



GREENSHAW
LEARNING TRUST



GLOUCESTER
ACADEMY

**Teacher of Design and
Technology
Recruitment Pack**

**ALWAYS
LEARNING**

Introduction

Thank you for your interest in our school in the role of Teacher of English.

This is a unique and exciting opportunity for an inspirational and aspirational leader to join Gloucester Academy and further contribute to the life chances of our young people in the school, and across the Trust. The Academy will be on a rapid trajectory of improvement, that will be sustained over many years, it is a chance to be part of something very special. It will support career development and equip you for a further promotion within the Academy and within our trust. We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds, close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and challenges, being able to drive ambitions is key.

Gloucester Academy joined the Greenshaw Learning Trust on 1st June 2020.

The Greenshaw Learning Trust is a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character. The Greenshaw Learning Trust website www.greenshawlearningtrust.co.uk provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

The Gloucester Academy website www.gloucesteracademy.com will also provide further information on the school.

Vision

The vision for Gloucester Academy is simple 'Every child to climb the mountain to the best University or Profession'. This will be supported through disruption free learning and a clear expectation of working hard and being kind.

Work life balance is central to this vision for our students. We offer a highly visible and supportive SLT, centralised planning and resources, centralised detentions, disruption free learning, whole class feedback through a clear feedback policy, lessons structure based on the Rosenshine principles, visualisers in every classroom, subject experts working together within a collaborative trust, highly bespoke CPD in a short weekly session i.e. Teach Like a Champion foci each session.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect our own. Please make contact for an informal discussion.

Yours faithfully



Phillippa Lewis
Headteacher

Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

The Greenshaw Learning Trust Mission Statement

- *We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*
- *We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*
- *We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

Department and Subject Information

Our English Department

Context and Background:

Gloucester Academy became part of the Greenshaw Learning Trust in February 2020. As a result, Gloucester Academy has undergone transformational change in an extremely short period of time. A relentless focus on exceptional teaching and learning, staff development, strong behavioural expectations and routines, enables teachers and students to thrive within a disruption free environment. The new leadership team, supported by the whole staff body, work together to ensure that every student climbs their own personal mountain to access the best possible jobs and universities in the future. Building on our early success, we are unapologetically ambitious for what our students can achieve, and this post offers the opportunity to be part of the transformational journey here at Gloucester Academy.

The Department:

The English department at Gloucester Academy is made up of five experienced, full time teachers and is soon to have a sixth member, an incredibly experienced Head of English to drive the team forward. The team is enthusiastic and supportive, dedicated to instilling a love of Literature and Language in our students. The English Department builds on pupils' prior learning, using a stringent knowledge-led approach, with a focus on developing our pupils' reading, writing and oracy skills, so that they communicate like scholars at the very highest level.

Resources:

Lessons are centrally planned and resourced incorporating Rosenshine's principles. They are supported by rich content 'unit readers' that ensure our students are well versed in the contextual knowledge required to achieve the very highest standards. All teachers are also supported with specifically curated wider reading and CPD material for every unit to develop ourselves as masters of our subject. This is supported by a wider PD program directed by the Teaching and Learning Lead and the Developmental Drop In (DDI) process which provides every member of staff across the school with an informal lesson drop in every fortnight which highlight areas of strength, and provides staff with an actionable next step to drive their practice on even further. Every teacher has their own fully equipped classroom with visualisers to allow for modelling in all lessons.

We are supported widely by whole school programs: starting the day with our challenging Tutor Time Reading Program every morning and ending the day with independent Drop Everything and Read time. Our fully resourced library and librarian ensures that our students have every access to a challenging and engaging range of reading material. We also use Bedrock Vocabulary to enhance our students' range and understanding of vocabulary.

Curriculum:

Our English curriculum at Gloucester Academy is academic, ambitious, rich and varied. Our carefully planned and interleaved KS3 curriculum is stimulating and engaging. We teach through texts such as Robert Louis Stevenson's *Treasure Island*, Shakespeare's *Twelfth Night*, Orwell's *1984* and Harper Lee's *To Kill a Mockingbird*. They will explore different voices, time periods, genres and experiences through the written word in order to develop the skills required to excel in their GCSEs and beyond. We fervently believe that every student has the capacity to climb their own personal mountain to the very best professions and universities and our KS3 curriculum is a rigorous foundation on which we build that ambition.

