

# Candidate Information Pack:

Teacher  
TLR Curriculum Ambition



Da Vinci Academy  
A L.E.A.D. Academy

**Role:** Teacher (any curriculum area) + TLR Curriculum Ambition

**Reporting to:** Senior Leadership Team

**Salary:** MPS/UPS + TLR2b

**Location:** Da Vinci Academy, Derby, DE21 4ET

**Contract Type:** Full Time/Permanent

**Start Date:** 1 January 2022 or earlier if available

**Closing Date:** Monday 18 October 2021 at 12 noon

**Interviews:** Thursday 21 October 2021

## Inspire our students to succeed – be part of something special

Having converted to academy status at the heart of the L.E.A.D. Academy Trust in May 2017, Da Vinci Academy is a rapidly improving and successful secondary school with around 660 students and an increasing school roll. In summer 2019, we were proud to be the most improved Progress 8 school in Derby and this trajectory of improvement has continued. A student centred philosophy is supported by an unwavering commitment to the achievement of successful outcomes for each and every young person. Together with the L.E.A.D. Academy Trust, a strong and clear vision is in place - **one team, changing worlds**. Our vision is achieved by our purpose of supporting all to **Aspire, Believe, Learn, Achieve**. This is what we firmly believe in and strive for at all times. The benefit of our close-knit academy community is a real team environment where people genuinely care for each other and where students and staff alike can really shine.

As a result of continued investment by our LEAD Trust, we are looking to recruit an additional teacher (of any curriculum discipline) with a leadership responsibility in the first instance for supporting our curriculum ambition across the school. Future opportunities may then lie within curriculum or achievement teams and will be discussed further with candidates if selected for interview. The ideal candidate will be an energetic and positive professional who can combine their passion for improving standards and has the skill set to enhance a talented and strong middle leadership team. It is likely that you will already have a proven track record of raising standards within your own curriculum area or wider and are ambitious for your own development.

You will be an excellent classroom practitioner with the skills and determination to ensure exciting learning and outstanding progress for students of all abilities. You will possess the energy and enthusiasm to share good practice and to achieve a high standard of education for students leading to excellent outcomes.

Our academy has a great track record and is loved by students with high numbers of families now applying to us as first choice. We are looking for someone to continue to foster and grow this exciting momentum. This is an ideal opportunity for someone looking for their first leadership role with an initial focus across a school or alternatively an experienced leader looking for a new challenge.

Duties will include:

- to play a key part in the academy Quality of Education team to continue raising attainment and implement appropriate change
- to provide strategic leadership for the development, monitoring and evaluation of the academy curriculum
- to monitor and evaluate standards of learning and teaching using a variety of approaches including lesson typicality monitoring (giving constructive feedback and support) and book scrutiny
- to identify and set appropriate improvement and attainment targets for individual students and groups of students
- to monitor and evaluate progress towards targets identifying and implementing suitable intervention strategies for individuals and groups of students

It is an exciting time at Da Vinci Academy, and you will be part of our future development and the journey to securing improvement and raising standards across all areas.

***The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.***

**We are looking for someone who:**

- has high expectations of pupil progress;
- is passionate about education and developing a love of learning in students;
- has the skills to work collaboratively with the teaching team;
- can build positive relationships with pupils, staff and parents;
- is willing to embrace or bring new ideas to the Academy;
- has ambition combined with a commitment to developing their own skills.

**In return, the successful candidate will:**

- be joining a strong and dynamic team of professionals;
- work in a school with high aspirations for all of its students and staff;
- be provided with excellent career opportunities.

## **VISITS ARE WELCOME:**

Should you have any questions regarding the role please contact Jenny Linthwaite, Human Resources Officer - email [jenny.linthwaite@davinciacademy.co.uk](mailto:jenny.linthwaite@davinciacademy.co.uk)

It is important that potential applicants are able to find out as much as possible about both our academy and the role as they consider making an application. We welcome visits and can be flexible around timings of the day to suit. We are committed to doing all we can to support those interested

in researching more about what it is like to work in our proudly inclusive, ambitious academy as part of our 'one team'.

**Pre-application visits are therefore very welcome. We can also arrange a phone call with our Headteacher or other suitable members of staff. To arrange such an informal discussion ahead of and around making an application, please email Jenny Linthwaite, Human Resources Officer - email [jenny.linthwaite@davinciacademy.co.uk](mailto:jenny.linthwaite@davinciacademy.co.uk)**

## SAFEGUARDING

The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

**This post is subject to an enhanced DBS check.**

Da Vinci Academy adopts a rigorous Safer Recruitment Policy which is followed for every appointment.

