

Teacher of English

(Required for Easter 2022 or
September 2022)



Letter from the Chief Executive Officer of Uffculme Academy Trust

Dear Applicant

On behalf of Uffculme Academy Trust I would like to thank you for your interest in the role of Teacher of English based at Holyrood Academy.

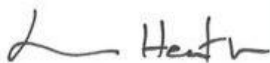
This is a hugely exciting time for both Holyrood Academy and our Multi Academy Trust and we are seeking an experienced, dynamic and inspirational Teacher to play a key role in securing outstanding outcomes for our pupils inside and outside of the classroom.

We are looking for a highly motivated practitioner who can lead by example and inspire others whilst providing challenge and rigour within the school and across the Multi Academy Trust. In return we can offer wide-ranging career development opportunities, excellent support and access to some of the best teachers and leaders in the South West.

We are incredibly proud of our Multi Academy Trust and the schools within it and the potential to further improve standards of education for all children no matter what their starting point or their background. The Trust board is highly ambitious and committed and we are looking for an individual who shares the same values.

The closing date for applications is 1pm on Friday 28th January 2022 and interviews will take place the week beginning 7th February 2022

We look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'L. Heath', is positioned above the printed name of the Chief Executive Officer.

Lorraine Heath OBE
Chief Executive Officer

Uffculme Academy Trust

Uffculme Academy Trust is a multi-academy trust (MAT) working across Devon and Somerset. It was born of the partnership between Uffculme Secondary School, an outstanding 11-16 comprehensive, and Uffculme Primary School, which is the nearest and biggest of the secondary school's eight feeder schools. In September 2019 Holyrood Academy and Axe Valley Academy joined the Trust and we welcomed Neroche Primary school on the 1st January 2021

The founding school of Uffculme Academy Trust (the Trust), Uffculme Secondary School, was a successful, high performing school with an outstanding Ofsted rating for many years. Uffculme Academy Trust first grew to include Uffculme Primary School and the support of the Trust enabled a process of substantial school improvement: moving from an undersubscribed to an oversubscribed school in less than two years; and to achieve impressive outcomes almost immediately.

In September 2019, Holyrood Academy and Axe Valley Academy joined the Trust bringing a wealth of experience in working with students from age 11 to 18 and greater opportunities to share knowledge and experience across all the schools within the Trust. In January 2021, we were delighted when Neroche Primary school joined us, meaning that Uffculme Academy Trust is now able to offer an all- through provision for students aged between 2 and 18 years in its own locality.

The Trust is a single organisation, which works collaboratively to improve, secure and maintain high standards in education. All schools coalesce around a compulsion to recruit and retain great staff in order to achieve this. We are responsible for the good governance of our schools and are accountable for their performance.

The Trust's mission is therefore to provide outstanding educational experiences to all the children and young people who are educated within our schools.

This is underpinned by our core beliefs and values that:

- every child has the right to a high-quality education where excellence is the norm
- teachers have the right to teach free from disruption and distractions, and
- parents have the right to know that their children are well cared for and supported to achieve their best.



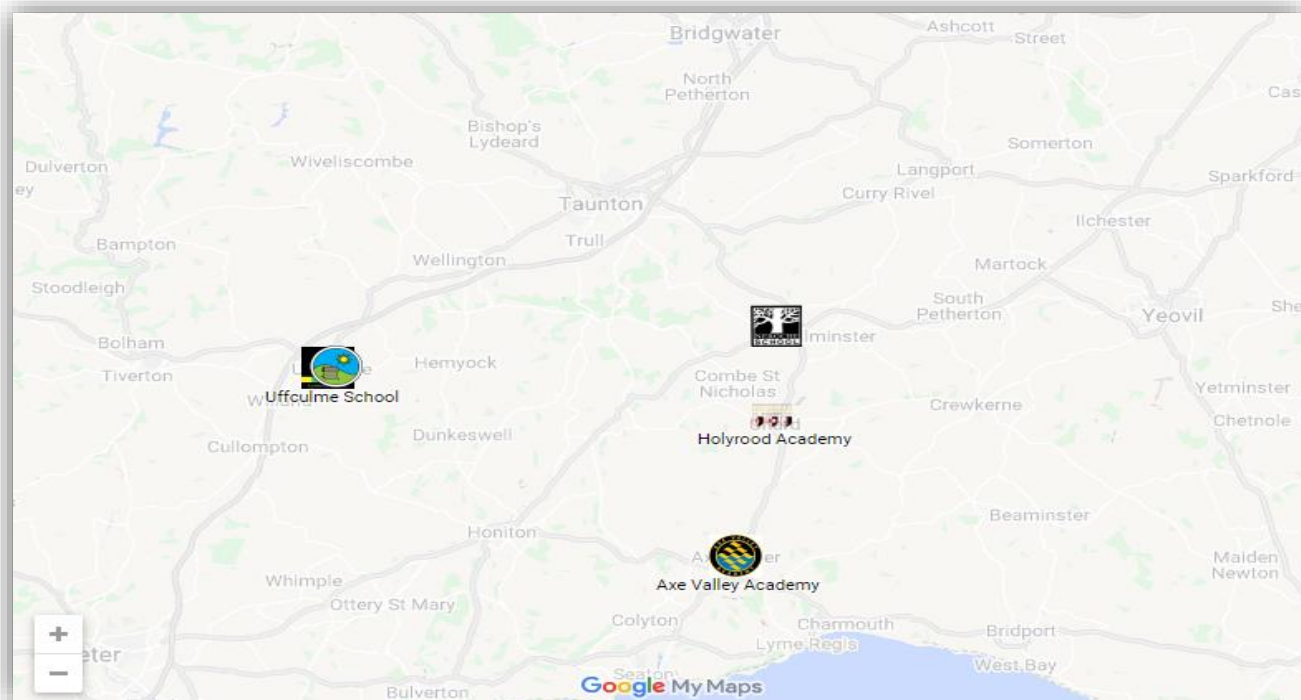
Uffculme Academy Trust, Chapel Hill, Uffculme, Devon. EX15 3AG

