

# Teacher of English - Droylsden Academy

**Start date: September 2024**

**Candidate Information Pack**



# Great schools in which to learn, teach and belong.

## The Tame River Educational Trust

### Core Purposes:

- 1 Our Trust will host a family of great community-based schools in which to learn, teach and belong.
- 2 Our Trust will become known for imbuing in our learners, positive character traits and enquiring minds and for the talent and professionalism of our staff.
- 3 Through a cycle of creative self and peer improvement, any school with us for three years or more will be in the top 25% of similar schools nationally for the academic progress of its learners.
- 4 Students in our Trust will receive a distinctive trust-wide community and educational dividend (in the arts, sport and outdoor education, where significant additional opportunities will be made available to them in one or more of these disciplines).

## The Trust Schools

### Droylsden Academy

Droylsden Academy is an 11-16 Co-Educational School in Tameside, Greater Manchester. It is currently rated 'Good' by Ofsted (2022) and serves over 900 students. The school is heavily over-subscribed, has an impressive modern building and is in a very strong financial position.

Website:

[www.droylsdenacademy.com](http://www.droylsdenacademy.com)



## Mossley Hollins High School

Mossley Hollins High School is an 11-16 Co-Educational School in Tameside, Greater Manchester. It is currently rated 'Good' by Ofsted (February 2023) and serves over 800 students. The school is over-subscribed, has an impressive modern building and is in a very strong financial position.

Website:

[www.mossleyhollins.com](http://www.mossleyhollins.com)



## Application Procedure

For a confidential discussion on current vacancies please contact the HR Team at [hr@droylsdenacademy.com](mailto:hr@droylsdenacademy.com)

To apply for the role please complete the application form – available for download from our website and return it to [hr@droylsdenacademy.com](mailto:hr@droylsdenacademy.com)

**In compliance with Safer Recruitment Guidelines, CVs will not be accepted.**

Advertised: 29<sup>th</sup> January 2024

Closing date for Applications: Tuesday 20<sup>th</sup> February 2024 at 9.00am

Interview Date: Friday 23<sup>rd</sup> February 2024

*Shortlisted candidates will be contacted with details of the interview process. If you have not heard from us within 5 days of the closing date, please assume your application, on this occasion has been unsuccessful.*

### Safer Recruitment

The Tame River Educational Trust is an equal opportunities employer and welcomes applications from all sectors of the community. We are committed to protecting our students and staff and therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure.

### Equal Opportunities

The Tame River Educational Trust believes that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in our schools have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation, religion or belief.

The Candidate Privacy Notice can be viewed on the website at: [www.tret.org.uk/vacancies/droylsden-academy-vacancies/](http://www.tret.org.uk/vacancies/droylsden-academy-vacancies/)

The schools within the Tame River Educational Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

<b>Job description</b>	
The Tame River Educational Trust and Droylsden Academy are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.	
<b>Job Title:</b>	Teacher of English
<b>Reporting to:</b>	Curriculum Leader and Head of Year
<b>Hours and Salary</b>	This is a full-time, permanent position, paid according to the National Teacher Pay Scales.
<b>Role Overview</b>	<p>The Academy has over 900 students divided into 5 Year Groups. Our classroom teachers are specialists in their Curriculum and subject area.</p> <p>This post provides classroom teaching of English. You would also be a Form Tutor for a class of students. This is an exciting role which allows you to teach in the specialist subject you love but also be part of a year group and whole-school team.</p> <p>As you would expect, we are looking for high impact teachers, who can support the values of our Academy in your politeness, hard work and honesty. Students will flourish, as a result of your teaching and consistently high expectations.</p> <p>This job description is written at a specific time and is subject to change as the demands of the Academy and the role develops. The role requires flexibility and adaptability and employees of the Academy need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.</p>
<b>Child Protection and Safeguarding:</b>	The Tame River Educational Trust and Droylsden Academy are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with Child Protection and Safeguarding Policies, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.

