Stour Vale Academy Trust

REDHILL SCHOOL

CANDIDATE INFORMATION PACK

Teacher of Girls PE—1 year fixed term contract

ABOUT OUR SCHOOL

KEY FACTS AND STATISTICS

Type of School	**Academy (Member of Stour Vale Academy Trust)**
Location	**Stourbridge, West Midlands**
Age Range	**11—16 years**
Gender	**Co-educational**
Headteacher	**Mr J Clayton**
Number of students	**1,232**
Number of teaching staff	**68.4 (FTE)**
Date school established	**1976**
School Awards achieved	**Investors in People, FMSIS, Arts Mark Gold Award, BECTA ICT Charter Mark**
Budget	**£6.8m**
Teacher turnover rate (annual %)	**6%**
% of newly qualified teachers	**5%**
Pupil Premium	**17%**
% of students with SEN in the school	**17%**
% of students on free school meals	**13%**

ACADEMIC ACHIEVEMENTS

GCSE Results 2019 (from DFE 2019 Performance tables checking site)	**Progress +0.15** **Attainment 8—Whole School 52.71** **Basics Standard (English and Maths 9-4) - Whole School 78%** **Basics Good (English and Maths 9-5) - Whole School 48.32%** **E Bacc (4+) - Whole School 45%** **E Bacc (5+) - Whole School 29%** **2020 data is not validated as there are no national figures for comparison for 2020 results.**

About our School:
Redhill School continues to provide an excellent all round education for our students. Our 'Commitment to Excellence' shines through in all of our work, with our success being built upon the high quality of our teaching and excellent pastoral support. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

If you aspire to make an impact on the lives of the students in our care, Redhill offers you a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, healthy and successful.

Redhill School, is a founder member of the Stour Vale Academy Trust. The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level.

Redhill serves the town of Stourbridge with the current pupil numbers on roll being 1232. We have recently expanded our PAN to ensure we can meet the demand for places.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

To view Redhill School's Child Protection Policy please follow this link:

https://www.redhill.dudley.sch.uk/policies

Message from the CEO, Stour Vale Academy Trust

I would like to thank you for your interest in the post of Teacher of PE at Redhill School.

Stour Vale is a truly cross-phase multi-academy trust and currently has seven member schools, namely: Newtown Primary School, Northfield Road Primary School, Oldbury Academy, Olive Hill Primary School, Redhill School, Ridgewood High School and The Earls High School. This is an exciting time as we continue to grow; a further primary school is due to join next academic year.

Our aim is to achieve the excellence in teaching and learning which enables all of our learners to succeed. This 'commitment to excellence' is underpinned by strong collaboration within and between schools, which in turn provides our staff with many opportunities to develop professionally and to contribute to the continuous development of all Stour Vale schools. All we do in our schools reflects the Trust vision and values and high expectations are fully matched by the level of support and encouragement that schools in the Trust provide one another. Nothing makes us happier than seeing all members of our Stour Vale community flourish.

All applicants for posts need to demonstrate that they share our values, are highly motivated to work with our stakeholders and colleagues, and continually develop their skills, in pursuit of personal and professional excellence.

If you are someone who enjoys challenge and is ready to play a vital part in the team who will create a successful future for all of the pupils in Stour Vale Academy Trust, we would welcome your application for the post.

About Stour Vale Academy Trust

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently seven member schools, three primary and four secondary, which are located across Sandwell and Dudley.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

We intend to continue to grow because we believe that over time growth will increase the collective capacity of our family of schools to continuously improve and to provide excellent education and care.

Values, Ethos and Approach

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

Excellence – We are committed to constantly pursuing excellence by continuously improving all aspects of our work as a trust. Excellence in teaching and learning, curriculum and character development is our primary focus. We believe that by enabling our pupils to make strong academic progress alongside widening their opportunities for personal development, they will grow their potential enjoying their education to the full and be equipped to go on to be happy and successful adults contributing positively to society. This commitment to excellence in classrooms will be achieved by realising our ambition to provide excellent professional learning for all colleagues, by developing leadership in every role.

Integrity – By always acting with integrity we will ensure that we continue to deploy our resources appropriately in order to provide the very best education and care for pupils. This approach will also enable us to recruit and retain the best staff who share our values. Combined with a real recognition of our responsibility to both support and challenge member schools and to have a positive impact on the wider educational system, acting with integrity will enable us to build trust amongst member schools and more widely with schools and trusts who work in partnership with us. This trust underpins the truly effective collaboration which has a positive impact on the lives of children and young people.

Respect – We are committed to treating everyone with respect and to promoting equality. Stour Vale member schools are safe and inclusive schools, committed to meeting the needs of individual pupils. We value and celebrate the diversity of member schools, pupils, colleagues and the communities we serve. Much like integrity, we recognise that respect is vital to building trust. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

Collaboration – Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people. We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that ***Stour Vale*** member schools are ***schools where learners flourish***.

Physical Education Department

The Physical Education Department at Redhill is one of the most vibrant, creative and popular departments within the school. The department offers students outstanding opportunities in a number of activities during lesson time as well as during the numerous extra-curricular activities which take place outside of the normal school day.