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An exempt charity

www.uffculmetrust.org

Our Locations



All our schools are situated in the beautiful countryside of Devon and South Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



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What we can offer you

We believe firmly that as a small MAT, we can combine the benefits of collaborative working with those of knowing our schools and the individuals who work within them well. We set great store by positive professional relationships and never want to lose sight of the unique characteristics and contexts of all of our schools.

By joining Uffculme Academy Trust, you become part of a Trust that delivers the highest possible standards of education for our children through a varied and diverse curriculum that values extra-curricular opportunities to develop the whole child.

We are committed to your professional development and there are opportunities to work in partnership with colleagues across the Trust. Each school within the Trust shares good practice and provides exceptional opportunities to learn from each other. All of our senior leaders are system leaders and regularly contribute to the leadership programmes of Teaching Schools across the region including those put on by our own Teaching School, WCTSA.

In addition, the Trust is serious about the wellbeing of its staff and operates in a culture of mutual respect, trust and compassion that recognises the importance of a work-life balance. Our Wellbeing offer includes personal training and fitness, counselling, cognitive behavioural therapy, nutrition and injury rehabilitation as well as membership to either of our two Fitness Centres.

Safeguarding

Uffculme Academy Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

We operate in accordance with our Child Protection and Safeguarding Policy, and applicants will be subject to a full Disclosure and Barring service check.

Equality and Diversity

The Trust recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education.

We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We also value diversity and recognise the varied contributions that a diverse workforce brings to an organisation; we are committed to drawing on different perspectives and experiences of individuals, which will add value to what we do.

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Letter from the Headteacher of Holyrood Academy

Dear Applicant,

Thank you for your interest in this post.

Holyrood exists to serve its community as such; we are looking for a Teacher of English who shares our commitment to ensuring that the young people we serve receive the best possible standard of education. You will join a positive and hard-working team of staff who are absolutely focussed upon bringing our vision for the Academy to fruition. An ability to teach Maths, English or Science would be desirable.

We seek to establish a mission for social justice at Holyrood: one that promotes social mobility and allows students to achieve brilliantly, regardless of their background. However, we are also developing a school culture wherein students feel happy, are invested in the wider aspects of school life and are not ashamed to aim extremely high.

We are a school that values the building of positive and compassionate relationships with students and we place high aspiration, quality classroom delivery and 'feeding the Holyrood culture' at the heart of what we do.

If you would like an informal telephone conversation with me or to visit the Academy please email your contact details to dmaccormick@educ.somerset.gov.uk so I can arrange to call you.

If this vision matches your own, we would be delighted to hear from you.



Dave MacCormick

Headteacher

Holyrood Academy

Holyrood Academy is an 11-18 Academy in Somerset with approximately 1250 students on roll – including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.

Holyrood was last inspected in 2013 when it achieved an Outstanding rating.

Outcomes have been historically strong and despite the considerable challenges brought by the changes to KS4 programmes of study, we have consistently achieved a positive progress 8 score placing us as reliably one of the top performing secondary schools in Somerset.

On September 1st, 2019, Holyrood Academy along with its Devon partner school, Axe Valley Academy joined Uffculme Academy Trust thereby creating opportunities to work as part of a team of highly effective school leaders. It allows each school in the MAT to share good practice and provides exceptional opportunities to learn from each other. All our senior leaders are system leaders and regularly contribute to the leadership programmes of Teaching Schools across the region including those put on by our own Teaching School WCTSA.

The leadership team at Holyrood Academy consists of a mix of newly appointed and highly experienced senior leaders. All are driven to deliver exceptional experiences and educational outcomes for young people and have firmly bought into the UAT principles of excellence.