If you are invited to interview, your suitability to work with children will be explored. As such you will be asked to declare any convictions, cautions or reprimands which you have incurred.

If you are then successful at interview, an offer of employment will be made. This offer will be subject to the L.E.A.D Multi-Academy Trust Receiving:

- Satisfactory background checks e.g. Enhanced Disclosure and Barring Service check, Prohibition Check and Medical Check
- Satisfactory References
- Proof of Eligibility to work in the UK

Staff will be expected to take part in an induction day which has a safeguarding focus.

Staff will be expected to undertake CPD Safeguarding Training throughout every academic year.

There is a clear policy for staff conduct which all employees must adhere to.

## JOB DESCRIPTION – TEACHER

### STRATEGIC PURPOSE

- To exemplify excellent classroom practice that results in high standards of learning and achievement for the students in your care
- To support the Senior Leadership Team in establishing a culture that promotes excellence, equality and high expectations of all students and the LEAD Trust values
- To ensure that your professional practice is informed by rigorous self-evaluation and that it continuously improves learning and pastoral outcomes
- To ensure that you provide a safe and happy environment that promotes the welfare of children
- To ensure all safeguarding and child protection policies are adhered to

### CORE RESPONSIBILITIES

#### Teaching and Learning

- Set high expectations which inspire, motivate and challenge students
- Establish a safe and stimulating environment for students, rooted in mutual respect
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students

#### Promote good progress and outcomes

- Be accountable for students' attainment, progress and outcomes
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- Guide students to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how children learn and how this impacts on teaching
- Encourage students to take a responsible and conscientious attitude to their own work and study
- Encourage students to develop study skills in order to learn more effectively and with increasing independence

#### Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the curriculum, foster and maintain students' interest in the subject, and address students' misconceptions
- Demonstrate a critical understanding of developments in the curriculum, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in all work produced
- Demonstrate a clear understanding of appropriate teaching strategies for literacy

### **Plan and teach well-structured lessons**

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

### **Adapt teaching to respond to the strengths and needs of all students**

- Know when and how to differentiate appropriately
- Understand how a range of factors can inhibit students' ability to learn, apply this understanding to overcome these restrictions to learning
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

### **Make accurate and productive use of assessment**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure students' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback

### **Behaviour and Safety**

- Manage behaviour effectively to ensure a purposeful, stimulating and safe learning environment
- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the site, in accordance with the academy's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary
- Carry out break and lunch /bus supervision and other duties as directed and within the remit of the current School teachers' pay and Conditions Document

- Promote and safeguard the welfare of children and young people within the academy, raising any concerns by following the academy safeguarding policies and procedures

#### **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the academy
- Develop effective and collaborative professional relationships with colleagues, drawing appropriately on advice and specialist support
- Deploy support staff effectively
- Ensure that parents/carers and students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and well being
- Provide the senior leadership team on request accurate, timely and coherent information about class, group or individual student progress and attainment in order to inform regular academy development planning
- Carry out any such duties as may be reasonably required by the Headteacher

#### **Team working and collaboration**

- Participate in any relevant meetings/professional development opportunities which relate to the learners, curriculum or organisation of the academy including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the academy
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

#### **Administration**

- Register the attendance of and supervise learners, before, during or after sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

#### **Professional Development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and wellbeing, refining your approaches where necessary and responding to advice and feedback from colleagues

- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management

**The above duties are not exhaustive and post holders may be requested to undertake activities reasonably assigned to these by SLT.**

## PERSON SPECIFICATION

### Qualifications and Experience

- Qualified teacher with QTS or recognised equivalent
- Teaching experience within the age range and/or subjects applying for (NQT status may also be relevant)

### Domain One: Qualities and Knowledge

- Creates a stimulating and safe learning environment
- Establishes and maintains a purposeful working atmosphere
- Plans, prepares and delivers the curriculum as relevant to the age and ability group/subjects taught
- Assesses and records the progress of students' learning to inform next steps and monitor progress
- Demonstrates optimistic personal behaviour, positive relationships and attitudes towards all members of their school community
- Demonstrates a commitment to equal opportunities and uses a variety of strategies and practices to promote inclusion in the classroom
- Teaches using a wide variety of strategies to maximise achievement for all students including those with special educational needs and high achievers and to meet differing learning styles
- Encourages children in developing self-esteem and respect for others
- Deploys a wide range of effective behaviour management strategies
- Communicates to a range of audiences (verbal, written, using ICT as appropriate)
- Demonstrates current knowledge and understanding of national and local education issues
- Contributes to a culture of collaborative working to develop professional practice

