



HEADTEACHER:

MR ROBERT CROCKER

WELCOME TO AXE VALLEY ACADEMY

Dear Applicant,

Thank you for your interest in this exciting and vital post.

Axe Valley is an ambitious school where a staff body of dedicated and motivated professionals continue to work hard to support its community, It is a school that we are immensely proud of because it is a real community. We are a completely comprehensive school offering high quality educational opportunities to students of all abilities and aptitudes. I am looking for a dedicated English teacher who shares our commitment to ensuring that the young people we serve receive the best possible standard of education because the progress of each individual student matters to us regardless of their starting points and despite their barriers. You will join a supportive, positive and committed team who share a vision of driving Axe Valley to be exceptional.

We are a school that staff and students are proud to be a part of and who enjoy working together. We aim to develop well rounded young people equipped to deliver positive social change in their school and wider communities. We believe that students need a broad education, one that nurtures specific positive character traits and virtues. We also pride ourselves on our pastoral care. Being a smaller school has some significant advantages and one of those is being able to know every student as an individual; to recognise and nurture their strengths; to teach kindness explicitly and to be as kind as we can.

Our beliefs as a school community are straightforward – teachers are here to teach and students are here to learn. There is no escaping that a huge part of the purpose of education is to equip children with the examination results that they need to give them as many options as possible. We must be in the business of opening doors for the young people in our care. We demand the highest possible standards and expect students to engage with their learning no matter what and we don't apologise for this.

If this vision matches on your own, we would be delighted to hear from you.

Rob Crocker

Headteacher



BELIEF IN EVERY CHILD

Role

English Teacher

Full time – Maternity Cover

Scale Point MPS/UPS

From 6th October 2025 (with an earlier start for the right candidate)

Key Purpose of the Job

Ensuring the continued delivery of high-quality teaching and learning and student achievement

General

Your responsibilities will include:

- To teach across the age and ability range in line with the Department's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.
- Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.
- Assess, record and report on the development, progress and attainment of students in line with the Academy and department policies and procedures.
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.



- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers' Pay and Conditions Document and Teacher Standards.
- To set and provide feedback on work for classes according to school guidelines.
- To set appropriate, quality homework in accordance with the Academy policy.
- Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
- To follow Academy procedures for preparing, presenting and assessing students.
- Be a form tutor to a designated group of students supporting them academically and pastorally.
- Take an active part within the Academy's monitoring, evaluation and review programmes, professional development activities and teachers' appraisal structures and cycle.
- Attend staff briefings and departmental meetings as required.
- Carry out a share of supervising duties in accordance with published schedules.
- Carrying out such other tasks commensurate with the above as may be required from time to time by the Subject Leader.
- Have a sound knowledge and understanding of the concepts and skills in their specialist subjects and a detailed knowledge and understanding of the National Curriculum programmes of study.



- Understand for their specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.
- Understand and know how national, local comparative and school data including National Curriculum test data can be used to set clear targets for students' achievement.
- Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.

Other duties

- Maintain positive, professional relationships with students, parents / carers and colleagues;
- To participate in induction training, staff review processes and professional development opportunities;
- Commit to equal opportunities and anti-discriminatory practice.
- You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- The Trust operates a Smoke-Free Policy and smoking is prohibited in any of our buildings, on premises and vehicles
- Attend all safeguarding training as directed.
- Follow Trust procedures and report all concerns to the designated safeguarding lead.

Special Factors

1. This role will involve traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other



- than the location of your home school, will be as per the Trust's travel policy.
2. There will be a requirement to work beyond school hours particularly in supporting and attending school and Trust based events.
 3. Working patterns will be aligned with school term dates and holidays must be taken during school closure periods
 4. The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility as required.
 5. The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures.
 6. To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
 7. To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
 8. To comply with the Trust's ICT Acceptable Use and Confidentiality Agreement for Staff.
 9. To comply with the Trust's Health & Safety policy, procedures, and statutory requirements.

Person Specification

Qualifications	Essential	Desirable
Good honours degree	✓	
Qualified teacher status	✓	
PGCE in subject		✓
Master's degree		✓
Experience		



Excellent teaching practice	✓	
Securing high achievement of students	✓	
High level of engagement in own professional development	✓	
Working in a range of educational settings		✓
Skills and knowledge		
National Curriculum and qualification requirements for subjects	✓	
Strategies for raising achievement and achieving excellence	✓	
Principles of effective teaching and assessment for learning	✓	
Models of behaviour management	✓	
Strategies for ensuring inclusion, diversity and access	✓	
Safeguarding and child protection	✓	
Inspire, challenge. Motivate and empower students	✓	
Access, analyse and interpret information	✓	
Setting and achieving of ambitious, challenging goals and targets	✓	
Implement effectively Academy policies and plans	✓	
Prioritise, plan and organize themselves and others	✓	
Model the values and vision of the school	✓	
Think creatively to anticipate and solve problems	✓	



Collect and use a rich set of data to understand the strengths and weaknesses of classes	✓	
Involve parents and the community in supporting the learning of children	✓	
Demonstrate the principles and practice of effective teaching and learning	✓	
Behaviours		
Understanding of and commitment to equality and diversity	✓	
Empathy with other Trust teams and Schools	✓	
Understanding of and commitment to Trust Values	✓	
Capacity to work as part of a team as well as individually without supervision and under pressure	✓	
Demonstrate a positive and pro-active approach to work and focused on outcomes	✓	
Demonstrate creativity, flexibility and responsiveness to change	✓	
Commitment to raising standards for all in the pursuit of excellence	✓	
Commitment to continuous professional development of self and others to maximise skills/experience	✓	
Other		
Willing and able to work flexibly across the local area as directed by the Line Manager and to meet Trust needs	✓	
Willing to undergo training and staff development to maximise skills and experience relevant to the post	✓	



The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

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.

You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.



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