



# THE WELLS ACADEMY

Integrity Resilience Ambition

# Welcome from the Principal

I feel incredibly privileged to be the Principal of The Wells Academy.

Education has the power to transform lives and it is our mission at Wells to provide our students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

At Wells, we strive for excellence and believe all children are entitled to an exceptional quality of education that is built upon a culture of high expectations, an ambitious and inclusive knowledge-rich curriculum and teachers that are inspirational subject experts. We are confident that this approach will empower our students to reach their full potential.

What makes Wells truly brilliant is our talented and dedicated staff and we are always keen to find people that are aligned to our mission. We extend an open invitation to colleagues wishing to visit us during the day to witness our academy 'in action' and are more than happy to meet with and talk to prospective candidates.

Thank you for taking an interest in our academy. We look forward to hearing from you.



**George Coles**  
Principal, The Wells Academy



# Who we are

## Why do we exist?

We exist to provide our students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

## What do we do?

We teach students a knowledge rich curriculum and support them to gain the very best qualifications.

## How will we succeed?

1. Uphold a culture of high expectations
2. Develop an ambitious and inclusive knowledge-rich curriculum
3. Raise standards of expert, evidence-informed teaching

## How do we behave?



### Integrity

We are honest and do the right thing, even when no one is watching. We are always kind and courteous in our words and actions. We are courageous and stand up for what is right.



### Resilience

We work hard and are self-disciplined. We persevere when things get difficult. We embrace challenges as an opportunity to grow.



### Ambition

We hold high expectations of ourselves. We resist making excuses. We form positive habits to achieve greatness.



# THE WELLS ACADEMY

## Teacher of Inclusion

The Wells Academy is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

### Job details

**Salary:** MPS/UPS

**Hours:** 32.5 hours, per week

**Contract type:** Full time, permanent

**Reporting to:** SENCO

**Responsible for:** Teaching

### Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions document (STPCD)
- Meet the expectations set out in the Teachers' Standards
- Assist in the smooth running of the academy at all times

### Duties and responsibilities

#### Specific responsibilities

- Develop and deliver tailored lessons for an alternative curriculum pathway to meet the diverse needs of Key Stage 4 students
- Incorporate functional skills (literacy, numeracy and life skills) into teaching to enhance real-world application
- Act as a lead for any life skills programmes, ensuring centre compliance with all required aspects of delivery, moderation and certification as stipulated by the awarding body
- Collaborate with the SENCO to design, implement and review Pupil Passports, ensuring targets are SMART and personalised
- Monitor and report on student progress against Pupil Passport goals and curriculum objectives
- Act as a key worker or mentor for students on the pathway, providing individualised guidance, encouragement and advocacy
- Advocate for students' needs in staff meetings, parental consultations and discussions with external agencies
- Implement positive behaviour management strategies tailored to students in the programme
- Design strategies to improve student engagement and reduce barriers to learning, including supporting transitions between school, home and other settings
- Liaise with external providers, vocational trainers, therapists and alternative education providers to enhance the student experience
- Coordinate referrals for additional support services such as counselling or speech and language therapy

- Communicate regularly with families, updating them on progress and challenges while offering resources or workshops to support learning at home
- Work closely with the SENCO, Pastoral Team and Inclusion Team to identify and address emerging needs
- Share strategies and insights with colleagues to promote whole-school inclusivity

### **Teaching**

- Plan and teach well-structured lessons to assigned classes, following the academy's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of students
- Set high expectations that inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing students for external tests

### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures, so as to support the academy's values and vision
- Make a positive contribution to the wider life and ethos of the academy
- Work with others on curriculum and students development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

### **Health, safety and discipline**

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

### **Professional development**

- Take part in the academy's appraisal procedures
- Take part in induction, further training and development in order to improve own teaching

### **Communication**

- Communicate effectively with students and families
- Working with colleagues and other relevant professionals
- Collaborate and work with colleagues and other relevant professionals within and beyond the academy
- Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside academy
- Have proper and professional regard for the ethos, policies and practices of the academy, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

The teacher will be required to safeguard and promote the welfare of children and young people, and follow academy policies and the staff code of conduct. Please note, this is illustrative of the general nature and level of 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.

#### Person specification

Criteria	Qualities
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Successful teaching experience</li> <li>• Evidence of professional development relevant to this role</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Good knowledge of legislation and guidance on curriculum requirements</li> <li>• Outstanding classroom practice, constantly showing a positive and resilient approach to students and staff</li> <li>• Excellent communication and organisational skills</li> <li>• Knowledge of effective teaching and learning strategies</li> <li>• A good understanding of how children learn</li> <li>• Ability to adapt teaching to meet students' needs</li> <li>• Ability to build effective working relationships with students</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies</li> <li>• Good IT skills, including previous use of SIMS, ClassCharts and CPOMS</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships with staff and other stakeholders</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• High expectations for all students and belief in bringing out the best in all</li> <li>• Commitment to upholding and promoting the ethos and values of the academy</li> <li>• Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the academy</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to equality</li> </ul>