

Teacher (Part Time)

Start Date : As soon as possible
Highly competitive salary

- Do you want to play a key role in an exciting, new, and innovative school?
- Are you passionate that all children get the best start in life?
- Do you want to move your career forward in an environment which nurtures talent and has scope for career progression?
- Do you believe all students have the potential to succeed given great teaching and the right school culture?

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

We are seeking to appoint an outstanding Teacher to help build our new school. You'll be a great teacher who believes all children can achieve. You will be passionate about removing barriers to learning. This is an exciting and rare opportunity to be part of One Degree Academy from its beginnings, and to be part of something profound and special.

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. Our aspirations are simple and ambitious: every One Degree student will develop the knowledge, attributes, and aspirations to succeed at university, enjoy a productive career, and lead a great life.

Every child will leave One Degree ready for a life of choice and opportunity. To achieve this, we are focused on 3 things:

- Outstanding teaching and learning of a knowledge-based curriculum
- Developing character attributes and habits in a caring and disciplined environment
- Building cultural capital and raising aspirations through partnerships with world-leading businesses and universities

We are particularly interested in a candidate's commitment to continual and incremental improvement - and in an unfaltering belief in the potential of every child - than in extensive experience. Whether you are an experienced teacher or are recently qualified, you will play a key part in the school's development.

As with our students, we want to grow and develop our teachers, 'step by step': all teachers receive weekly instructional coaching and extended development time.

Our curriculum is based on cutting-edge insights from cognitive science and educational research and we look at the best practice from across the globe to influence our thinking. All staff at One Degree will visit excellent schools regularly and will have the opportunity to take part in high-quality CPD tailored to their needs.





Successful candidates will have an opportunity to:

- Join an organisation and team utterly committed to teacher development and growing great teachers and leaders - step by step; and
- Receive weekly instructional coaching and feedback, enabling rounded development

Successful candidates will:

- Have an unfaltering believe in the ability of all children to achieve through great teaching and a culture of high expectations;
- Welcome positive feedback and be committed to the idea of continuous improvement and self-development; and
- Have the skills and dedication to have a positive impact on the lives of our students and on the school community

If you share our passion for raising the standards of education then we would love to hear from you.

Interested?

- Download an application pack from <https://onedegreeacademy.org/vacancies>
- Completed applications should be e-mailed to: HR@onedegreeacademy.org
- Closing date: Monday 19th February 2024. Interview: TBC
- Early Applications and school visits are encouraged - We will process all applications on a rolling basis.

To arrange a visit or if you have any questions, please email Katie Palmer: HR@onedegreeacademy.org

STRIVING FOR EXCELLENCE: STEP-BY-STEP

Adnan Jaffery Academy Trust trading as One Degree Academy
Registered No. 09026334, Registered Address: Chace Village Road, Chase Farm, Enfield, EN2 8GH
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Recruitment process

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be opening a school 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 opportunities environment. Our aim is that every internal and external applicant who applies for a position within the School is considered against criteria, which relates only to the requirements of the job. To that end we are committed to provide 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 “Keeping Children Safe in Education” (2020). 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 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.

Further information can be found at

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>



STRIVING FOR EXCELLENCE: STEP-BY-STEP



One Degree Academy

Job Description

Job Title: Teacher

Start Date : As soon as possible

Highly competitive salary: ODT1 - ODT12 (£34,513 - £46,796)

Starting salary point negotiable dependent on experience and *subject to annual pay review in September 2024. We are committed to paying at or above the London Living Wage for all staff.*

Reports to: School Principal

Working hours: 8:00am - 4:30pm

Working Pattern: Part Time - Hours and pattern to be agreed with candidate

Main purpose of the post:

We are seeking to appoint a great teacher who believes all children can achieve. You'll be passionate about removing barriers to learning, and be keen to develop your career in a dynamic, exciting and supportive environment. You will be teaching both whole classes and groups of children to support them to achieve the best possible academic outcomes.

Specific duties:

Strategic direction and development of the school

- To keep up to date with current pedagogy in teaching and learning and in school improvement, and to cascade this to staff.
- To contribute to the setting of highly ambitious targets for pupils and staff, and to be accountable in their delivery.

Teaching, Learning and Assessment

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from curriculum leaders in the school, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- To create and maintain a stimulating learning environment indoors and outdoors.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links and trips.

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 development and implementation of behaviour systems.

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Communication and Community Links

- To fully support the life and work of the school.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

Other

- Undertake and when required, deliver or be part of the appraisal system and relevant training and professional development.
- Undertake other various responsibilities as directed by the Principal.
- Plan and lead after school clubs on a regular basis.

Culture

- Support the school'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 develop a school culture and ethos that is utterly committed to achievement.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support, as required.

This document provides an outline of the responsibilities that this role involves. However, the post-holder must be available to perform such duties at such times and such places as may be specified by the Head of School and which may be reasonably requested as being commensurate with the role and duties undertaken.

STRIVING FOR EXCELLENCE: STEP-BY-STEP



One Degree Academy Values

All candidates will have a commitment to upholding the 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; are honest and trustworthy

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



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Person Specification

Requirements	Essential (E) or Desirable (D)
Education	
QTS (PGCE or other relevant qualification)	E
University Degree	E
GCSE in English and Maths	E
Experience / Skills	
Experience of raising that attainment of all pupils in a diverse and challenging classroom	E
Experience of using a range of strategies to build positive and nurturing relationships with pupils	E
Experience of delivering an effective phonics program	D
Experience of working with students with SEN	D
Experience of seeing tasks, plans and ideas through to completion	D
Understanding of school systems or the ability to learn these quickly	E
Behaviours and Attitudes	
Genuine motivation to continually improve standards of teaching in the quest for outstanding student outcomes	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 to a Russell group university should they chose to	E
High expectations of students, self and others	E
Ability to use data and evidence to analyse outcomes, identify issues, draw conclusions, inform actions and reinforce success	E
Well-developed ICT skills	E
Strong interpersonal, written and oral communication skills	E
Takes personal responsibility for their own actions	E
Work collaboratively with colleagues to improve practice and outcomes for students	E
Commitment to the safeguarding and welfare of all pupils	E
Highly professional approach to work	E
A passionate desire to make a difference and to close the achievement gap	E
The ability to thrive in a 'no excuses' culture	E
Drive to make things happen	E
A good sense of humour, energy and enthusiasm	E
Evidence of commitment to equality and diversity	E

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