



**Newsome Academy**

# TEACHER OF ENGLISH

# CANDIDATE RECRUITMENT PACK



## Recruitment Pack Contents

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A proud member of



# Information about our Academy



Best Wishes,  
Dean Watkin, Headteacher,  
Newsome Academy

It is a privilege and a source of great pride to serve both the school and wider community at Newsome. We work closely with the community, parents and carers to make sure everyone is part of our journey to continue to raise standards and create a school where everyone counts; where everyone has the chance to succeed, to discover themselves and learn how to lead a life of integrity, respect and happiness. It is vital that everyone in the community has a voice and knows that they are listened to, including pupils, staff and parents and carers.

Newsome Academy is an aspirational and inclusive school. We believe in the potential of every individual to make exceptional progress from their starting points and to thoroughly enjoy their time at our school. We believe that the wellbeing and happiness of every child is essential and the needs of our children are at the heart of everything we do. Our journey is focused on having very high expectations. It means ensuring children who are successful and strive to achieve their best, know they are valued, believe in themselves and have respect for others. We aim to consistently promote fundamental British values and pupils' spiritual, moral, social and cultural development. **You will hear the word 'family' mentioned a lot and we operate very much in this way.**





# Information about the Role and Department



## Teacher of English

- **Contract term:** Permanent Position
- **Salary:** MPS/UPS
- **Contract type:** Full Time
- **Start Date:**
  - September 2022
- **Closing Date for Applications:**
  - 9am, Friday 20th May
- **Interview Date:**
  - Week Commencing 23rd May

## Are you a talented professional looking for a new challenge?

We are looking for a talented English Specialist that is a forward thinking, dynamic and a resilient teacher who, working in collaboration with the Head/Deputy Head of Department, will provide high quality teaching to take the department to the next level. The colleague appointed will be a natural inspirer, with the ability to work collaboratively with colleagues at Newsome Academy; they will work in a lovely family atmosphere and gain close support from the team. It is crucial that the successful candidate has a sound understanding of the latest educational landscape and how to achieve success within these parameters.

ECT applications are also welcome as well as those with existing experience. A comprehensive CPD programme is offered to support all needs and will benefit from our research-led offer.

### Department Information

- This is an exciting stage for the department as we have made many changes across the school over the past twelve months. The department consists of 7 members of teaching staff and a librarian. A newly-appointed Head of Department is starting imminently and is a great time to join this growing team of lovely people.

### Support and Opportunities

- We invest in and support our staff and over the last 12 months have welcomed colleagues onto the Senior Leadership team and other whole school responsibilities as part of their development. The successful candidate will be a key colleague in the current and future Academy vision.
- We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over the past 12 months.



**See our AWESOME Academy in action by  
checking out our Twitter feed...**  
**@HighNewsome**

# Job Description

## Purpose

- To provide inspirational and dynamic teaching across years 7-11 in English

## Key duties and responsibilities:

- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons adhering to the Academy's teaching and learning policy
- Set high expectations which inspire, motivate and challenge pupils
- Contribute to curriculum/pastoral evaluation and development
- Work collaboratively with teaching assistants and support assistants ensuring they are fully briefed on lesson plans and expectations to enable them to fully contribute to improving pupil outcomes
- Be accountable for implementing the Academy's Behaviour for Learning policy and play an active role in the day-to-day management of pupil behaviour
- Contribute to the delivery of extra-curricular activities

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Head teacher.

## All members of staff are expected to:

- Have proper and professional regard for the ethos, policies, and practices of the school
- Have regard for the need to safeguard pupils' wellbeing and health & safety by following relevant statutory guidance, along with school policies and completing mandatory training on an annual basis
- Demonstrate positive attitudes, values and behaviours
- Share responsibility for ensuring that their own knowledge and understanding is relevant and up to date
- Support equal opportunities measures and promote anti-discriminatory practice

# Person Specification

Attributes	Essential	Desirable
Knowledge & Understanding (including any relevant or required qualifications)	<ul style="list-style-type: none"> <li>• Degree/Relevant qualifications</li> <li>• Good working knowledge and skills to teach to a high standard</li> <li>• Self motivated with excellent organisational skills</li> <li>• Excellent influencing skills and the ability to engage others in new ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status, PGCE or equivalent qualification</li> <li>• Successful teaching in K33 and KS4</li> <li>• Has a good knowledge and understanding of wider issues in education</li> </ul>
Personal and Professional Conduct	<ul style="list-style-type: none"> <li>• Shows commitment to professional and self-development</li> <li>• A high level of self-awareness – knows own strengths and areas for development</li> <li>• Has knowledge and understanding of child protection issues</li> </ul>	<ul style="list-style-type: none"> <li>• The ability and willingness to run or support the running of extra-curricular activities</li> </ul>
Working with others	<ul style="list-style-type: none"> <li>• The ability to support the Head of English in developing a clear vision for the Academy and for engaging the wider community</li> <li>• Excellent interpersonal &amp; presentation skills</li> <li>• Ability to promote and develop positive relationships within and beyond the Academy</li> <li>• Ability to communicate effectively and work as part of a team</li> <li>• Open-minded and flexible</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of parental involvement</li> </ul>

# Information about our Multi-Academy Trust (Impact)



Best Wishes,  
Mick Kay, Chief Executive Officer &  
Accounting Officer

I am proud to welcome you to Impact Education Academy Trust. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff. Impact Academies are aligned to the Trust Mission, Vision and Aims. Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



The Whitley  
AP Academy



The  
Halifax Academy



Newsome  
Academy  
Everyone Exceptional Everyday



WARLEY  
ROAD  
Academy



Hill View  
Academy  
Working together to achieve

## Our Trust. Our Family.

Where Hearts and Minds Connect



4200 students | 630 staff | £25m budget



### Our Vision

A Trust where hearts and minds connect; values-driven partners who work collaboratively to ensure **education impacts** positively on students, families, communities and staff.

### Our Mission

Impact Education Multi Academy Trust is on a mission to **improve the life chances** of children and young people.

### Core Principles - Our 'Golden Threads' throughout the Trust 'Family'...



**Values Driven**  
Impact Academies are communities where hearts and minds connect. Each Academy is built around a clear set of values which are focused on transforming the lives of our students.



**Learning & Research Focused**  
Impact Academies transform learning through high quality teaching, coaching and using what works best from research. Academies are on a journey of continuous improvement, whilst ensuring student and staff wellbeing is at the heart of our work.



**High Expectations**  
Impact Academies transform learning through high quality teaching, coaching and using what works best from research. Academies are on a journey of continuous improvement, whilst ensuring student and staff wellbeing is at the heart of our work.



**Collaborative Leadership**  
Impact Academies provide clarity of vision which will enable us to develop shared goals with leaders feeling empowered to share their skills and knowledge for the benefit of the wider trust. Our leaders will inspire, motivate and lead with emotional intelligence.



**Effective Relationships**  
Impact Academies place the development of effective relationships at the heart of their work. We connect with each other, the community, culture, our learning and the wider world is the foundation of everything we do. Our relationships are built on mutual respect, professional trust and challenge.



**Development Opportunities**  
Impact Academies invest in personal development of students and professional development of staff. Impact Academies provide all staff with opportunities to make contribution to their communities and beyond.

**Impact**  
Education  
Multi Academy Trust





WE LOOK  
FORWARD  
TO HEARING  
FROM YOU  
SOON.

**Impact**  
Education  
Multi Academy Trust