The Physical Education curriculum is constantly developing in order to engage and enthuse our young learners. During key stage three students study a wide range of activities. In key stage four our students take on a variety of leadership roles to develop their ability to work with others. We are constantly reviewing our curriculum in order to maximise the opportunities for our students. An opportunity to expand on the specific skills that you may bring to this area will be explored at interview.

The department is well resourced, with a four badminton court sized multi-use sports hall, a gymnasium, a 3G artificial all weather pitch, netball courts as well as access to playing fields. There is also a classroom within the department for the delivery of the theoretical aspects of the subject. Ten iPads also help to bring technology to the subject and aid with the analysis of performance.

The department is looking to move forward and continue to raise standards. We wish to appoint a dynamic teacher who can inspire students with their drive and enthusiastic approach to teaching and learning.

There is a genuine opportunity within the department for the successful applicant to drive curriculum change and work closely with the Head of Department to foster new opportunities for learners.

Teaching at Redhill, as with all schools, is both challenging and rewarding. Most, if not all of the challenge, rests in the teaching and learning strategies. Full CPD support is in operation here with a system that supports individual and departmental training needs. In addition to the specific syllabus advice and guidance from the Physical Education team, all new staff are supported with a thorough induction programme.

We have a lovely school that is highly over-subscribed which OFSTED described as having “a unique Redhill factor”. If you join us you will be working with highly motivated pupils who want to succeed. Your task, with the rest of the team, will b e to ensure that every opportunity is offered to them to do this.

JOB DESCRIPTION

Job Title: Teacher of Girls PE
Full time 1 year fixed contract
Salary scale: NQT/MPR/UPR
Responsible to: Head of PE

Core Requirements of the Post

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- Inspire trust and confidence in pupils and colleagues;
- Build team commitment with colleagues and in the classroom engage and motivate pupils;
- Demonstrate analytical thinking;
- Improve the quality of pupils' learning;
- Contribute to the school improvement / development planning and promote the learning priorities of the school SDP;
- Contribute to the development and / or implementation of school policies;
- Use the performance management process to advance pupil learning and enhance professional practice in line with the school's aspirations and priorities;
- Have lead responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and / or maintenance;
- Promote the wider aspirations and values of the school.

Areas of Responsibility and Key Tasks

Planning, Teaching and Class Management

- Teach allocated pupils by planning their teaching in order to achieve progression in learning;
- Understand and apply effective classroom management;
- Understand and apply a range of teaching strategies;
- Positively target and support individual learning needs;
- Maintain high levels of behaviour and discipline;
- Effectively use homework and other extra-curricular learning opportunities;
- Demonstrating appropriate consistent progress for pupils:
  - across all teaching areas
  - across all spectrums of background, ability and behaviour that compares favourably with pupils in similar settings;

  Effectively manage other adults in the classroom.

Monitoring, Assessment, Recording, Reporting

- Use performance data to evaluate pupils' progress and set appropriate targets for improvement;
- Use assessment to inform planning and teaching; report on progress to all stakeholders.

Pastoral Duties

- Be a form tutor to an assigned group of students;
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole;
- Liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system;
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life;
- Contribute to the preparation of Action Plans and progress files and other reports;
- Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- Communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff;
- Contribute to the PSHE curriculum according to school policy.

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities;
- Operate at all times within the stated policies and practices of the school;
- Maintain an up to date knowledge of good practice in teaching techniques;
- Know subject(s) or specialism(s) to enable effective teaching;
- Take account of wider curriculum developments;
- Incorporate national strategies in all teaching;
- Communicate learning objectives;
- Contribute positively and effectively to the Every Child Matters agenda
- Undertake professional development to enhance teaching and pupils' learning, and
  - apply outcomes and identify impact
  - share outcomes with colleagues
- Take responsibility for professional learning.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

This job description may be amended at any time following discussion between the head teacher and member of staff, to be reviewed annually.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Training and Qualifications	• QTS	• Honours degree
Abilities and skills	• Demonstrate a clear understanding of teaching strategies and curriculum within the context of a secondary school	• Confident and competent user of ICT • Commitment to further professional development and progression
Experience	• Successful experience of teaching in both KS3 and KS4 to GCSE level	
Knowledge	• Thorough subject understanding	
Personal Qualities	• A knowledge of equality and diversity issues • Emotional self-awareness • Accurate self-assessment • Self-confidence • Empathy • Organisational awareness • Service orientation	

REDHILL SCHOOL
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01384 816355

www.redhill.dudley.sch.uk

www.svat.org.uk

For an informal discussion please contact:
Mr M Field—Head of PE
mfield@redhill.dudley.sch.uk

Please send completed Application Form to:
Mrs S Williams, Redhill School, Junction Road, Stourbridge, DY8 1JX
or jobs@redhill.dudley.sch.uk or apply via TES

CLOSING DATE: Monday 4th July 2022 (9am)
INTERVIEWS: TBA
Only successful candidates will be contacted
Please contact the Headteacher's PA, Mrs Joanne Endicott, to arrange a visit (01384 816355).