the name and address of your present employer.
- Provide details of your current salary or rate of pay.
- Indicate how much notice you are required to give to your current employer.
- If you are not currently employed, please mark the section N/A.
- Include the dates of employment, a brief summary of your responsibilities in the role, your final salary and reason for leaving. Please do not include details of your current employment in this section.

Guidance For Applicants

Education

Provide details of the secondary school(s) that you attended and include details of any examinations taken, results obtained, scholarships and other distinctions awarded.

Further Education

- Provide details of the college(s) or university(ies) that you attended and include details of any examinations taken, results obtained, scholarships and other distinctions awarded.
- Please attach photocopies of documentary evidence of your qualifications.

Professional and Vocational Qualifications

- Provide details of technical, professional and occupational training.
- Provide details of relevant training, apprenticeships, articles, evening, full-time day or day release courses, correspondence courses or company courses.
- Please attach photocopies of documentary evidence of your training or qualifications. Guidance Personal Statement Use this section to provide relevant information about yourself and how you meet the criteria detailed in the person specification for the role.

Referees

- Please provide the details of two people who may be approached for a reference.
- If you are employed, one referee must be connected to your current employer i.e. your line manager.
- Where you have previously worked with children but are not currently doing so, please provide reference details in respect of the last employer for whom you worked with children.
- If you are a college or school leaver, please give details of a teacher or tutor.
- A suitable second referee would be a previous employer, business associate or leader/organiser of a voluntary organisation.
- Personal referees, such as friends, family or those with whom you have any other significant relationship, are not suitable.
- Please note that references may be sought prior to interview.

Personal Relationships

Please provide the name and position of any relative, friend or acquaintance employed or associated with United Learning.

Declaration

Please ensure that you read this statement and that you sign and date the application.

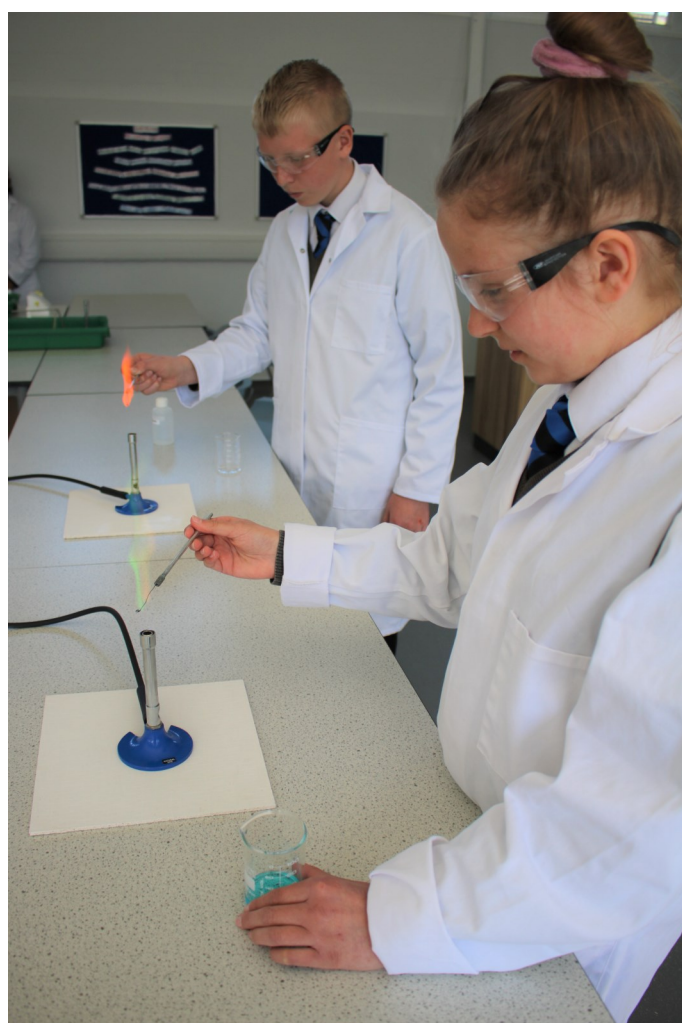
Benefits

Here at United Learning, we are committed to ensuring our employees feel valued and appreciated. Because we are a group, we can reward you better than any school could alone, and this includes your employee benefits.

We are working with Perkbox to offer employees over 250 exclusive benefits, all through their easy-to-access platform and app. Featuring a huge range of perks, from discounted cinema tickets and holidays, to money off meals out at restaurants nationwide, and savings on food, technology and clothes shopping, the unique website and app have been designed to add value to every lifestyle.

Other benefits include:

- A contributory pension scheme, relevant to your role (including access to Teacher and Local Government Schemes)
- Tailored Continuous Professional Development (CPD)
- Occupational sick pay
- Cycle-to-Work scheme
- Dining savings
- Gym savings
- Retail savings
- The opportunity to work and make a real difference in a growing academy that is making rapid progress
- Access to high quality in-house CPD
- The chance to work at an academy where teaching and learning is always high on the agenda and staff are encouraged to experiment, develop and reflect on their practice;
- The opportunity to work with dedicated students who have high aspirations
- The opportunity to work with friendly, supportive support staff, teachers and leaders.



The Cornerstone Academy
The best in everyone™

Part of United Learning