

BOA

CREATIVE, DIGITAL & PERFORMING ARTS
ACADEMY

RECRUITMENT
PACK



Artsmark
Platinum Award
Awarded by Arts
Council England

BOA

BOA
imagine everything



@imagine_boa



/imagineboa



Dear Applicant

Teacher of English

A warm welcome to BOA Creative, Digital and Performing Arts Academy (BOA). Thank you for taking the time to read the information on our vacant position. I hope you find the information you are looking for and that you gain a sense of the vision, ethos and aims of BOA.

BOA is a high-performing 14-19 academy specialising in creative, digital and performing arts. The landmark building, located at the hub of the digital and creative industries in the West Midlands, opened in September 2011. It has superb facilities for academic, vocational and extra-curricular activities. BOA is 100% selective and is unique in its admissions criteria.

Whilst students have talent in their chosen pathway subjects, there is a full range of academic ability. Alongside their vocational courses, students in years 10 and 11 study an additional eight GCSEs including English, Maths and Science. In years 12 and 13, students can opt to study one or two additional A-Level qualifications alongside the BTEC Level 3 National Extended Diploma.

Academic results at BOA are outstanding with student achievement far above the national average in all areas of study. In 2025, we welcomed another set of excellent results. At Post-16, the average grade per student was A*A*A. All Post-16 students studied the BTEC Level 3 National Extended Diploma, with 91% achieving Distinction, Distinction, Distinction (DDD+) and above. 25% of students achieved the very top grades, Distinction*, Distinction*, Distinction* (D*D*D*). At Key Stage 4, 88% of students achieved 5 standard GCSE passes or more (including English and Maths). 95% of students achieved at least a Grade 4 in GCSE English Language, with 90% of students achieved at least a Grade 4 in GCSE Mathematics. 60% of students achieved 5 'strong' GCSE passes or more (including English and Maths). In 2025, BOA's results placed the academy in the top 20 schools in Birmingham.

BOA is a popular and hugely-oversubscribed academy that continues to attract high numbers of applications for places in Year 10 and Year 12. In the eleven years since opening, we have rapidly gained a reputation as a centre of excellence. Together with our founding partners, Maverick TV and The BRIT School, BOA has a large number of creative and industry partners. They offer high levels of

COVERING LETTER

support and expertise, as well as providing some incredible opportunities for both students and the academy. Our industry links also support the differing pathways by helping to design, develop and deliver programmes of study. These links continue to give BOA students unrivalled access to the industry. Some of the most notable partnerships are with Live Nation, PRG lighting and BOSE. These companies not only support the academy by donating equipment and bursaries but also enable students to gain invaluable work experience.

BOA's Board of Trustees consists of an impressive array of both educationalists, entrepreneurs and businesses. These range from TV and media companies such as the BBC, Maverick TV, the British Record Industry and PRG (a global lighting company), to Birmingham City University and Ormiston Trust (a grant-making trust, chiefly assisting and supporting children and young people).

The English Department at BOA is characterised by a strong sense of staff collaboration and an enthusiasm for our subject and our students. The curriculum is designed to be knowledge-rich and varied, underpinned by the latest educational research, careful sequencing, and a continuous cycle of improvement to ensure the strongest possible outcomes. GCSE results in 2025 maintained the academy's excellent overall pass rate, with 95% of students achieving at least a Grade 4 in English and an impressive proportion achieving Grade 7 or above: 22% in English Language (AQA) and 26% in English Literature (AQA). Similar success was seen in A-Level English Literature (OCR), with 54% of students achieving Grade B or above and an increasing number of students choosing to pursue English-related courses at university.

Students in English lessons are encouraged to develop an appreciation of the richness of the English language and literary texts through creative, enjoyable and challenging activities; they are taught how to communicate effectively, engage in debate, think critically, and develop enriched cultural capital, fostering an appreciation for the craft of writers through the analysis and creation of texts. In addition, many super-curricular opportunities are provided beyond the classroom, including regular collaborations with the English department at Birmingham City University, one of our principal academy sponsors.

