

**Teacher of English**

**(Maternity Cover)**

Brighton Aldridge Community Academy

**Recruitment Pack**

**Brighton Aldridge Community Academy (BACA)**

Brighton Aldridge Community Academy is a state funded entrepreneurial Academy, part of the Aldridge Education Multi-Academy Trust, with the specialism of sport and entrepreneurship for 11-18-year olds.

We pride ourselves on ensuring students are equipped with the academic, social and emotional skills which will ensure they continue to thrive once they have left our school. Our mission is to ensure all BACA students benefit from an excellent education, secure great qualifications and develop into young adults who are the first choice recruits for universities and employers. The academy’s motto is simple - “Believe you can”. Whether in the classroom, on the sports field or performing on stage, we inspire each of our students to develop the knowledge and skills they need to follow their passions into a successful future.

Our students benefit from great teaching, an exceptional building and facilities as well as extensive opportunities in terms of enrichment, sport and the creative arts. Outcomes are strong and improving at Key Stage 4 and 5. Ofsted graded the school as 'Good' in 2016 and noted that the care, guidance and support that students receive is outstanding. Through encouraging an enterprising mindset we enable students to thrive in today's rapidly-changing world. We teach students to be innovative and resilient through promoting the Aldridge Attributes of teamwork, creativity, passion, problem-solving, risk-taking and determination in all aspects of academy life.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff and volunteers to share this commitment.

Brighton is a vibrant and young city with a cosmopolitan feel and way of life which attracts people from all around the world. This is enhanced by the addition of two universities, University of Brighton and University of Sussex, and a wealth of cultural treasures. It is an exciting seaside city with an excellent quality of life with its coffee bars, restaurants, pubs, night clubs and theatres. Wander through 'The Laines' enjoying the boutique shopping and street entertainers. Brighton has excellent rail and road links to and from London (52 mins by train) and with the port of Newhaven just 10 miles away you have easy access to France and Europe.

**English at BACA**

The English faculty is a very high performing team with many years of consistently strong outcomes. We teach the English Mastery programme at Key Stage 3 and a very well-structured GCSE curriculum at Key Stage 4 developed in partnership with our Aldridge Education partner schools. We have recently reintroduced English Literature A-level in BACA College so experience across the secondary age range is desirable. Alongside the English curriculum we have a very well-established reading programme that sees all students and staff reading together in small groups each day and evening.

**Aldridge Education**

Aldridge Education is a charitable trust whose entrepreneurial community schools help young people to reach their potential. We support our Principals and teachers in rapidly improving the quality of education on offer at early years, primary, secondary and sixth-form levels in order to transform the life chances of our students.

Aldridge Education was established as a national multi-academy trust by the Aldridge Foundation in 2016, taking over responsibility from the Foundation for its family of non-selective academy schools and colleges, some of which are part of the multi academy trust whilst others are currently independent Trusts sponsored by Aldridge Education.

Sir Rod Aldridge launched the Aldridge Foundation in 2006 after retiring from Capita Plc, the business he set up and which became one of this country’s most successful companies. Our shared belief is that by introducing young people to, and helping develop in them, the core attributes of entrepreneurship, we can provide context and relevance to their learning, foster creativity, passion, determination, risk taking, problem solving and teamwork. These characteristics help our students achieve in their education and acquire further vital skills for adult life.

For more information, please view our website: http://aldridgeeducation.org/

It’s a really exciting time to be considering working for Aldridge Education.

**Job Description: Teacher of English**

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| **Reports to:**  |   | Assistant Principal - English |
| **Start date:**  |   | January/February 2022 |
| **Salary:**   |   | Main Scale / Upper Pay Scale |
| **Contract:**  |   | Maternity cover - one year in first instance |

**The Role**

**Vision:**  The Teacher of English will support the Principal in raising standards and promoting the vision, ethos, culture and policies of the Academy. They will be accountable for Student attainment and progress in the English Department.