### Domain Two: Pupils and Staff

- Develops in students a love of learning and a sense of inner confidence and self-belief that enables them to achieve high standards, overcoming disadvantage and advancing equality
- Promotes a classroom environment that values the success and sense of wellbeing of each student, focused on safeguarding and developing their spiritual, moral, social and cultural development and exemplary behaviour



- Demonstrates continuous self-directed development

### **Domain Three: Systems and Process**

- Would be able to build upon current academy improvement plans

### **Domain Four: The Self-Improving School System**

- Seeks opportunities to invite parents, carers, community figures and other organisations into classrooms to enhance learning
- Demonstrates entrepreneurial and innovative approaches to classroom improvement

### **Personal Qualities**

- Passionate about education
- Approachable, enthusiastic and creative
- Leads by example, demonstrating integrity, resilience and clarity
- Committed to the L.E.A.D. principles



## L.E.A.D. Academy Trust

L.E.A.D. Academy Trust comprises of twenty five academies across Nottingham, Leicester, Derby, Lincoln and Sheffield. Our philosophy is to; lead, empower, achieve and drive.

At the heart of our Trust is the development of outstanding leaders. We empower individuals in our schools to provide the highest quality education, enabling every pupil to realise their full potential. We have also been recognised by Ofsted as a leading academy sponsor, securing rapid and sustainable improvement through the research and application of best practice across operational areas.

The combination of autonomy and collaboration across key areas of leadership and management underpinned by shared vision, values and best practice positions L.E.A.D. as a truly unique Academy Trust.

To view our 'L.E.A.D. Family Brochure' please visit:

[www.leadacademytrust.co.uk](http://www.leadacademytrust.co.uk)

To see the wonderful achievements, proud moments and diverse events happening across our Trust please follow our twitter account:

**@LEADAcadTrust**



## Our Leaders

One of the core priorities for the L.E.A.D. Academy Trust is the development of outstanding school leaders. We are dedicated to providing an organisation which will:

- develop inspirational school leaders for the future through high quality recruitment, professional development and coaching;
- invest in joint training, peer coaching, sharing good practice and professional dialogue in a climate of trust;
- continually improve, exploring new ways of working, alternative curriculums and innovation;
- strategically plan to produce the next generation of high quality school leaders.

### The L.E.A.D. Teaching School Alliance

The L.E.A.D. Teaching School Alliance is a dynamic, cross-phase collaboration of schools committed to harnessing, nurturing and sharing the specific skills and attributes required to teach and lead in areas with diverse pupil populations. Everything we do in our schools is about providing children with an outstanding, broad and balanced education.

Our innovative Initial Teaching Training (ITT) route aims to increase the number of quality teachers in our schools. In addition, we offer a range of high quality Continuing Professional Development (CPD) for staff at all levels and tailored school-to-school support. We are keen to nurture and grow staff across our alliance and offer a range of opportunities to develop the leaders of tomorrow. By working in partnership with The University of Nottingham and other regional Universities, we are also creating a research culture within our alliance that will impact positively on teaching, learning and the achievement of young people.





## Our Support

We provide a range of high quality, professional services to schools in nine core areas:

**Financial Management**

**Project Management**

**Procurement**

**ICT Management**

**Human Resources**

**Leadership Development**

**Legal Support**

**Governor Support**

**Education**







## How to Apply

Should you have any questions regarding the role please contact Jenny Linthwaite, Human Resources Officer - email [jenny.linthwaite@davinciacademy.co.uk](mailto:jenny.linthwaite@davinciacademy.co.uk)

**For more details about our academy and to apply please visit our website:**

<http://www.davinciacademy.co.uk/school/job-vacancies/teaching-staff>

Please submit the equal opportunities form along with a fully completed application form, supported by a covering letter (no more than 2 sides of A4) which details your reasons for applying and how your experience meets the requirements outlined in this pack.

Completed applications should be sent to [vacancies@davinciacademy.co.uk](mailto:vacancies@davinciacademy.co.uk)



**Closing date:** Monday 18 October 2021 at 12 noon

**Interviews:** Thursday 21 October 2021

**Start date:** 1 January 2021 or earlier if available

Applications will be reviewed upon receipt therefore shortlisted candidates may be contacted in advance of the closing date.

The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



**L.E.A.D. Academy Trust**  
**Lead • Empower • Achieve • Drive**

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