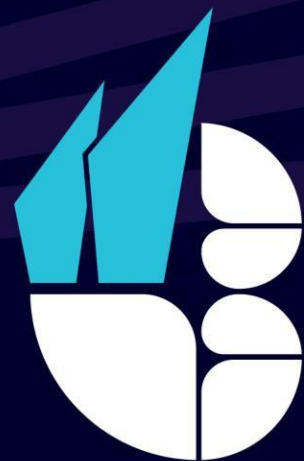


Teacher of English

Caister Academy
April 2025



**CAISTER
ACADEMY**
*Creative
Education
Trust*

Dear Colleague

Caister academy currently have a vacancy for a Teacher of English.

This is an exciting opportunity for a dynamic and inspiring colleague to join Caister Academy. The successful candidates will join a team of committed professionals, working within departments to support students and colleagues where needed. They will be working within a Trust where staff development is prioritised.

Caister Academy is one of Norfolk's leading co-educational secondary schools, situated in the coastal village of Caister-on-sea, just 20 miles from the vibrant and historical city of Norwich. Caister Academy's 2024 Ofsted report praises the school 'Good' in all categories, notably capturing that "Pupils know how to behave, and they do so well". The report also states that the "Classrooms are quiet spaces which are highly conducive to learning".

Students at Caister Academy make progress in line with the best 25% of schools in the country with the class of 2024 reaching a progress score of +0.30. Caister Academy is now one of the top 10 schools in Norfolk

Caister Academy is well regarded for excellence in performing arts and English, with aspirations to lead nationally in all areas. As part of Creative Education Trust, we work in collaboration with other local Academies, and receive development opportunities and support from Creative Education at a national level.

We are looking for a colleague who:

- Has a **passion** for education and a special gift of communicating that passion.
- Is innovative, self-motivating and able to **inspire** others.
- Has the ability to teach **outstanding** lessons across the age and ability range.
- Has the **highest expectation** for the attainment of all young people.
- Enjoys working as part of a team to ensure the **success** of our community.
- Is driven to relentlessly **remove barriers** to students' success.

In return Caister Academy will offer you:

- A **thriving**, innovative learning community, committed to excellence.
- A **supportive**, welcoming community of professionals.
- Extensive **development** and **collaboration opportunities**, through the Creative Education network.

For further details, or an informal discussion about the role with the Vice Principal for Quality of Education, Emma Ingham, please contact the Norfolk HR hub on NorfolkHR@creativeeducationtrust.org.uk

For more information on Creative Education Trust visit www.creativeeducationtrust.org.uk.

For more information on Caister Academy, visit www.caisteracademy.org.uk

I look forward to receiving your application.

Yours faithfully

Helen Seath
Principal

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people. Shortlisted candidates will be required to undertake relevant safeguarding checks which will include checks of social media accounts.

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

SUPPORT FOR OUR STAFF

We are committed to providing our academy leaders with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteacher is a member of the Headteachers' Forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT CAISTER ACADEMY



Caister Academy is an 11-16 co-educational day school, specialising in Literature and the performing arts. We offer a rigorous, traditional curriculum; supplemented by a broad choice from the arts, technology, and sport; all personalised to the strengths of individual students.

Located half an hour from Norwich, on the beautiful Norfolk coast in the picturesque village of Caister-on-Sea, we have excellent access to the famous Norfolk Broads, local seaside towns, and picture postcard views of the sea. We are proud to serve at the heart of our community, and through our core values of ambition, opportunity, character, and community, seek to do so in all that we do.

In March 2015, we joined the Creative Education Trust. This provides us with immediate access to a national network of support, whilst retaining the autonomy to make the decisions that are best for our students. We work closely with other local Creative Education Trust schools, and as a family, have the resources and support to find and develop the potential of every individual.

We are fortunate to have excellent facilities in many areas, but through the Creative Education Trust, we are currently engaged with Walters & Cohen Architects to develop and deliver a five-year site development and refurbishment plan which will completely modernise all areas of our provision.

Our on-site facilities include:

- A large multi-purpose Sports Hall
- A well-equipped technology area
- A Drama studio
- Dance studio complete with sound system and mirrored wall;
- Interactive whiteboards in every classroom;
- Modern and open-plan library with wide range of reading materials



‘Through consistently hard work, sharply identified training and effective support for staff, leaders have ensured that pupils are well prepared for the next stage in their education.’