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| **Overview** | * Be consistent in the delivery of all the academy’s policies and practice
* Support the Head of Faculty to secure high quality learning and raise standards
* Be a role model for students through personal presentation and professional conduct
* Perform duties in accordance with directions by the Principal to ensure student safety
* Maintain confidentiality inside and outside the academy
* Model the entrepreneurial traits of having a determination to succeed and a positive attitude to your work.
* Keep a high profile around the academy, taking command of areas at change of lessons and being visible and proactive
* Take responsibility and be accountable for student attainment and achievement, by tracking student progress and supporting individual students’ learning needs
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| **Learning** | * Manage student learning through effective planning and delivery in accordance with academy policies and curricular schemes of work
* Use assessment data to plan next step learning and overcome individual barriers to learning
* Ensure that AfL strategies are used effectively to support learning and progress
* Use a variety of methods and approaches to match curricular objectives and the range of student needs, and ensuring that all students can access the learning
* Ensure appropriate stretch and challenge for all students in all lessons
* Ensure variety and pace in all lessons
* Monitor student progress, keeping student records that include assessment outcomes and targets set at regular intervals
* Set independent learning tasks regularly
* Mark and assess students’ work according to academy policy
* Participate in collaborative planning sessions
* Provide additional student support or any activity directed by the Principal/Director of Learning
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| **Experience** | * Ensure all students engage in learning and maximise their potential
* Ensure that your role as personal tutor supports the students and encourages them to take part in wider school experiences
* Be involved in enrichment activities such as making a contribution to after-school clubs and visits
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| **Innovation and New Technologies** | * Keep up-to-date with research and developments in pedagogy in the subject area
* Implement the use of new technologies that enhances teaching and learning
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| **Support** | * Contribute to the safeguarding and promotion of the welfare and personal care of children and young people
* Use positive management of behaviour in an environment of mutual respect that allows students to feel safe and secure and promotes their self-esteem
* Adhere consistently to the academy policy on Behaviour, Rewards and Relationships
* Work with specialist staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximize their effectiveness within lessons.
* Be familiar with and implement the relevant requirements of the current SEN code of Practice
* Monitor closely data such as attendance, punctuality, behaviour and progress of your students, taking appropriate action
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| **Review and Evaluation** | * Build upon the standards achieved in the award for QTS
* Be self-reflective
* Participate in current arrangements for Performance Appraisal. In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the Academy curriculum, which may lead to improvements in teaching and learning
* Work effectively as a member of the curriculum team to improve the quality  of learning, by contributing to the curriculum Improvement Plan, implementing and monitoring change and attending team meetings
* Contribute to the academy’s system of tracking student progress, identification of underachievement and liaison with all stakeholders to ensure student success
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| **Partnerships and Events** | * Establish effective working relationships with professional colleagues and associate staff
* Liaise effectively with parent/carers and with other agencies with responsibility for students’ education and welfare
* Be aware of the role of the Governing Body of the Academy and support it in performing its duties
* Attend Academy progress days, parents’ evenings and other events as directed
* Participate in the Academy’s agreed pattern of meetings
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**N.B**:  Every member of staff will be expected to be a personal tutor

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder.  It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder’s professional responsibilities and duties.

*Aldridge is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

**How to apply**

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status disability or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate’s suitability for working with children as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service.

**Further information:** For an informal discussion about the role or the academy, please contact James Collett (Vice Principal) by email to jcollett@baca-uk.co.uk.

**Applications:** Please send a cover letter of no more than two sides of A4 and an application form ensuring that you demonstrate how your experience and skills make you suitable for the position **by 9am on Monday 18th October** to Rebecca.lefcovitch-davies@aldridgeeducation.org

**Shortlisting:** We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff. We carefully check all applications for anomalies.

**Interview Process**: Candidates who best meet the person specification will be invited to an interview. Interviews and associated assessment activities are likely to be conducted on **Wednesday 20th October (Online First round)** and **Friday 22nd October (in person interview at BACA).** You will be asked to bring proof of qualifications and identity on the interview day.

**References:** We request references for all candidates who are invited to interview. Please inform us if we should not contact your referees before interview. Your first referee should be your current or last employer.

**Offer of Employment:** We will make a verbal offer of employment by telephone within 48 hours of the interview and this will be confirmed in writing. Any offer is made subject to:

* References satisfactory to us
* A satisfactory DBS check
* Provision of proof of identity and qualifications

**Feedback**: We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

**Probationary Period**: The post is subject to a three month probationary period.