

JOB APPLICATION PACK TEACHER OF ENGLISH

Salary: MPR/UPR

Contract: Permanent

Closing Date: 22nd April 2025

Start Date: September 2025



THE BRUNTS ACADEMY





THE BRUNTS ACADEMY



WELCOME

Dear Applicant,

Thank you for expressing an interest in working with us at The Brunts Academy. Brunts is an over-subscribed academy which is rapidly improving. Our mission is about unlocking the potential in our students, enabling them to transform their futures.

We are passionate about culture, and therefore how we do things here holds significant importance. We believe in collaboration and professional development, supporting all staff members to develop and achieve their own professional ambitions.

Our core values permeate the academy, and we take time to explicitly teach our children what each looks like and the importance of them. Staff are expected to model our values as role models to students and support them to grow as individuals who make positive contributions to society.

Academic success is a critical component in achieving our mission, but we place equal importance on personal development. Developing character and supporting students to explore their talents, interests and passions is a very important part of our curriculum. We seek professionals who align to our mission and values and look forward to receiving your application.



Chris Fisher
Executive Principal



Be Proud



Be Respectful



Be Resilient



Be Ambitious

ABOUT THE BRUNTS ACADEMY



The Brunts Academy, is a popular and oversubscribed high achieving secondary school with a great tradition of success.

We believe that an outstanding education develops our students academically, socially and morally, giving them the knowledge and skills to be successful at school and in life.

We also feel it is important for our young people to develop outside of the classroom and we offer a wide range of enrichment and extra-curricular opportunities to help prepare our students for the next stage of their education, training or employment.

As a values-driven academy, our staff and students aspire to commit to the 'Brunts Way' in all they do:

- **Be Proud**
- **Be Respectful**
- **Be Resilient**
- **Be Ambitious**

We believe that secondary education represents a major stage in the life of each young person and so we aim to work together with parents, carers, trustees, agencies and the local community to support our young people; enabling them to develop and grow within this community and in building together a real sense of identity within The Brunts Academy.

We demand excellence of ourselves and our community so that we can best serve our students and have an ambitious future. The Brunts Academy is proud of the success our students achieve year on year and through our constant focus on teaching and learning, we see our students unlocking potential and transforming their futures.

Our mission

Unlocking potential, transforming futures.

Our vision

To provide an exceptional education for all students by creating a nurturing and innovative learning environment that fosters academic excellence, personal growth, and social responsibility.

Our values

Be Proud: We represent the academy with pride and know that together we achieve.

Be Respectful: We are polite and care for each other.

We celebrate our differences and help each other.

Be Resilient: We work hard to conquer challenges that stand in the way of achieving our goals. We remain positive and never give up.

Be Ambitious: We are ambitious and determined, seizing every opportunity and maximising our potential every day.

Our staff

We have a pool of subject specialists, bringing leadership and expertise to faculties at The Brunts Academy. Our Subject Leads are ambitious and passionate practitioners that have a range of responsibilities within their subject areas, which include:

- Working closely with the Principal to provide strategic direction and leadership within their own curriculum area through developing and implementing policies which will result in effective teaching and learning and strong outcomes for all students;
- Creating a climate which enables staff to develop and maintain positive attitudes and confidence in delivering the curriculum;
- Leading on the development of appropriate specifications, schemes of work and giving guidance on teaching and learning strategies in own area to ensure continuity and progression for all individuals and groups;
- Ensuring appropriate curriculum targets are set and regularly monitor students progress, interrogate data to inform the curriculum and take action as necessary;
- Ensuring effective assessment for learning processes and practices across own area;
- Leading effective development of students' literacy, numeracy, specific subject study skills, information technology skills, work related learning; enterprise and citizenship through the curriculum areas;
- Monitoring and evaluating the quality of teaching and learning with a focus on improving teaching and learning further so that it impacts positively upon learning;
- Helping colleagues to create an appropriate climate and environment for learning so that effective learning can take place effectively.



ABOUT GREENWOOD ACADEMIES TRUST



We are GAT. We believe in providing the very best for every child, in every academy, every day.

Our vision is to make sure that every child thrives in a GAT academy.

Our mission is to secure successful pupil and organisational outcomes so that all children leave a GAT academy equipped with the capability and potential to lead a happy and successful life.

We achieve this by being a strong and inclusive trust, guided by principled governance and effective leadership.

Our priorities

Improve outcomes for all children: Providing a high quality, broad and balanced curriculum, including enrichment experiences, for all children in a safe and caring environment.

Become a leading MAT for learning: Ensuring an effective professional learning offer for all colleagues which is aligned to our improvement priorities.

Deliver the GAT people strategy: Supporting colleagues across our Trust to recruit and retain the best people.

Develop and implement a GAT digital strategy: Providing colleagues and children with a world class digital environment and developing their skills to enable them to be successful in a digital world.

Ensure all Trust facilities maximise learning: Delivering the GAT estates strategy with a clear focus on sustainability.

Redefine and improve our business services: Ensuring high quality services enable colleagues in academies to focus on improving outcomes for all children.

