



**Moorlands**  
Learning Trust

**FURTHER  
PARTICULARS FOR  
THE POST OF:**

**TEACHER OF  
ENGLISH**

**SEPTEMBER 2021**

**TEACHER OF ENGLISH**

Dear Applicant,

Thank you for requesting details for the position of teacher of English at The Skipton Academy, which would particularly suit NQTs or early career teachers wishing to start or develop their career in a growing school and multi-academy trust. The post offers an exciting opportunity to teach English and make a positive difference in our school, which is part of Moorlands Learning Trust (MLT). We very much welcome your interest and hope the accompanying information will encourage you to apply.

At Moorlands Learning Trust (MLT) we are aspirational for every student within our Trust and are committed to achieving success for all and inspiring others to do so too. We believe in investing in the professional and career development of our staff to keep ourselves at the cutting edge of educational developments, where staff wellbeing is also a key priority for us and our schools.

The successful candidate will join an ambitious curriculum area where standards and levels of student engagement are high. They will have high expectations, expert subject knowledge, a strong and positive work ethic and an unwavering commitment to all students achieving their full potential in English through consistently excellent teaching. Working collaboratively as part of a dedicated and talented team, they will be inspirational to both students and colleagues, and will be committed to sharing best practice and contributing to enrichment, intervention and the development of the department.

Our goal at TSA is to make a positive difference to our wider community and this role provides an exciting opportunity for a colleague to make a demonstrable impact to our English delivery. N.B. NQT mentoring will be provided in collaboration with Ilkley Grammar School's (IGS) NQT programme as required.

TSA and IGS share a vision and ethos to ensure that all MLT students are equipped with the confidence and skills to make a positive difference to their own lives and to the lives of others. The successful candidate will have high expectations and an unwavering commitment to all students, maximising their potential through outstanding learning, teaching and support.

Our overriding aim at TSA is to ensure that our students achieve everything that they are capable of – their 'Personal Best' - from Year 7 through to Year 11 and beyond. We recognise every student as an individual, with different needs and talents, and we work hard together to make sure we support and nurture successful, happy and confident learners who achieve in the widest sense of the word, and not just academically.

If you are inspired by this opportunity and would like further details, including our specific application requirements for this post, please visit our website [www.theskiptonacademy.co.uk/vacancies/](http://www.theskiptonacademy.co.uk/vacancies/)

Moorlands Learning Trust is an equal opportunities employer and is committed to the protection and safeguarding of children and young people in our recruitment procedures and in all our work across and beyond school. The Trust adheres to statutory guidelines in respect to safe recruitment. All persons employed by the Trust, in any capacity, will undergo an enhanced Disclosure and Barring Service (DBS) check, and confirmation of employment is subject to a successful outcome. All teaching staff members recruited by the Trust have their eligibility to teach checked with the DfE.

### **How to Apply**

As part of your online application in the Personal Statement section (no more than 2 sides of A4) please explain:

How your skills, qualities and experiences make you a suitable candidate for this post.

The closing date for this post is 8am Monday 1<sup>st</sup> March 2021

Provisional interview date is w/c 8<sup>th</sup> March 2021

If you do not receive an invite to interview, we regret your application will have been unsuccessful on this occasion, but we wish you every success in your future career.

Thank you again for your interest in our school.

**Richard McManus**  
**Principal**



## Generic Job Description

# Subject Teacher

**Overall responsibilities:** To promote effective learning and excellent student progress through high quality and interesting teaching that engages and meets individual needs.

## Summary of core duties:

### ❑ Planning

- To have secure knowledge and understanding of the subject, syllabuses and schemes of work to allow for confident teaching
- To contribute to the on-going development of a broad, knowledge-based curriculum through collaborative planning
- To implement and deliver an appropriately balanced, relevant and ambitious curriculum for students and to support the designated curriculum area as appropriate.
- To plan challenging and engaging lessons within the context of the school's Learning and Teaching Policy – in the short, medium and longer term
- To personalise learning to meet the needs of all students, as individuals and as particular student cohorts (most able, SEN, disadvantaged etc)
- To know and implement the information for students on the SEND Register and action guidance on students' pupil passports
- To promote the whole school drive for improved literacy and reading across the curriculum
- To contribute to the Curriculum Area and Department Improvement Plans, and their implementation
- To plan opportunities to raise students' cultural capital through a rich curriculum

### ❑ Teaching and Learning

- To communicate learning objectives and success criteria clearly to students so you, and they, are clear about what they will learn, not just do
- To employ a variety of strategies to motivate and engage students, including the effective use of e-learning, effective responsive teaching strategies and by creating a productive climate for learning
- To develop and use the iPad and other technologies to support personalisation, independence and aid responsive teaching
- To set regular, quality homework that encourages and consolidates independent learning
- To work closely with the Inclusive Learning Team to challenge and support students by scaffolding learning to make content accessible whilst ensuring there is no cap on students' potential to achieve.

