

# Recruitment Pack

## Teacher of English

Closing Date: Monday 15th April  
2024 at 08:00am



MARINE ACADEMY  
PLYMOUTH

the  
university  
school

LEADERSHIP | RESILIENCE | ASPIRATION

Ted  
Wragg  
TRUST



# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



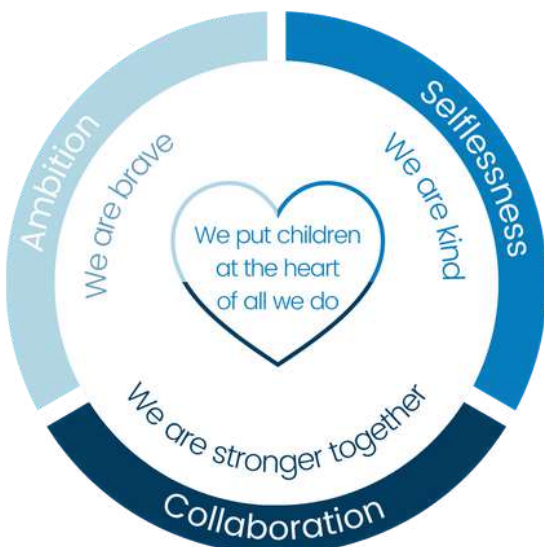
**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values



How we will succeed





# Marine Academy Plymouth

Thank you for your interest in working at Marine Academy Plymouth. Over the last twelve months we are now, officially, one of the top four most improved state schools in the country. The results our Year 11 & 13 students achieved this year have catapulted us to becoming the highest performing non-selective school in Plymouth and we saw over 70% of our Sixth Form students move on to University. By 2025 I believe we will be one of the highest performing school in the country.

In order to work here you must believe that a child's academic success is built on the very highest expectations of conduct and discipline; the children of Marine Academy are being asked to work harder than those in the schools around them and the expectations of their behaviour are higher than any other school in the region. We demand this because we believe every child should have the opportunity to attend University when they leave us. You must believe that too.

Working at MAP is highly rewarding; you are surrounded by like-minded colleagues and the success of the school is inevitable. This allows us to be innovative, to do things that others don't. It ensures we are relentlessly focussed on our mission and accept no distractions. It also means we can focus on our own improvement, because getting better at what we do is as important to us as it is ensuring great outcomes for our children.

We are proudly part of Ted Wragg Multi-Academy Trust and we endeavour to create strong links with the highest performing schools, trusts and educationalists across the world. We will be at the forefront of modern educational research and thinking. I have no doubt that Marine Academy will soon be recognised as a beacon of national excellence and the number one destination for aspiring school leaders in the country.

Our Ethos is underpinned by our core belief that We believe every child deserves a world-class education.

Leigh Withers  
Principal

# Key Details

<b>Job Title:</b>	Teacher of English
<b>Location:</b>	Marine Academy Secondary
<b>Salary:</b>	MPS/UPS
<b>Closing Date:</b>	Monday 15th April 2024 at 08:00am
<b>Interviews:</b>	TBC
<b>Required From:</b>	September 2024

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



## How to apply

If you would like an informal conversation about this role please contact at SLT Admin at [SLTAdmin@marineacademy.org.uk](mailto:SLTAdmin@marineacademy.org.uk)

To apply please visit our trust portal and search for Marine Academy Plymouth :  
<https://www.tedwraggtrust.co.uk/vacancy>





# Job Description

Job Title:	Teacher
Location:	Marine Academy Secondary
Responsible To:	Head Of Subject
Salary Grade:	MPS/UPS

## Key Purpose of Job

1. To teach across the age and ability range in accordance with the requirements of a professionally qualified teacher.

## Anticipated Outcomes of Post

1. Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

## List Key Duties and accountabilities of the post

1. Teach across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
2. Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
3. Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality.
4. Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships.
5. Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students. As a tutor ensure you follow systems and routines of school pastoral systems.
6. Embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to make impact within the role.
7. Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school with students, staff, parents and other stakeholders where and when appropriate.
8. Safeguarding Children. Marine Academy is wholly committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.

## Budgetary / Financial Responsibilities of the post

1. None

### **Working Environment & Conditions of the post**

1. In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.

### **Other Duties**

1. All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
2. The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
3. The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
4. The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
5. The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at
6. This post is based at Marine Academy Secondary but the post holder may be required to move their base to any other location within the Trust upon request
7. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
8. To undertake additional duties as required, commensurate with the level of the job.
9. To attend Awards Evenings, Parents' Evenings, and Open Events.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.





# Person Specification

Key to Evidence:

A – Application Form & Letter

C - Certificates

I - Interview

R - Reference

	Essential / Desirable	Evidence
<b>Qualifications and Experience:</b>		
An appropriate, good honours degree (2:2 or higher)	E	A,C
QTS or equivalent	E	A,C
Evidence of further professional study	D	A, C, R
Recent and relevant teaching of excellent teaching	E	A, C, R
A track record of excellent student progress demonstrated by examination Outcomes	D	A, R
<b>Curriculum and Knowledge:</b>		
Wide knowledge and understanding of Subject within the curriculum context and wider world	E	A, I, R
Knowledge of current educational issues, an awareness of recent developments in the National Curriculum and changes across the curriculum	E	A, I, R
Ability to use data effectively to support student progress	E	A, I, R
Show an awareness of what constitutes outstanding pedagogy and practice	E	A, I, R
Understand changes to exams and whole school accountability measures	D	A, I, R
<b>Skills and Attributes:</b>		
Enthusiasm, drive and a love for the job	E	A, I, R
A passion for ensuring that all aspects of school life demonstrate leadership, resilience and aspiration	E	A, I, R
Commitment to a high profile presence in and around the school	E	A, I, R
Excellent communication skills, both verbal and written	E	A, I, R
An ability to organise, plan and prioritise time effectively	E	A, I, R
A willingness to challenge others to produce positive outcomes	E	A, R
Flexibility and adaptability	E	A, I, R
Be a role model and contribute to sharing high quality practice within the team	E	A, I, R
Ambitions to lead an aspect of the department or in another school context	D	A, I, R

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.



# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



Colyton Grammar



Thank you for your interest!



Ted  
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