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| **Job Title:** | Teacher of English and Media Studies  |
| **Location:** | Bedford Academy |
| **Full/part time:** | Full Time or Part time (Media only)  |
| **Reports to:**  | Director of Achievement English  |
| **Salary:**  | MPS - UPS |

**Our Trust**

HEART Academies Trust is a family of academies, at the heart of the community, improving life chances for all through challenge and support. We strive to transform educational outcomes of students from a young age by providing exciting, new and different opportunities for learning and applied learning. Our overwhelming belief is that every child can be successful, both personally and academically, with early and effective help from staff that know and value them as an individual. HEART Academies Trust aims to bring about a substantial increase in the educational attainment, expectations and aspirations of all in the whole community.

**Introduction from Director of Achievement**

The English Department is built around our talented and passionate teaching team. We are ambitious for ourselves and our students, and are a leading Department within the Bedford Academy community. We are a strong team: we value each other and we are developing a culture of sharing good practice to celebrate success and to promote our collaborative approach to planning and assessment. We have outstanding teaching and learning resources to support a stimulating and dynamic curriculum, with opportunities for teaching English from Key Stage 3 to 5.

We currently offer Key Stage 5 students the opportunity to study a combined English Language and Literature A’ Level course and we are hoping to develop our post-16 offer in the future. Our students have enquiring minds and are enthusiastic for success in English; it is inspiring to help develop their communication skills and a pleasure to explore Literature with them. We are developing an enriched curriculum through workshops, theatre visits and school trips. We recognise the primary importance of staff welfare and strive to ensure that every member of our team is supported in their role, has opportunities for professional development and knows that they are valued. We’re really proud of our team and look forward to working with new colleagues.

**Job Purpose**

To deliver an outstanding teaching and learning environment to students and commit to and improving your own and others practice by assisting with the development of imaginative and effective schemes of learning. To provide programmes, enrichments and sequences of lessons that specifically support and develop students’ character through English and Media. There is likely to be the opportunity to teach across key stages.

**Specific Responsibilities**

English/Media teachers will:

* Deliver and Embed the BA Way and school vision and values at every opportunity
* Be able to teach English and Media to GCSE Level
* At every opportunity follow the school safeguarding practices and policies to ensure children and adults are safe in our school
* Deliver high quality lessons that inspire and stimulate our students
* Support the Director of Achievement in the development of an effective strategy to develop outstanding practice within English.
* Use current intervention programmes for your own classes that close the gap for students who may not yet be reaching or exceeding national expectations, particularly for vulnerable groups such as Pupil Premium students.
* Ensure consistent application of the Academy’s chosen approach to assessment for groups, tracking student progress and securing understanding in other staff of their accountability for every individual’s progress.
* Lead the promotion and development of students’ character
* Monitor provision across their English and Media classes, informing the Director of Achievement of areas of development, contributing to Team improvement plans
* Demonstrate how effective provision for English and Media can enhance student learning and outcomes.
* Research and develop new ideas, resources, units of work to disseminate within the learning village, looking for transferability across subjects. Produce high quality lesson plans and other exemplars as required.
* Use data to inform learning and teaching within their area as appropriate, ensuring that lessons are well differentiated, providing for all individual students’ needs.
* Model best practice in effective use of student performance data, student target setting, marking and classroom intervention (Wave1) as appropriate.
* Demonstrate the use of new technologies to enhance the learning process within their subject.
* Support the transition process between Key Stages within English and Media
* Promote pedagogy that engages and enthuses learners.
* Carry out the role of a form tutor.
* Play a full role in the delivery of the Academy’s enrichment programme and support the extended learning programme including visits relating to their specialist area.
* Recognise and reward students making good progress.

**Line Management**

Not required for this role, however they may be an opportunity to mentor NQT’s and student teachers during your time at BA.

**Common Roles of All Members of the BA staff**

* Have a passion for teaching and for improve life changes of young people
* Lead by example, providing inspiration and motivation, and embody for the students, staff, governors, parents and wider community the vision, purpose and leadership of the Academy.
* To ensure equal opportunities for all.
* To be committed to safeguarding and to promoting the welfare of all young people.
* To drive up educational standards, promote life-long learning and continually improve outcomes for all.
* Lead and contribute to an ethos in the Academy where well being and respect are at the heart of the Academy and each student is valued and nurtured to develop personally and educationally.

**Leading and Managing Others and Self**

* To embed the ethos of high standards and positive relationships with all stakeholders at BA
* Develop and maintain a culture of high expectations for self and others.
* Take an active and proactive approach with others in the school to embed consistency
* Regularly review own practice, set personal targets and take responsibility for own development.
* Encourage all staff to be continually active in their personal and continuous professional development.
* Actively engage in and take ownership of the performance review process.
* Work within the Academy’s health and safety policy to ensure a safe working environment for staff, students and visitors.
* Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
* Adhere to Academy policies and procedures.

**Partnerships and Communication**

Support the Senior Leadership Team in:

* Create an environment where high expectations and standards are set for all that are involved in our school community
* Creating strong links and collaborative ways of working with Sponsors and other stakeholders, including the wider community and neighbouring schools, ensuring that the Academy is at the heart of the community.
* Work alongside other HEART schools to share best practice.
* Fostering and enhancing strong and continually developing links to support and develop curriculum opportunities.
* Supporting and developing public service, international and social enterprise activities.
* Ensure parents and families are well informed about their child’s progress and targets.

**PERSON SPECIFICATION**

Our aim is to create an outstanding Academy at Bedford and our staff will be expected to exemplify excellence in all that they do. At BA we require someone with high expectations, enthusiasm and the ability to positively impact on the learning, skills and experiences of our students. We value the ability to demonstrate emotional intelligence, be flexible and to adapt to different situations with a clear sense of humour. We require an outstanding teacher with ability to raise student outcomes, a leader with the vision and ability to work within your subject to identify workable strategies for improvement, motivating staff and students.

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|  | Essential | Desirable |
| Knowledge and Experience | * Degree, QTS (or working towards), relevant professional development
* Successful secondary teaching experience in at least 2 of the key stages
* Knowledge and understanding of English, particularly GCSE skills, KS 3 expectations and the new KS2 national curriculum
* Ability to teach Media studies to GCSE Level with confidence
* Significant personal impact on the outcomes for students, including their numeracy skills
* Successful experience of teaching the full range of ability students, including students with additional needs such as SEN, EAL and gifted and talented
* Experience contributing to and supporting initiatives that have improved learning and teaching and student skills
* Experience of creating effective schemes of learning that enthuse students and focus on developing their learning
* Successful experience and knowledge and understanding of the role of a form tutor
* Knowledge and understanding of the role of students’ skills in promoting self-esteem and future success of students
 | * Experience of working with all years at KS3
* Experience of KS3, 4 and 5
* Experience of leading and motivating staff in a development project
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| Skills and Attributes | * Ability to be a consistently outstanding teacher, never less than good
* Willingness and ability to accept accountability for student outcomes
* Willingness to learn
* Ability to motivate staff and students
* Ability to understand, analyse and make effective use of a range of data
* Fundamental belief that every child matters and that aspirations/achievements can be significantly altered
* Personal presence to develop and promote high standards in all aspects of school life.
* Ability to lead and manage own work effectively and take responsibility for own professional development
* Developed interpersonal and communication skills (including written, oral and presentation skills)
* Be able to cope with change, lead innovations and meet challenges successfully
* Team working skills: the ability to lead others and be a team member
* Energy, tenacity, resilience and determination
* Diplomacy
* Ability to relate well to parents and the wider community
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