Ensure effective governance at all levels: Delivering strong and effective governance at all levels which is ambitious for and accountable to the children and families we serve.

How we work

Children and their communities at the heart of what we do: We ensure we meet the diverse needs of the communities we serve.

Hold everybody to account: We have strong levels of appropriate professional and respectful challenge at all levels of our organisation.

Advocate a place-based curriculum: We believe each academy should have a high-quality curriculum which is bespoke to the children it serves.

Organisational change: We recruit talented people and encourage them to challenge and contribute to the way we think and operate.

Strong leadership at all levels: Our leaders are supported and entrusted with a professional accountability to deliver successful outcomes.

Prioritise personalisation: We ensure our children follow meaningful pathways to success. We teach children, not schemes.

Accept it can take time: We have effective strategies that deliver strong and sustainable improvement. We always stay true to our principles.

No excuses, but no blame either: We have high expectations of each other. We respectfully challenge colleagues, support them, celebrate their achievements and, crucially, let them get on with their jobs.

Invest in people: We support and develop our colleagues so they can improve and enjoy their roles.

Collaborate and contribute: We are an open and outward facing organisation. We learn from the strengths of others, we share our expertise and we seek to influence the wider education world.

How we lead

GAT leaders **support, challenge and enable** our colleagues to ensure we provide the very best for Every Child, in Every Academy, Every Day.

Our leadership principles are based on the Servant Leadership model of Focht and Ponton (2018):

Valuing People: GAT leaders value people for who they are, not just for what they give to the organisation.

Humility: GAT leaders do not promote themselves; they put other people first. Our leaders know that

leadership is not all about them but that things are accomplished through others.

Listening: GAT leaders listen receptively and non-judgmentally. They are willing to listen because they truly want to learn from other people. Our leaders seek to understand first, then to be understood.

Trust: GAT leaders trust their colleagues. They are trusted because they are authentic and dependable.

Caring: GAT leaders have people and purpose in their hearts. They display a kindness and concern for others. Our leaders are here to serve, not to be served. GAT leaders care about the people they lead.

Employee Benefits and Wellbeing

Greenwood Academies Trust aims to facilitate initiatives to promote social, physical and mental wellbeing to ensure our talented and highly valued staff are healthy, happy and safe.

Here's a selection of what's on offer to employees of our trust in recognition of the huge difference they make to our children, their families and the communities we serve.

Perkbox

We provide all our employees with a Perkbox account. Perkbox is a global rewards and benefits platform offering employee rewards, benefits and discounts, wellbeing support and peer-to-peer recognition.

Employee Assistance Programme

Our Employee Assistance Programme is part of our Perkbox package. It provides a free confidential helpline available 24/7 to all employees including:

- Fully qualified counsellors and advisors
- Support for a wide range of issues including stress, anxiety, depression, legal issues, relationships and more
- Structured counselling sessions

Salary Sacrifice Car Leasing Scheme

We offer our employees the opportunity to lease a vehicle through salary sacrifice. A fixed monthly amount is taken directly from your gross salary and in return, you get the use of a brand new electric or plug-in hybrid car.

Wellbeing

- Support from our Mental Health First Aiders
- Training to be a Mental Health First Aider
- Your EAP (Employee Assistance)

- Menopause Support
- Trust Awareness Events
- Wellness Hub on Perkbox
- Wellbeing Wednesday Hub
- Teacher Wellbeing Resources
- Mental health resources from Education Hub

Dell Discounts

Greenwood Academies Trust is a member of the Dell Advantage program, which gives all employees access to exclusive offers and discounts of up to 20% across Dell systems and electronics!

This includes items such as Laptops, Desktops, Alienware, Monitors, accessories and is for purchases made on the official Dell UK Online store only, for personal/home use.

In addition, during sale events, employees can use their discount on top of sale prices to save even more on personal use devices!

No Claims Bonus Scheme

Greenwood Academies Trust uses a third party insurer to offer our employees access to a no claims bonus scheme.

Tax-Free Childcare

You can get up to £500 every three months (up to £2,000 a year) for each of your children to help with the costs of childcare. This goes up to £1,000 every three months if a child is disabled (up to £4,000 a year).

The national Childcare Voucher scheme that was administered through salaries closed to new applications in 2018. The Government rolled out a new childcare scheme to replace it called 'Tax-Free Childcare'.

Pension

We have a dedicated Pensions Lead in the People Team, to support our employees with all Pension related enquiries or requests, Trust policies and procedures and statutory compliance.

We maintain and administer the Teachers' Pension Scheme (TPS) for teaching staff and the Local Government Pension Scheme (LGPS) for all support staff, working closely with the scheme providers to meet the regulatory requirements.

Job description



Post: Teacher of English

Department/Faculty: English

Responsible to: Head of English

The role

We are looking for a well-qualified, enthusiastic, dynamic and inspirational English Teacher who has the highest expectations of themselves and our pupils.

Brunts Academy is going through a transition of 'Rapid Improvement' (Ofsted, September 2023) as we strive to provide an outstanding education for the young people of the community we serve. Brunts Academy continues to go from strength to strength, driven by a team of dedicated professionals with high ambitions for what its staff and pupils can achieve.