### ❑ Responsive Teaching and AFL

- To employ a range of responsive teaching opportunities and ensure feedback is personalised and timely
- To monitor the progress of students, set targets for improvement based on prior attainment and ensure they know these and what they have to do to reach them
- To ensure regular and consistently high-quality marking and feedback, including verbal, whole class and written, so students know how to improve
- To use data for action, intervention and future planning
- To maintain appropriate records to demonstrate student progress
- To contribute to requests for progress updates and written annual reports and references

### ❑ Personal Best

- To promote and manage learning behaviours effectively, thereby creating a productive climate for learning where students display a thirst for knowledge and a love of learning
- Be a role model for students, inspiring them to be actively interested in and inquisitive about the subject
- To promote and support student progress and wellbeing
- To establish fair, respectful, trusting, supportive and constructive relationships
- To have high expectations of all
- To implement the Personal Best system consistently and fairly
- To fulfil the role of Form Tutor where necessary and attend assemblies (see Tutor Role)

- To be familiar with health and safety requirements
  - To know and follow the school Child Protection and Safeguarding guidelines which follow statutory requirements
  - To register students in form periods and every taught lesson
  - To communicate and consult with parents as required
- ❑ **Enrichment**
- To commit to the faculty and department programme of extra-curricular and enrichment opportunities and visits
  - To contribute to other enrichment opportunities across school – within year groups, as a whole school, in other visits at home and abroad including supporting the whole-school Activity week in July
- ❑ **Continuing Professional Development**
- To fulfil the statutory Appraisal expectations
  - To participate fully in CPD opportunities to develop practice further, share learning and be creative
  - To commit to the school's CPD programme, showing a desire to develop and improve one's own practice whilst sharing innovation and best practice with others.
  - To contribute, as appropriate, to the selection, appointment and induction of new staff, including ITT students and NQTs
- ❑ **Quality Assurance**
- To contribute to the school's self-evaluation procedures and other QA activities
- ❑ **Professional Standards**
- To meet the TSA Learning Standards and DfE National Teachers' and Personal and Professional Standards
  - To contribute actively to the ethos, values and aspirations of the school
  - To attend relevant school and parent meetings, and appropriate school events
  - To ensure high standards of written English
  - To meet deadlines and model the highest professional standards in all aspects of school work
  - To cover for absent colleagues as necessary in an emergency and within the workforce agreement

## **VARIATION IN ROLE**

Due to the structure of The Skipton Academy, it must be accepted that, as the Academy's work develops and changes, there may be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the post holder.

## **Recruitment and Selection Policy Statement**

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.

