



Acorn
Education Trust



Teacher of English

Avon Valley Academy

Welcome from Sara Edwards

Acorn Education Trust CEO

Thank you for your interest in one of our vacancies, I hope the information enclosed in this pack inspires you to apply.

Acorn Education Trust was established in 2014 to provide a local solution to a national strategy. We now serve 20 settings: 15 Primary Schools, 3 Secondary Schools and 2 nurseries.

Our mission is to 'prepare young people for their world in their time' and this sits at the heart of all we do. We strive for excellent leadership, excellent teaching and excellent learning. Our vision is to transform lives through education.

In every Acorn School, you will see:

- A** Active and visible leadership
- C** Care, support and challenge
- O** Opportunities for all
- R** Readiness to reach out
- N** Needs of all are paramount

Every Headteacher focuses on leading teaching and learning in their school. Central teams manage the business element of the Trust which allows us to share resources, improve IT and estates infrastructure and invest in school to school support. We are therefore able to direct as much money as possible into teaching and learning thus improving the life chances of all our young people.

Whatever role you are applying for, whether in a school or as part of the central team, we hope you can align with our vision and values, have the determination to succeed and are up for a challenge. In turn, we will provide you with a comprehensive and supportive induction programme, professional development and a career with Acorn.

We hope this information pack provides you with a flavour of working within our Trust and we look forward to receiving your application.

Sara Edwards

About Avon Valley Academy

Respect, determination and excellence.

Avon Valley Academy is a thriving, co-educational school, educating young people between the ages of 11 and 16 years. Located in Durrington, our school has a strong reputation for being at the heart of the community and has built strong relationships with the two local army bases at Larkhill and Bulford.

As a school, we aim for every lesson and every day to be exceptional. To achieve this, we ensure that all staff have access to a wide variety of training and are given time to foster strong relationships with our students. Our staff take pride in how well they know our students and are always looking to go the extra mile to help them achieve their dreams. With our strong pastoral care and high standards for behaviour, our school encourages students to have high self-worth and love coming to school. This has created a vibrant school community in which each individual can thrive.

In May 2022 we joined Acorn Education Trust, which has provided exciting opportunities to improve local education and draw on collective experience. We work closely with other schools within the Trust and the central team to help us continue to grow from strength to strength.

Our school has a wide range of excellent facilities, including:

- Sports fields, netball courts, tennis courts, astro turf pitches, a gym and sports hall;
- Dance and drama studios;
- Interactive whiteboards and projectors in classrooms;
- Computer suites in most teaching areas;
- A large hall equipped with full AV system and a stage for our productions, events and concerts;
- A library with a wide range of reading materials;
- Subject area suites for science, design technology and art;
- Enhanced Provision via our Link and Learning and Welfare Hub, as well as a Behaviour Hub;
- New buildings;
- Large grounds.

We look forward to welcoming you to our school.

Louise Hamilton
Headteacher

For more information, please visit our website: www.avonvalleyacademy.org.uk

Department information

English

Curriculum

Key Stage 3

- The curriculum for Years 7 and 8 is designed to build core skills developed in KS2 and prepare students for the challenge of GCSEs.
- Students develop essential analytical skills and the confidence to express their own views on the literature they encounter.
- Students explore a wide range of texts and genres and are encouraged to take part in the school's ambitious independent reading program.

Key Stage 4

- Students study the AQA English Language and Literature in KS4.
- In Year 10 students focus predominantly on English Literature; they follow a carefully designed curriculum to equip them for their exams and study Shakespeare's Macbeth, Charles Dickens' A Christmas Carol, and the Love and Relationships poetry cluster.
- In Year 11 the focus moves to English Language, with students being exposed to new and exciting modern literature. The focus of this year is to build students confidence in their own views and equip them to express themselves in a mature and sensitive fashion.

Department accommodation and resources

The English faculty is housed together in one block. There is also access to an independent reading room. All full-time teachers have their own classroom in which they teach. Every module from Year 7-11 is supported by a detailed teaching and learning overview alongside a wide range of resources.

Extra-curricular activities

Extra-curricular offerings are mainly focused on STEM based activities and supporting students completing their GCSE studies. Staff provide a timetable of subject-specific support sessions and lecture style opportunities to support, stretch and challenge.

Department structure

The team aim to support all students become confident and creative communicators. The department is currently in an exciting period of development where updates are being made to the curriculum to keep it relevant and engaging.

Job description

Job title	Teacher of English
Reporting to	Head of English / Headteacher

Main purpose

The Teacher of English will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Professional Development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

Continues on next page

Job description continued

Duties and responsibilities cont.

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Person specification

Criteria	Essential
Qualifications and Experience	• Qualified Teacher Status (QTS) • Undergraduate degree • Successful teaching experience
Skills and knowledge	• Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies • A good understanding of how children learn • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning
Personal attributes	• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • High expectations for children's attainment and progress • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality

The Teacher of English will be required to follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the successful applicant will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Support for our staff

Whether your role is in a school or the central team, you will be part of a caring team that will provide you with the support and challenge needed to fulfil your role effectively.

Continued Professional Development (CPD)

- A comprehensive induction programme for all new staff (across all roles), that includes mentor and peer support
- Statutory training on safeguarding, health & safety and GDPR
- Access to over 2,500 world-leading courses, webinars and resources via the National College online training platform
- Support for Early Career Teachers (ECTs)
- Role specific training for Designated Safeguarding Leads (DSLs) and Special Educational Needs and Disability (SEND) roles
- School based training, including mentoring and coaching from senior leaders within school and across the wider Trust; Cross phase and school to school support
- Subject communities, across primary and secondary level, to share good practice across the Trust
- Opportunities to role shadow
- Apprenticeships available at various levels across the Trust for multiple roles, including Teaching, Teaching Assistants, Nursery and IT Technicians

Health and wellbeing

- A strong culture of wellbeing across all schools and the central team
- Family friendly policies, including comprehensive flexible working policy, adoption leave policy, maternity and paternity (including shared parental leave) policies and staff wellbeing policy
- Access to [Care First](#), an employee assistance programme which provides confidential support on health and wellbeing, relationships, money issues, bereavement and loss, stress, anxiety and depression and much more

Pensions

- Teacher pension
- Local government pension
- Nest pension

Staff wellbeing is very important at Acorn Education Trust. We are consistently looking for new ways to improve our offering, and, regularly collect feedback at all levels to check in with our staff and ensure they feel supported in their role.

How to apply

We highly encourage all interested applicants to arrange a tour of our school prior to applying.

To arrange a tour, or if you would like any additional information about this role, please contact the school office via email at office@avonvalleyacademy.org.uk or by phone on 01980 652467.

To apply

Please visit our [TES vacancy page](#) to complete an application form.

Please use the Supporting Statement section to explain why you're right for the job (including any experience, skills or other information which you think makes you suited for the role at Avon Valley Academy. Please keep your statement to no more than two sides of A4.

Shortlisted candidates will be invited for a one-day interview.

Avon Valley Academy, Recreation Road, Durrington, Salisbury,
Wiltshire, SP4 8HH

01980 652467

office@avonvalleyacademy.org.uk

Avon Valley Academy, as part of the Acorn Education Trust, is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in obtaining this post you will be subject to a Disclosure from the Disclosure and Barring Service and health screening. We are an equal opportunities employer. As part of our safer recruitment processes, if you are shortlisted for the post, we will carry out a social media account search.