If you want to teach in an outstanding and distinctive institution at the cutting-edge of education development, we would really like to hear from you.

Thank you for taking the time to apply to BOA. I appreciate filling in forms and letters of application is very time consuming. All applications will be given the merit they deserve.

Many thanks and good luck with your application.

Yours faithfully

Alistair Chattaway
Principal



JOB DESCRIPTION

Job Title: Teacher of English
Reporting to: Director of English
Salary: Main Scale 1 (£32,916) to Upper Pay Scale 3 (£51,048)

Purpose of Job

- To undertake teaching at all levels within the English subject area, in accordance with the academy's ethos and the English department's development plans.

Main Activities and Responsibilities

- To plan, prepare and deliver lessons in English (GCSE and A-Level) according to the relevant schemes of learning.
- To monitor, assess and record work according to relevant policies and practices.
- To report to students and parents, through documentation and by attendance at consultation and open evenings.
- To work in collaboration with other members of staff to develop cross-curricular projects and manage super-curricular ventures.
- To maintain an up-to-date awareness of the subject area, educational/industry advances, to further one's own personal and professional development.
- To attend whole-academy, subject-specific curriculum meetings and INSET to further one's own professional development.
- To support and promote the academy practice regarding discipline, professional conduct and equality of opportunity.
- To guide students' academic, personal and professional development as a tutor, in accordance with the academy's guidelines and procedures.
- To exercise a commitment to the academy's stated ethos including the equal opportunities policy, health and safety policy and all other current academy policies.
- To undertake any other duties or delegated one-off takes at the reasonable request of the Principal/SLT/Line Manager.

This job description sets out the duties at the time of drafting. The job description may be amended from time to time without incurring a change in the grading of the post.



PERSON SPECIFICATION

Teacher of English

Qualifications	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Qualified teacher status and degree • Ability to teach GCSE English Language and GCSE English Literature and A-Level English Literature <p><u>Desirable</u></p> <ul style="list-style-type: none"> • The ability to teach more than one subject
Knowledge and Understanding	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Thorough subject knowledge and an understanding of National Education issues • Understanding of effective teaching and learning strategies • Understanding of assessment for learning strategies and how to use these in the classroom • Understanding of behaviour management strategies <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Understanding of how to track student achievement using data and intervention strategies to raise attainment
Skills and Disposition	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Excellent teamwork and collaboration skills • Personal organisation and time management skills • Ability and desire to generate cross curricular links which promote our specialisms • Ability to develop English within a specialised academy <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Emerging leadership skills and ambition
Personal Qualities	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Dynamic with innovative ideas and a passion for teaching and learning • Ability to demonstrate an enthusiasm for the subject • Energetic commitment to raising the aspirations of the whole academy community • Sense of humour, resilience and generosity of spirit