## Personnel Specification Teacher of English

Qualification and Training	Essential/ Desirable E/D	How Identified
<input type="checkbox"/> Qualified teacher status recognised by the DfE	E	Application form and selection process
<input type="checkbox"/> Honours Degree in related specialism	E	
<input type="checkbox"/> Good A-level qualifications	D	
<input type="checkbox"/> Recent appropriate CPD	D	
<input type="checkbox"/> Willingness to participate in CPD	E	
Experience	Essential/ Desirable E/D	How Identified
<input type="checkbox"/> Successful experience of teaching English to KS3 and 4	E	Application and selection process
<input type="checkbox"/> Successful experience of teaching English to KS5	D	
<input type="checkbox"/> Successful experience of delivering a differentiated curriculum to students with a wide range of needs	E	
<input type="checkbox"/> Successful experience of managing an effective classroom environment to support student learning and positive behaviour	E	
<input type="checkbox"/> Understanding and use of good teaching practices	E	
<input type="checkbox"/> Evidence of the ability to work cooperatively with multi-disciplinary professionals, governors and other agencies	D	
<input type="checkbox"/> Experience of e-learning including mobile technologies	D	
<input type="checkbox"/>		
<input type="checkbox"/> Previous pastoral experience	D	
Knowledge, Skills and Abilities	Essential/ Desirable E/D	How Identified
<input type="checkbox"/> A passion for teaching English	E	Application and selection process
<input type="checkbox"/> Creates and develops interesting resources and activities which engage students and promote good and outstanding progress	E	
<input type="checkbox"/> Understands, and can put into practice, the features of an outstanding lesson	E	
<input type="checkbox"/> The potential and commitment to be an exceptional teacher	E	
<input type="checkbox"/> Shares and develops own expertise and learns from others	E	
<input type="checkbox"/> Able to lead, inspire and motivate students	E	
<input type="checkbox"/> Good standard of accurate written and spoken English	E	
<input type="checkbox"/> Excellent communication, both in writing and orally, to a wide range of audiences	E	
<input type="checkbox"/> Proven ability to use ICT in the teaching, organisation or management of their role	E	
<input type="checkbox"/> Self-motivated and takes the initiative	E	
<input type="checkbox"/> Able to embrace new approaches and ways of thinking	E	
<input type="checkbox"/> Responsive to the individual needs of students and colleagues	E	
<input type="checkbox"/> Values diversity and encourages the contribution of others	E	
<input type="checkbox"/> Knowledge of effective behaviour management strategies	E	

<input type="checkbox"/> Evidence of the ability to promote a positive ethos and pride in the school together with high standards of education, care and conduct	E	
<b>Values</b>	<b>Essential/ Desirable E/D</b>	<b>How Identified</b>
<input type="checkbox"/> A commitment to comprehensive education, equal opportunities and inclusion	E	Application form and selection process
<input type="checkbox"/> A passionate commitment to achieving the highest standards for all students	E	
<input type="checkbox"/> A commitment to teaching approaches which make learning engaging, challenging, purposeful and effective	E	
<input type="checkbox"/> Fully committed to a close working partnership with parents, governors and the community	E	
<input type="checkbox"/> An enthusiasm for and commitment to developing enrichment including extra-curricular activities	E	
<input type="checkbox"/> Values equality, trust, happiness, openness and support	E	
<b>Personal Qualities</b>	<b>Essential/ Desirable E/D</b>	<b>How Identified</b>
<input type="checkbox"/> Strong 'moral purpose'	E	Application form and selection process
<input type="checkbox"/> Conscientious and committed to high personal and professional standards	E	
<input type="checkbox"/> Skilled at building and forming productive working relationships with staff, parents and students	E	
<input type="checkbox"/> Enthusiastic about education and learning	E	
<input type="checkbox"/> Able to inspire confidence and remain positive and constructive under pressure, demonstrating characteristics such as integrity, resilience and a sense of proportion	E	
<input type="checkbox"/> Self-critical and reflective, able to monitor and evaluate own performance and take action to improve or develop where necessary	E	
<input type="checkbox"/> Works well with colleagues and contributes effectively to the team(s)	E	
<input type="checkbox"/> Abides by the Academy's policies	E	
<input type="checkbox"/> Professional appearance	E	
<input type="checkbox"/> Emotionally intelligent	E	
<input type="checkbox"/> Sense of humour and perspective!	E	
<b>Equal Opportunities</b>	<b>Essential/ Desirable E/D</b>	<b>How Identified</b>
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Selection process
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
<b>Circumstances - Personal</b>	<b>Essential/ Desirable E/D</b>	<b>How Identified</b>
<input type="checkbox"/> Must be legally entitled to work in the UK (Asylum and Immigration Act 1996).	E	Selection process

<input type="checkbox"/> No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (DBS check required).	E	
<input type="checkbox"/> Will not require holiday during term time	E	
<b>Safeguarding</b>	<b>Essential/ Desirable E/D</b>	<b>How Identified</b>
<input type="checkbox"/> Has appropriate motivation to work with children and young people, and can relate to them	E	Completion of an Enhanced DBS disclosure
<input type="checkbox"/> Ability to maintain appropriate relationships and personal boundaries with children and young people	E	
<input type="checkbox"/> Displays commitment to the protection and safeguarding of children and young people	E	
<input type="checkbox"/> Good knowledge and understanding of the importance of safeguarding students and the welfare of staff, and of the action to take if necessary	E	