At KS4, our students are prepared for the AQA GCSEs in English Literature and English Language. They study Charles Dickens' *A Christmas Carol*, J.B Priestley's *An Inspector Calls*, Shakespeare's *Macbeth* and the 'Power and Conflict' poetry cluster. These texts allow our students to explore a range of linguistic and social constructs at the highest level. Alongside this we develop a keen understanding of the nuances of written language in fiction and non-fiction formats to ensure that they are fully prepared to read and write fluently with originality and precision.

Job Description – Teacher of English

To work with colleagues, Trustees, School Council and parents/carers, in partnership, sustaining and improving the quality of education:

- to enable all students to realise their individual talents to the full,
- to prepare all students for the changing demands of future adult life,
- to encourage a view of education as an enjoyable, lifelong process,

Creating an appropriate working environment which promotes students': Health; Safety; Enjoyment and Achievement; Positive Contributions; Economic Well-being; International Perspective.

Reporting to:	Head of Department
Salary:	Main scale / UPS
Hours:	Full time / 32.50 Hours Per Week
Contract:	Permanent
Start date:	1st September 2023
Place of Work:	Gloucester Academy

Medical Examination: Appointments are subject to a satisfactory medical report

Probationary period: New Employees are required to complete a six-month probationary period

Responsibilities Main Duties / Responsibilities

- To work with the Headteacher and Senior Leadership Team to promote inclusion, and equality of opportunity for both students and staff
- To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students
- To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust
- To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)
- To be a role model for students, inspiring them to be actively interested in your subject
- To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMs, register
- To prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures

General

- To participate in school initiatives where every person is expected to contribute to learner's progress.
- To participate in the school's professional learning programme as agreed
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations

Such other duties as may be reasonably allocated by your line manager or Headteacher

Student Support and Progress

- i. To be a tutor to an assigned group of students if and when required
- ii. To promote the general progress and well-being of individual students and the Tutor Group as a whole.
- iii. To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system.
- iv. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- v. To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- vi. To contribute to the preparation of Action Plans and other reports as required
- vii. To alert the appropriate staff to problems experienced by students
- viii. To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- ix. To apply the Behaviour Policy so that effective learning can take place

Key Contacts

Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Heads of Subject Areas, other support staff and pupils of the School.

Contact with parents and other School visitors, including students on work placements.

Other job requirements

The teacher will be part of the school's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.

The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Safeguarding

- i. Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- ii. Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons

The Trust is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

Person specification – Teacher of English

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	
Training, Qualifications and School Experience: In their application, candidates will demonstrate that they have the following training, qualifications and school experience:		
	• Hold a recognised degree (or equivalent) with a good classification in a relevant subject & teaching qualification (QTS) • This post is suitable for NQT’S • Commitment to own self development	
Criteria	Essential	
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Ability to teach your subject area up to Key Stage 4 • Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning • A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement • Demonstrate a commitment to following the school’s principles of teaching, learning and assessment • Good discipline/classroom management • Commitment to working within the School’s Safeguarding Policy and Procedures. • Commitment to high standards and expectations. • High levels of professional integrity	
Criteria	Essential	Desirable
Professional Knowledge and Understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding of:		
	• Excellent subject knowledge and a genuine passion for teaching your subject • Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum • Understanding of Exam Board specifications	& Awareness of wider educational contemporary issues

The Recruitment Process

1. Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.gloucesteracademy.com.

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received by **midday Friday 21st April 2023**. We encourage early applications. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised ASAP. Shortlisted candidates will then be invited by telephone to attend for an interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interview dates will follow shortly after the closing date.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. Taking up post

The successful candidate will **take up post 1st September 2023**

Should you require any additional information, please contact imaguire@gloucesteracademy.co.uk

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