**Main duties and responsibilities:**

This job description is additional to the basic duties outlined in the latest School Teachers' Pay and Conditions Document and the Teacher Standards, in accordance with the school's policies and under the direction of the Co-Headteachers. A summary of the key accountabilities is included below. The school is managed through a network of inter-related teams.

Teaching, Curriculum, Literacy and Behaviour (The Teacher Gold Standard, Strands 1, 2, 4 and 5)

1. Teach in line with policy towards the Teacher Gold Standard (TGS)
2. Plan work in accordance with Academy and Curriculum policy
3. Consider the Curriculum's schemes of work, plan accordingly, taking into account the requirements of the curriculum, syllabus and Strand 4 (Plan Well in the Curriculum) of the TGS
4. Liaise with relevant expert colleagues on the planning of units of work for effective collaborative delivery
5. Teach literacy (and numeracy) as part of your subject, in accordance with Strand 5 of the TGS (Power of Language Strategy (POLS))
6. Work in collaboration with any Curriculum Tutors or Teaching Assistants where necessary
7. Ensure agreed academic targets are met by building upon students' prior learning and levels of attainment
8. Set work, where appropriate for students who are absent from school for health or disciplinary reasons and for those who learn in our On-Board Centre
9. On the rare occasions that you are absent from work, ensure that appropriate cover work is set
10. The Academy and the Trust has extremely high standards for student behaviour and expects all its teachers to uphold these standards by establishing a purposeful, warm-strict working atmosphere in the classroom, in accordance with the Academy's Behaviour and Teaching and Learning Policies and the TGS Strand 1 (Being in Charge of your Class and Form)
11. Ensure all students are challenged academically, focussing on the least advantaged (FSM or those students in care), those with additional needs and the most able
12. Set appropriate and demanding expectations for students' learning, motivation and presentation of work
13. Teach up to, and including GCSE at a consistently good to outstanding standard

Assessment, Recording and Reporting (The Teacher Gold Standard, Strand 3)

1. Maintain records of lesson plans and of students' work and progress
2. Mark, monitor and return work in line with Academy policy, the TGS Strand 3 and the assessment and reporting calendar
3. Prepare for and undertake assessments in line with Academy policy, the TGS Strand 3 and the assessment and

reporting calendar

4. Use assessments to plan and teach to an excellent standard, providing a level of teaching activities that demand progressively more of each student to ensuring meaningful progress of all individuals in all year groups
5. Complete reports in line with policy and as specified in the published calendar
6. Attend parents' evenings, providing parents/carers with updated information regarding progress, next steps and learning attitudes of their child(ren)
7. Follow the Code of Practice for identification and assessment of Special Educational Needs, keep appropriate records for SEND students and for those in care, reasonable adjusting teaching to reflect an individual's education plan

#### Student Development

1. Ensure the safety and well-being of all students, with particular regard to Child Protection and Safeguarding
2. To take on the role of Form Tutor for a form group, taking responsibility for that form by developing good working relationships with the students and overseeing their well-being
3. As a Form Tutor, be the first point of contact for students in your form group, and their parents
4. Teach Life Skills, as required, ensuring the same standards outlined above are met
5. Monitor, and set targets for, the personal, social and academic progress of the students in your form group
6. Lead or take part in at least one co-curricular club
7. Promote and develop student character as part of our Character Pillar Programme
8. Lead or take part in one Elective as part of our Year 7 Elective Programme

#### Professional standards and Professional Contribution (The Teacher Gold Standard, Strand 6)

1. Teach to a consistently good or better standard in accordance with the Teacher Standards, the Academy's Teaching, Learning and Marking Policy and The Teacher Gold Standard
2. Support the values of the Academy: politeness, hard work and honesty
3. Take responsibility for your own professional development and further improve the quality of your teaching through staff training, practice, acting on feedback and professional development
4. Undertake and contribute to on-going training through our training institute within our Professional Development Pathway
5. Treat all members of the community, colleagues and students with respect and consideration
6. Treat all students fairly, consistently and without prejudice