88%

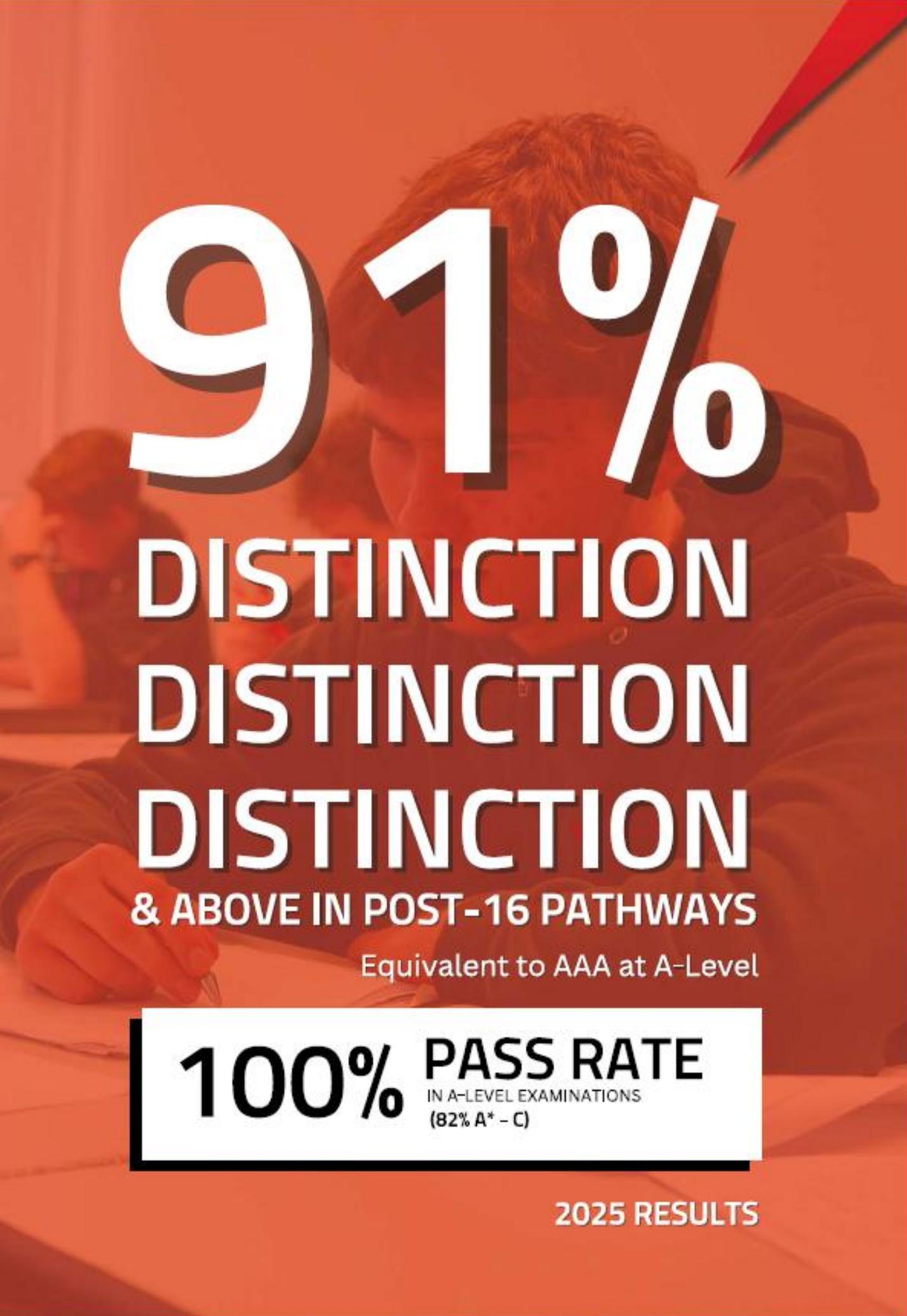
ACHIEVED AT LEAST 5
GCSE PASSES

@ GRADE 4 AND ABOVE
(including English and Mathematics)

92%

5 STANDARD PASSES
@ GRADE 4 AND ABOVE

2025 RESULTS



91%

**DISTINCTION
DISTINCTION
DISTINCTION**

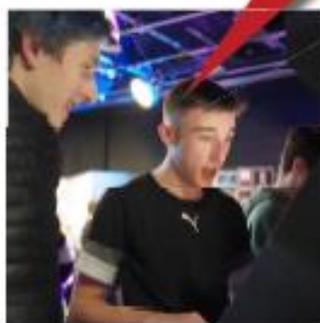
& ABOVE IN POST-16 PATHWAYS

Equivalent to AAA at A-Level

100% PASS RATE
IN A-LEVEL EXAMINATIONS
(82% A* - C)

2025 RESULTS





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