We are keen to hear from candidates who are passionate about English and teaching and learning and who are keen to support the development of teachers within the English faculty. We are ambitious for our students and want to support them to secure positive outcomes. The role will be suited to an experienced subject teacher or to a teacher who may be newer to the profession but is an outstanding practitioner.

Key responsibilities

- To carry out the professional duties of a school Teacher as provided for under the relevant sections of the School Teachers' Pay and Conditions Document.
- Responsible for the provision of a full learning experience and support for pupils in accordance with the professional duties of a teacher.
- Liaising with the Regional Director/Principal/Head of School/Deputy and Assistant Principals, teaching/support staff, external agencies and parents/carers.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in your curriculum area.
- To contribute to the department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to whole Academy planning activities.
- To assist the Head of Department to ensure that the curriculum area provides a range of teaching that complements the Trust's strategic objectives.
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the Trust's mission and strategic objectives.
- To take part in the Trust's staff development 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 work as a member of a designated team and to contribute positively to effective working relations within the Trust.
- To help implement the Trust's quality procedures and adhere to them.

- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed Trust procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- 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 maintain appropriate records and to provide relevant, accurate and up-to-date information for the Academy's information system, eg CMIS etc.
- To complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning.
- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the Trust.
- To follow agreed policies for communications in the Trust.
- An ability to converse at ease with all customers and provide accurate advice in order to fulfil all spoken aspects of the role through the medium of spoken English.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner Academies.
- To contribute to the development of effective subject links with external agencies and other schools.
- To be a form tutor to an assigned group of pupils.
- To promote the general progress and well-being of individual pupils and of the group as a whole.
- To liaise with the Director of Achievement/SENCo/Head of Year/Assistant Principal to ensure the implementation of the Trust's support systems.
- To evaluate and monitor the progress of pupils and keep up-to-date pupil records as required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To teach pupils according to their educational needs including the setting and marking of work to be carried out by the pupil in the Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils 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 pupils.
- To ensure that ICT, literacy, numeracy and Academy subject specialism(s) are reflected in the teaching/learning experience of pupils.
- To undertake a designated programme of teaching to fully prepare pupils for all examinations and tests.
- To ensure a high-quality learning experience for pupils that meets internal and external quality standards.
- To communicate, as appropriate, with the parents of pupils and with persons or bodies outside the Trust concerned with the welfare of individual pupils, after consultation with the appropriate senior staff.
- To contribute to PSHE, citizenship and enterprise education, according to the Trust policies.
- To support the Trust's behaviour management protocols so that effective learning can take place.
- To prepare and update teaching materials.

- To use a variety of delivery methods that will stimulate learning appropriate to pupil needs and the demands of the syllabus and/or scheme of work.
- To maintain discipline in accordance with the Trust's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, departmental, year and Trust procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To jointly plan with any Learning Assistants or Learning Mentors allocated to pupils in your classes.
- To play a full part in the life of the Academy, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- To carry out pre-school, break, lunchtime and after school duties as assigned to you.
- To actively promote the Trust's corporate policies.
- To continue personal development as agreed.
- To comply with the Trust's Health and Safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by the STPCD not mentioned in the above.
- To promote and safeguard the welfare of pupils for whom you are responsible or come into contact with.

General

This is an incredibly exciting opportunity for a candidate who has the energy, passion and drive to join us on our improvement journey. If this sounds like an opportunity you would be keen to explore then we look forward to hearing from you!

Person specification



	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> Degree in relevant subject Qualified teacher status 	
Experience and Knowledge	<ul style="list-style-type: none"> Relevant classroom experience for the post Ability to teach at a 'good' or 'outstanding' level Ability to motivate students Ability to self-review effectively and set appropriate targets Willingness to engage in development activities Willingness to play a part in the wider life of the Academy Must satisfy relevant employment checks Confirmation of professional and personal knowledge, skills and abilities Positive recommendation from current employer 	
Skills and Abilities	<ul style="list-style-type: none"> Highly motivated and enthusiastic High professional standards High expectations of students in terms of behaviour and achievement Ability to work effectively as a member of a team High quality organisational skills 	

Application details



How to apply

Candidates should **apply for this role through our website**. Wherever possible, please provide email addresses for your referees.

The closing date for applications is **22nd April 2025**.

If this post attracts sufficient interest before the closing date, we may decide to close and interview this vacancy at an earlier date, so an early application is advised.

Interview

Interviews will take place on **28th April 2025**. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Greenwood Academies 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.

GDPR

All adults employed by the trust have a responsibility for data protection and have a duty to observe and follow the principles of the GDPR Regulations.

Child Protection statement

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment. All posts will be subject to receipt of satisfactory enhanced DBS disclosure, medical and reference checks. All pre-employment checks are in line with "Keeping Children Safe in Education".

Equal opportunities

Greenwood Academies Trust welcomes applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.



THE BRUNTS ACADEMY



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GREENWOOD
ACADEMIES TRUST

Executive Principal
Chris Fisher

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