	<ol style="list-style-type: none"> <li>7. Set an excellent example for students in terms of appropriate dress, punctuality and attendance</li> <li>8. Attend events as required</li> <li>9. Take pride in everything that you do, setting an example for students to emulate</li> <li>10. Keep up to date with developments in the subject and new teaching methods, making full use of available facilities</li> <li>11. Reflect on your own practice and that of the Academy, contributing to ensure that we are the best in everything that we do</li> <li>12. Take responsibility for your health and well-being by monitoring your workload and seeking remedial support from your line manager should you be struggling.</li> </ol> <p>General</p> <ol style="list-style-type: none"> <li>1. Read and adhere to Academy policy and practice, taking particular note of the priorities of the Academy as addressed in its Improvement Plan, the staff handbook and Curriculum Action Plans</li> <li>2. Read and adhere to the core educational purposes of the Tame River Educational Trust</li> <li>3. Attend staff meetings as required, contributing as necessary</li> <li>4. Undertake any other duties, commensurate with the role, that might be reasonable requested by the Curriculum Leader, Head of Year, Co-Headteachers, or any member of the Leadership Team</li> </ol>
<p><b>Health and Safety:</b></p>	<p>The post holder must, at all times, work within the requirement of the Health and Safety at Work Act 1974, current Health and Safety legislation and the School's and LEA's policies and procedures. The postholder is responsible for their own Health and Safety, as well as that of their colleagues.</p> <p>Droylsden Academy is a non-smoking site.</p>
<p><b>General:</b></p>	<p>This job description may be reviewed at the end of each academic year or earlier if necessary. In addition, it may be amended at any time in consultation with the post holder. The post holder will be expected to participate in the Academy's Appraisal Programme and to participate in appropriate staff training and development activities.</p>

<b>Person Specification</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Method of assessment</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good honours degree in a relevant subject</li> <li>• PGCE (Secondary) in a relevant subject, or equivalent</li> <li>• QTS Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuous professional development and training</li> </ul>	<ul style="list-style-type: none"> <li>• Production of the Applicant's original certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching students in the relevant age range</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of contributing to extra-curricular of a Curriculum</li> <li>• Evidence of teaching experience beyond PGCE</li> <li>• Evidence of results achieved at GCSE</li> </ul>	<ul style="list-style-type: none"> <li>• Contents of the application form.</li> <li>• Interview</li> <li>• Professional references</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent subject knowledge</li> <li>• An ability to deliver creative and engaging lessons</li> <li>• Up to date knowledge of child welfare issues</li> <li>• Excellent classroom management</li> <li>• Excellent organisational skills</li> <li>• Excellent command of English both spoken and written</li> <li>• Excellent interpersonal skills</li> <li>• Ability to use ICT as a teaching tool and for administrative purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Clean Driving Licence</li> </ul>	<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Interview</li> <li>• Professional references</li> </ul>

<p><b>Personal competencies and qualities</b></p>	<ul style="list-style-type: none"> <li>• Passion for helping children and young people learn</li> <li>• Trustworthiness and integrity</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Ability to engender confidence in young people</li> <li>• A warm, friendly, and patient manner</li> <li>• Ability to build positive relationships with all students that allow them to achieve to their highest potential</li> <li>• Discipline and time management skills</li> <li>• A belief in the value of others</li> <li>• A willingness to learn new skills and approaches and to share experiences with others</li> <li>• A sense of humour</li> <li>• Willingness to contribute to the extra-curricular work of the Curriculum</li> </ul>		<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Interview</li> <li>• Professional references</li> </ul>
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## **EMPLOYEE ACKNOWLEDGEMENT**

I have received a copy of my job description.

I have read and understand the duties of my job.

I can fulfil the requirements of the role of Teacher of English.

Signed:

Date: