

**Teacher of English**

**MPS or UPS**

**Applicant information pack**



Pupils are friendly, polite and calm (Ofsted, 2018)



Banbury Campus Wykham Park Space Studio

Sixth form Academy Banbury

**Welcome to Banbury Aspirations Campus**

**Wykham Park Academy (11-19) and Futures Institute Banbury**

**(14 – 19)**

Leadership of teaching, learning and assessment is strong. It has improved the quality of teaching rapidly. (Ofsted May 2018)

Spiritual, moral, social and cultural education is a strength. Pupils are well-prepared for life in modern Britain and are proud of their inclusive school community. (Ofsted May 2018)

Leaders have established a robust culture of professional learning among staff.

(Ofsted May 2018)

Thank you for considering Banbury Aspirations Campus for the next stage of your career. We seek an excellent teacher of **English** for **September 2023**.

This is an excellent opportunity for an ambitious practitioner, who wants to make a real impact on further driving up attainment and progress.

We all know how difficult working in the education sector can be at the moment. This is why support from colleagues is crucial. You will have the opportunity to work within a team of highly skilled and experienced practitioners across the campus and also with specialist teachers in other schools as part of our Trust’s Teaching School Alliance.

Our campus is unique. We have two distinct schools and a cross campus sixth form which is in the top 25% of all schools in the country for progress. It is a team and a family of people who are all working together to achieve our mission of preparing our pupils for success in high quality apprenticeships or a place in university. Our values are simple: **kindness; inclusivity; community**.

We teach a rigorous, knowledge-based broad and balanced curriculum. With a clear focus on both the self-worth of students and excellent outcomes, you will work further drive up attainment, progress and standards at Key Stage 3 and GCSE (Level 2), as well as developing our students’ love of learning and enhancement of their ‘cultural capital’.

We have very high expectations of all of our staff, but we value them highly, and treat work load very seriously. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way. If you are able to visit, you will see a culture with students who are friendly and courteous. We know we haven’t yet got everything right, and are driven to continuously improve and aspire to become one of the best state schools in Banbury and Oxfordshire.

**What we can offer you:**

* CPD that starts as soon as you are appointed, with a clear induction programme and, from September 2023, a 1 hour a fortnight coaching session on your timetable
* Higher than the 10% PPA allowance
* A professional progression model to enable you to make further progress in your career
* A vibrant and experienced humanities team
* Support and line management from a highly experienced Head of College
* A level English teaching
* Students who need great teachers - you can make a massive difference to them
* Clear behaviour systems
* A feedback policy focused on closing the gap– we do not have onerous/impossible marking policies
* No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop
* Collaborative planning with centralised, shared units of work and resources
* A beautiful campus situated on the very edge of the Cotswolds, only half an hour from Oxford and an hour from London by train

**The successful candidate will be:**

* an experienced practitioner who really enjoys working with children and understands the privileged position teachers hold in the communities they serve
* an excellent teacher of English with KS3 and GCSE experience in a school, who has a clear love for the subject
* someone who will be willing to go the extra mile to ensure that the life chances and ‘cultural capital’ of all our pupils are maximised
* totally aligned to our values and mission. If you are the type of person who fits with our culture, you will love working here

**Next steps:**

Banbury Aspirations Campus offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment. We usually strongly advise a visit as this Campus is unique in many ways and this can still be arranged even with the necessary Covid restrictions.

Please contact ttimms@wykhampark-aspirations.org or ring 01295 251451 to arrange an informal, confidential discussion with an appropriate member of staff about the role.

**Application**

**Deadline for applications Sunday 18th June 2023**

**Interviews to take place w/b 19th June 2023**

**We reserve the right to interview prior to the deadline for those who apply promptly.**

**Job title:** Teacher of English

**Salary:** MPS or UPS

**Starting date:**  September 2023

**Accountable to:** Head of Faculty

**Job Description**

The post holder shall carry out the professional duties as described in the School Teachers Pay and Conditions document in line with the duties as outlined for staff on MPS/UPS.

The post holder will be committed to the highest standards in every area of our work and subscribe to a culture where continuous improvement is a non-negotiable and an outstanding judgement upon inspection as attainable.

**We expect that all employees in our Trust:**

* Promote the Aspirations Academies Trust framework of guiding principles;
* Are positive role models for children;
* Actively support the continuous focus on improving a broad range of student outcomes;
* Believe in young people and colleagues and constantly encourage them to be the best they can be

Raise standards of student attainment and achievement in English and the No Limits Curriculum, by:

* Promoting the highest possible standards in your classroom
* Planning high quality lessons and teaching sequences to ensure that all lessons enable positive progress for all students
* Developing appropriate schemes of learning
* Developing assessments to gather performance data for every student on a regular basis
* Constantly monitoring the progress of students against their targets through formative and summative assessments and finding ways to close their learning gaps
* Keeping abreast of all curriculum and assessment developments within the subject area you are teaching

**Your achievement in this role will require you to:**

* Consistently follow all campus policies
* Attend and actively participate in all Collaborative Learning Community sessions and engage positively with the appraisal process
* Show a willingness to work with colleagues to continually reflect on your own professional practice and improve upon it
* Meet all academy deadlines for data entry and responses to parents
* Communicate effectively with colleagues, parents and students
* Maintain excellent attendance at work

**General:**

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

**Conditions of Service**

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

**Special Conditions of Service**

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate the nature of such conviction/s.

**Equal Opportunity**

The post holder will be expected to carry out all duties in the context of, and in compliance with, the academy’s Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

## Banbury Day Nursery

Applicants may be interested to know that we have a full-time (51 weeks per year, 8.00am – 5.30pm) Day Nursery for infants (6 months) to pre-school children on campus. Availability of places and rates of fees can be obtained from Mrs Brooker, Nursery Manager (Tel. 01295 256400).

**Safer Recruitment Procedure**

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

**Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

**Shortlisting**

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

**Interview**

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

**Reference checking**

At least two references will be requested, normally from the previous and current employers. These may be contacted before the interview and in all case before an offer of appointment is confirmed.

**Person Specification**

1. Assessed by application

(R) Assessed by the recruitment process which will include:

* A taught lesson observed by two members of the school’s leadership team
* A panel interview.

| Criteria | Essential | Desirable |
| --- | --- | --- |
| **Knowledge and Qualifications** |  |  |
| Degree in a relevant subject | A |  |
| Qualified Teacher Status specialising in the teaching of a relevant subject | A |  |
| **Professional Experience** |  |  |
| Successful teaching experience, up to and including GCSE (Level 2) in the English education system | A, R |  |
| Successful teaching experience of A level |  | A,R |
| **Teaching and Learning** |  |  |
| Can rapidly build and sustain professional positive relationships with young people | R |  |
| A clear understanding of what constitutes progress of students in humanities | A, R |  |
| Ability to interpret and act on a wide range of key data | A, R |  |
| An ability to communicate effectively with different audiences | A, R |  |
| **Demonstrable values and dispositions** |  |  |
| A passion for education and commitment to the guiding principles of the Trust | A, R |  |
| A commitment to supporting students and the college team as seen through an excellent attendance and punctuality record | A, R |  |
| Honesty and integrity | R |  |
| Prepared to listen to the ideas of fellow professionals | R |  |
| Work well under pressure | A, R |  |