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**Recruitment Information Pack**

**Teacher of English**

**One year contract – maternity cover**

David Nieper Academy

Grange Street, Alfreton, Derbyshire, DE55 7JA

T: 01773 832331

April 2021

Dear Applicant

Thank you for showing an interest in the post of Teacher of English at the David Nieper Academy.

Our Academy is sponsored by the David Nieper Education Trust, together with local employer partners, who are highly committed in supporting the development and achievements of our students. With an innovative approach to teaching, hands-on learning and brand-new purpose-built facilities, which opened in early 2017, we believe that this is a truly exciting time to join the academy.

Our aim is to raise standards, expectations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond. The opening of our Sixth Form Centre in 2017 was a further development in our growth. The Sixth Form provides a first-class education combined with fully integrated employability skills, cementing our ongoing working relationships with our business partners. We are currently a small school of 600+ students 11-18 increasing to 670 in September however, our intention is to grow quickly to our full capacity of 850 students 11-19.

The David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most, being either international or national household names such as Denby Pottery, Owen Taylor, Bowmer & Kirkland, Places for People alongside David Nieper, are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this practice and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

If you like the sound of the academy, and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by 9am on Monday 10th May. Interviews are provisionally booked for Thursday 13th May and are likely to be online for the first stages with the possibility of an in person visit on Friday 14th May.

If you have any queries prior to application, please contact Mrs Maria Barnes, HR Assistant, via email at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

Yours faithfully



Kathryn Hobbs

Headteacher

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**David Nieper Education Trust**

**Teacher of English**

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-18

Full time (part time considered) one year contact to cover maternity post

Would suit an NQT or more experienced teacher

NQT induction provided

Responsible to Head of English Faculty

Start: September 2021

Salary: Main scale

The David Nieper Academy is a newly formed academy in Alfreton, Derbyshire. A brand new school building opened in early 2017 with the Sixth Form Centre in September 2017. A key aspect of our vision is our focus on applied learning within all subject areas and across all year groups. This year we have seen an increase in student numbers within each year group and are full with a waiting list for year 7 joining us in September, we are looking to build on this year on year. This is an immensely exciting time to be joining the academy and being a key component in the development of the new academy.

The Governing Body is seeking to appoint a teacher of English to continue our excellent work in these areas.

The successful candidate must be able to:

* plan and deliver outstanding lessons that engage and motive students
* work well as part of a team
* embrace the co-curricular and extra curricula aspects of the academy
* have excellent communication and interpersonal skills
* have a ‘can-do’ attitude; be highly organised and
* have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

Candidates should indicate an acceptance of, and a commitment to, the Academy’s policies in relation to equality and safeguarding and promoting the welfare of children.

**How to Apply**

To apply please complete and return an application form along with your covering letter, clearly demonstrating your suitability for this post. Send via email for the attention of Mrs Maria Barnes, HR Assistant, via email at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

**Closing date for applications: 9am Monday 10th May 2021**

**Virtual Interviews likely to take place on Thursday 13th May, with a possibility of a face to face visit on Friday 14th May.**

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

**Teacher of English**

**The Role**

To provide highly effective teaching of English across all key stages, contributing to the ongoing development of the Faculty. To be a full and contributing member of the English Faculty and the Academy.

The English Faculty currently achieves the strongest GCSE outcomes across the academy and rates very highly compared to all Derbyshire Schools. We are keen to employ a member of staff who shares this ambition. We currently teach all Key stage 4 pupils GCSE English Literature and English Language AQA. Pupils can opt for GCSE Film Studies. We also offer A level combined English Literature and Language to our growing Sixth Form.

The post could be part time (please state the number of days you could potentially offer) or if full time the timetable is likely to include some small group tutoring as part of our catch-up work and support.

The English Faculty at David Nieper Academy

The English faculty at David Nieper Academy includes English Language, English Literature and Media Studies up to Key Stage 4, and Combined English Language and Literature at Key Stage 5. The faculty works very closely together and has a long track record of excellent outcomes for students of all abilities. Equally, the English faculty shares a common ethos when it comes to education. Our view is that every single young person – regardless of their background – is entitled to access a wide and varied range of literature and leave school as a perceptive, capable and enthusiastic user of English Language. We firmly believe that it is from this rigorous foundation that students are best-equipped to succeed in the learning opportunities that we are committed to providing here at David Nieper Academy. As such, successful candidates would be joining a faculty that:

* Is committed to developing innovative, research-informed teaching based on knowledge of how children learn
* Celebrates explicit instruction as an approach to teaching that supports the fostering of students’ knowledge acquisition, independence and critical skills
* Is self-reflective and constantly striving to improve the key principles of our practice
* Is highly supportive and enjoys a strong sense of collegiality and humour

Overall, this is an immensely exciting time to join this thriving and growing faculty.

**Key Responsibilities**

* To teach English across all key stages
* To be a form tutor
* To contribute to the co-curricular life of the school
* Participate in the academy Performance Management arrangements
* To lead and manage a year group developing close working relationships with pupils, parents and staff
* To lead and manage a tutor team, overseeing an effective tutor programme
* To track and monitor the progress and achievement of all pupils within the year group, rewarding, celebrating, intervening and supporting to allow all to achieve their potential
* Reporting to SLT on progress, achievement and attendance and associated intervention strategies
* Liaising with parents, staff and external agencies as necessary.

**Teaching and Learning**

* Plan and teach engaging and challenging lessons that pave the way for success in school and life
* Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
* Contribute to Faculty planning and the creation and updating of schemes of work
* Use regular, measurable and significant assessments of teaching
* Set and mark appropriate homework
* Complete all reporting on time
* Closely monitor progress and attainment of all students and use it to inform teaching
* Provide content for and, where necessary, deliver high quality student interventions with direction from the Head of Faculty
* Work to ensure that all students achieve or exceed targets
* Maintain regular and productive communication with parents about their child’s progress, behaviour and development, including attending after school parent meetings as required

**Other**

* Undertake professional development as agreed with academy leaders
* Perform additional duties and tasks required for the effective operation of the academy as directed by the Headteacher.

**Benefits**

* Free access to BUPA Employee Assistance Programme
* Free onsite Parking
* Generous discount at the David Nieper Ltd factory shop

**Person Specification: Teacher of English**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Good Honours Degree in English or closely related subject * Recognised Teaching Qualification | * Additional qualifications |
| Experience | * Experience of successful teaching of English at Key stage 3 and 4 * Evidence of continually improving teaching and learning * Experience of successful pastoral and /or progress and achievement leadership | * Experience of teaching A Level English combined Literature and Language * Experience of teaching Media Studies or another second subject * Experience of small group tutoring |
| Teaching and Learning | * Excellent classroom practitioner * Good communication, planning and organisational skills * Commitment to regular and on-going professional development and training to establish outstanding classroom practice. | * Experience of data tracking * Knowledge of curriculum reforms |
| Personal | * Hardworking * Enthusiastic * Resilient * A strong team player * Good sense of humour |  |

## **Method of Application**

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:

* Candidate’s previous experience which will help in successfully undertaking the role
* Personal skills to benefit the learning by students at the David Nieper Academy.

1. For any queries to application, please email [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)
2. Completed application forms to be returned via email for the attention of Mrs Maria Barnes, HR Assistant, via email at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)
3. The academy operates a NO SMOKING policy on site.
4. Interviews - Candidates invited to interview will:
5. Have the opportunity to tour the academy
6. Teach a lesson
7. Complete a set of exercises
8. Have a formal individual interview with the selection panel.

*Please note some/all interview activities will take place online if the current restrictions remain in place.*

K. Hobbs

April 2021