Holyrood benefits from a large and beautifully situated site within easy commuting distance of towns such as Taunton and Yeovil as well as the cities of Exeter and Bristol. Chard is on the edge of the Blackdown Hills and close to the Devon and Dorset coastlines. The Academy occupies a split site; however, both sites are located on the same campus. We are therefore lucky enough to have a great deal of open space and our staff and students enjoy excellent facilities.

In addition, the Trust believes investing in the health and well-being of staff is crucial. As part of this support the Trust employs a full-time Director of Wellbeing who provides services such as personal training, counselling, CBT, nutrition advice and injury rehabilitation. In addition, all Trust staff have subsidised access to the on-site Lifestyle Fitness Gym, including all classes, at Holyrood Academy for £9.99 per month.

Additional Information for English

The Holyrood English department is passionately committed to producing students who are interested in and curious about a wide range of topics. Throughout the 3 Key Stages, students will engage with a wide variety of fiction, non fiction, drama and poetry texts from Shakespeare to the modern day. Through this, they will be equipped to express themselves clearly and effectively with creativity and originality.

We believe that all students should have access to the same curriculum, material and opportunities for progression but that teachers should have the freedom to deliver that in the way that best suits the students in front of them.

Developing a love of reading and building tier 2 vocabulary are central to our Key Stage 3 curriculum; we believe that narrowing the vocabulary gap for our less able and disadvantaged students is the key to providing them with the tools they need to be successful in future life.

Students are prepared to sit the Eduqas literature exam at the end of year 10 and the AQA English language exam in year 11. At Key Stage 5, we offer the OCR English literature syllabus focusing on the Gothic genre, 'A Dolls House', 'Twelfth Night' and the poetry of Christina Rossetti.

Newly qualified teachers who have a desire to become an outstanding practitioner are encouraged to apply. We have an excellent induction programme for newly qualified teachers and professional development programme that will support you as you start your journey to excellence.

HOLYROOD ACADEMY

JOB DESCRIPTION

TEACHER OF ENGLISH

Note: These are broad descriptions of the types of duties/activities expected at this level, for illustrative purposes. They are not intended to provide an exhaustive list of duties.

POST TITLE: Teacher of English

SALARY GRADE: TMS & UPS

Person to whom teacher is responsible: English Curriculum Team Leader

Classroom responsibilities:

- To teach across the age and ability range in line with the Department's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.
- Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.
- Assess, record and report on the development, progress and attainment of students in line with Academy and department policies and procedures.
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- To set and mark work for classes according to Academy and departmental guidelines.
- To set appropriate, quality homework in accordance with the Academy timetable.
- Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
- To follow Academy procedures for preparing, presenting and assessing students.
- Be a form tutor to a designated group of students supporting them academically and pastorally.
- Take an active part within the Academy's monitoring, evaluation and review programmes, professional development activities and teachers' Performance Management structures and cycle.
- Attend staff briefings and departmental meetings as required.
- Carry out a share of supervising duties in accordance with published schedules.
- Carrying out such other tasks commensurate with the above as may be required from time to time by the Headteacher.

Knowledge and understanding:

- Have a sound knowledge and understanding of the concepts and skills in his/her specialist subjects and a detailed knowledge and understanding of the National curriculum programmes of study.
- Understand for his/her specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.
- Be familiar with the school's current systems and structures as outlined in policy documents including Health and Safety and Child Protection Policies.
- Understand and know how national, local comparative and Academy data can be used to set clear targets for students' achievement.
- Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.
- Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

This job description sets out the main duties of the post at the date when it was drawn up; it does not provide an exhaustive list of duties. Duties may vary from time to time without changing the general character of the post or the level of responsibility. Such variations are a common occurrence and cannot justify a reconsideration of the grading of the post.

Employee Name

Date

Employee Signature

Date.....

**HOLYROOD ACADEMY
PERSON SPECIFICATION
TEACHER OF ENGLISH**

Essential	Assessed through
Good hons degree (2:2 or higher) in a relevant English specialism	Application
QTS status	Application
At least one good English A Level	Application
Ability to teach English to GCSE level	Application
Potential to deliver outstanding outcomes for students	Letter/references/performance data
High level of subject knowledge and enthusiasm for subject	Letter/Interview
Excellent interpersonal skills	Interview/references
Excellent ICT skills	Letter/references
Ability to inspire and enthuse young people	Letter/reference/teaching episode
A genuine love of teaching and rapport with young people	Teaching episode/interview
Commitment to further professional development and learning	Application/letter
A sense of humour	References/interview
Excellent relationships with colleagues	References
Willingness to contribute to the tutorial programme	Letter/interview
Desirable	Assessed through
Evidence of a willingness to contribute to extra-curricular programme	References/letter/interview
Ability to teach English at Key Stage 5	Letter/Application/Interview
Evidence of contributing to development of departmental schemes of work	Letter/interview