



Truro and Penwith Academy Trust is a supportive and collaborative organisation with one primary focus: the improvement of teaching and learning within Cornwall.

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| Job Title: | Teacher |
| Salary Range: | MPS/UPS |
| Hours: | Full time/ Part time |
| Base: | Hayle Academy |
| Responsible to: | Head of Faculty and Leadership Team Line Manager |
| Responsible for: | The provision of high quality teaching, intervention and student support |
| Important Functional Relationships: Internal/External | <u>Internal:</u> Headteacher, School leadership team, Head of Faculty, staff, students <u>External:</u> Parents, visitors to the school |

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| Key Purpose of the Role: |
| <ul style="list-style-type: none"> To provide high quality teaching, intervention and student support. |

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| Main Duties and Responsibilities: |
| <ul style="list-style-type: none"> Teach across the 11-16 age and ability range. Contribute to the development of teaching through the implementation and delivery of an appropriately, broad, balanced, relevant and differentiated curriculum for students within the school. Contribute to the sustained and rapid improvement of the quality of teaching and progress of students through planning, assessment, curriculum development and sharing of practice. Facilitate and encourage an appropriate, challenging and exciting learning experience, which provides students with the opportunity to achieve their individual potential. Innovate and share learning from trialling new approaches. Set targets, monitor, evaluate and promote the progress and development of students. Participate in CPD activities to support the development of the school and subject team. Lead and participate in a range of extra-curricular activities which enrich and broaden students learning and life-experiences. Exploit all opportunities to embed the school's culture of high attendance, role modelling the importance of punctuality and high attendance to others within the school community. Actively support the school's expectations for behaviour, role modelling the school values to others within the school community. Implement the school's behaviour policy consistently, fairly and respectfully and provide advice and support to colleagues. Take action to develop mutually respectful relationships with stakeholders. Role model de-escalation strategies to avoid and minimise conflict and confrontation and use restorative approaches to repair and resolve conflict when it does arise. Be an effective Form Tutor by providing high quality mentoring, guidance and support for students. Develop and foster effective relationships with parents and carers through clear, regular and effective use of the school's communication tools. Liaise with the SENDCo and Learning Support assistants to ensure that students identified as SEND make high rates of progress and are provided with appropriate support to meet their needs. Have particular regard for the needs and barriers faced by disadvantaged and vulnerable children and provide effective teaching and support to ensure that they make strong progress in their educational and social development, supporting successful progression to post 16 education. Be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and to raise any concerns relating to such procedures, which may be noted during the course of duty. |



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- Be pro-active in identifying and celebrating success, excellence and achievement within the school community, making a positive contribution to the school's ethos and supporting the positive climate for learning for all members of the school community. Exploit communication (e.g. via the school's social media platform and website) to share and celebrate the success of members of the school community.
- Celebrate diversity and inclusion and be a positive role model, giving full support to the school's policies regarding equality of opportunity, the school's code of conduct and national legislation.
- **Understand and consistently apply the national standards for teachers to all aspects of practice.**
- Share knowledge, understand and skills with colleagues within the school and Trust partner schools in a way that fosters collaboration and builds positive partnerships for the benefit of the school, students and the wider community
- Exploit opportunities to connect to the community: proactively identifying and building partnerships with employers and local community organisations to enrich and improve the learning and opportunities for students.
- Maintain confidentiality of information acquired in the course of undertaking duties for the school, adhering to the school's policies for data protections (GDPR).
- Be aware of, and work within school policies and expectations including, but not exclusively, attendance, dress code, appropriate conduct in and out of school, use of IT systems, teaching and learning, curriculum, assessment and marking, homework, reporting.
- Take responsibility for maintaining a positive working environment for students and colleagues by consistently implementing the school's standards for workplaces: keep workspaces tidy, well-organised and well-resourced and use display to support learning and high standards in line with the school's standards.
- Take a pro-active approach to individual professional development: identifying own needs, training opportunities and seeking and responding to feedback: make a positive contribution to the school's ethos of life- long learning and professional growth. Ensure that subject knowledge and understanding of teaching, pedagogy and education and kept updated by proactively seeking out and exploiting professional networks and training both within and beyond the locale.
- Undertake other duties appropriate to the grading of the post as required and as requested by line manager and Headteacher.

General/Other:

- Act in accordance with the seven principles of public life (Nolan Principles): selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



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PERSON SPECIFICATION

| Attributes: | Essential | Desirable | Recruiting method |
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| Education and Training | Qualified Teacher Status or ECT/NQT Degree in relevant subject or related discipline. Appropriate Level 2 and 3 qualifications in a range of subjects including Maths and English | Master level qualification in relevant subject Other relevant qualifications e.g. first aid | Application form |
| Relevant Experience | Employ a variety of teaching styles Up to date knowledge of the subject and curriculum Ability to promote high standards of progress Ability to provide high quality teaching and learning Innovative in practice to enhance learning. Excellent ICT skills Excellent subject knowledge Effective Form Tutor Able to inspire students including those who are vulnerable, disadvantaged and have special educational needs, to love learning | Knowledge of main and related subjects Experience of using ICT in classrooms to promote learning | Application form and interview |
| Special Knowledge & Skills | Enthusiastic Approachable | Experience of teaching AS or related qualifications Experience of teaching in other educational settings | Interview |



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| | <p>Willingness to share expertise</p> <p>Hardworking and conscientious</p> <p>Good sense of humour</p> <p>Good interpersonal skills</p> <p>Caring</p> <p>Work independently and as part of a team</p> <p>Flexible approach</p> <p>Innovative</p> | e.g. primary, special education | |
| Additional factors | <p>Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people.</p> <p>Committed to equality of opportunity and inclusion</p> | | Application form and interview |

Special Conditions related to the post

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.

Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment:

- Enhanced Disclosure & Barring Service (DBS) Certificate with barred list information
- Receipt of two satisfactory employer references one of which must be from your current or most recent employer
- Satisfactory verification of relevant qualifications
- Satisfactory health check

All new employees will be required to undertake mandatory training required by the Trust.

How to apply:

To download an application pack please visit: Cornwall Council Website
Please complete an application form in full and by **post/email return** to Andrea Daddow, Headteacher's PA.
Please note that we do not accept CVs.



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| Contact details: | Address: Hayle Academy, 3 Highlanes, Hayle, Cornwall, TR27 4DN. Tel: 01736 753009 E-mail: adaddow@hayle.tpacademytrust.org |
| Closing date: | Please note that if you have not received a reply within 28 days of the closing date you must assume that, on this occasion your application has been unsuccessful. |
| Interview date: | |

Truro and Penwith Academy Trust is committed to providing employee benefits that motivate and reward our employees.

Our benefits include:

- A competitive salary
- You will be eligible to join the teacher pension scheme
- Previous continuous service will be recognised
- Family friendly policies
- Childcare vouchers
- Local and national discount schemes and initiatives
- Continued professional development support

To find out further information please visit Trust's website at: www.tpacademytrust.org

Amended March 2023