OFSTED - 2023



Teacher of English

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Caister Academy, Caister-on-Sea, Gt Yarmouth

SALARY

MPS/UPS

CORE PURPOSE

To provide excellent teaching and support, both in and out of the classroom, to pupils that exemplifies the Academy's core values of Ambition, Opportunity, Character and Community.

REPORTING LINES

Curriculum Team Leader for English

STRATEGIC DIRECTION AND DEVELOPMENT

- Promote and uphold the values and ethos of Creative Education Trust in the school, such that the highest achievements are expected from all members of the school community.
 - Contribute to the development of an established and successful team.
 - Successful implementation of subject's concepts, knowledge, and skills.
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TEACHING AND LEARNING

- Take responsibility for delivering outstanding academic standards and ensure the highest standards of learning outcomes
 - Promote and develop excellence in Teaching and Learning, with a clear focus on pupils' progress and development (moral, spiritual, physical, and social as well as academic).
 - Ensure that assessment for learning is embedded in all teaching so that all pupils understand what they need to do to make the best possible progress. Continue to use and develop reteach strategies for ownership for learning.
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- Monitor, evaluate, and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures. Reinforce and develop a positive climate for learning with high expectations of all.
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- Use ICT effectively to support learning activities and develop pupil's competence and independence in use. To ensure that all E-Safety precautions are followed in accordance with policies and procedures.
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- Teach engaging and effective lessons that motivate, inspire, and engage pupils using a clear learning framework.
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- Maintain regular and productive communication with parents to report on sanctions, praise progress and achievement.
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- Promote literacy and numeracy skills.
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- Ensure pupils are all informed about their curriculum attainment and progress and can understand targets and improvements.
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PUPIL WELFARE

- Deliver a high-quality pastoral framework so that all pupils fulfil their potential.
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- Ensuring that good conduct and discipline are consistently maintained, and acceptable standards are understood and applied consistently by all.
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- Create and maintain an atmosphere of respect, recognition, celebration, and mutual support in the school, in line with our key values.
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- Maintain an environment which feels safe and enables pupils to report any concerns or complaints.
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- Promote good attendance as a subject teacher and form teacher.
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KEY RESPONSIBILITIES

- To plan and teach engaging and effective lessons that motivate, inspire, and improve pupil attainment whilst reflecting the teaching standards.
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You can find out more at:

www.creativeeducationtrust.org.uk

- Analyse pupil performance and respond to the outcomes of assessment to ensure quality first teaching and interventions are in place to keep all pupils on track.

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- Give pupils personalised feedback

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- Contribute to the curriculum planning and design within the team.

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- Be fully involved and take responsibility for professional development and performance management.

Meet Teaching Standards 1-8 and fulfil wider responsibilities

OTHER ACCOUNTABILITIES

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- Play an active role in school life and make a positive contribution to the ethos of the academy.

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- Understand the key academy policies and implement them when needed.

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- Assist in the recruitment of the pupils to the academy by involvement with the transition programme.

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- Support pupils in the CET Knowledge Connected days.

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- Undertake other relevant responsibilities as directed by the Team Leader, Senior Leadership Team, and the Principal.

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- Assist the team with Curriculum Enrichment Days and be able to offer broader enrichment opportunities.
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You can find out more at:

www.creativeeducationtrust.org.uk

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above. • Qualified Teacher Status. 	<ul style="list-style-type: none"> • Evidence of continuing professional development.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching across the full age and ability range of an 11-16 school. • Experience in the use of ICT in the classroom with the skill to impart that expertise to others. 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Good knowledge of the pedagogy associated with the subject. • An understanding of the social, emotional, and intellectual development of teenagers. • Have an understanding of working with different groups e.g. the most able, the disadvantaged and SEND. 	<ul style="list-style-type: none"> • Knowledge of the subject's specifications.
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to teach to KS3 and KS4. • Ability to work effectively as part of a team. • Ability to work independently and show initiative. • Ability to manage workload and keep a work-life balance. • Ability to work under pressure and keep to deadlines. • Willingness to reflect on personal and professional experiences in a critical and constructive manner. • Willingness to share best practice. • Willingness to provide extra-curriculum opportunities for all learners. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, pupil welfare, equality, and diversity. 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice. 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom. 	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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