RECRUITMENT PACK:
Full Time Permanent
Teacher of English
2020 Start
The Vision for Education within a Church of England Academy

There are fundamental reasons, rooted in the Bible, which have motivated centuries of Christian involvement in schooling in this country and around the world. The God of all creation is concerned with everything related to education.

There is a fresh articulation of the Church of England’s vision for education as we meet the challenges and take the opportunities offered by the present situation. It is not simply for Church schools but, recognising the Church of England’s involvement in education over many centuries, seeks to promote educational excellence everywhere, for everyone. In Church schools like St Edward’s Church of England Academy, the deeply Christian foundation for this vision will be seen explicitly in teaching and learning both in RE and across the curriculum, and also in the authentically Christian worship and ethos. The Church’s vision for education can be expressed and promoted as one of human flourishing that inspires what the school is and does.

The vision is deeply Christian, with the promise by Jesus of ‘life in all its fullness’ at its heart. This vision embraces the spiritual, physical, intellectual, emotional, moral and social development of children and young people. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but set them in a wider framework. This is worked out theologically and educationally through four basic elements which permeate our vision for education:

- Wisdom
- Hope
- Community
- Dignity

The vision, in line with the Church of England’s role as the established Church, is for the common good of the whole human community and its environment, whether national, regional or local. It is hospitable to diversity, respects freedom of religion and belief, and encourages others to contribute from the depths of their own traditions and understandings. It invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.
St Edward’s Church of England Academy Vision, Ethos and Values

The Vision
At St Edward’s we are commissioned to celebrate, support and respect the talents and potential of all in our community. Here we are all journeying together in order to learn through faith, grow through hope and achieve through love allowing all to live life in all its fullness.

The Ethos and Values
St Edward’s Church of England Academy has a clear ethos and values that underpin all that it does which are based upon the teachings of Jesus Christ.

Our ethos and values are encompassed in the word RESPECT.

Each letter within this word hold further meaning and are central to what we believe our Academy and the community it serves stand for and strive to live out in as we fulfil the Academy motto:

‘Learn for Life’

- Recognise and Encourage - everyone’s potential, individual skills and talents
- Strive to be the best we can be
- Prepare for the challenges of life
- Empathise - promoting the values of respect, kindness, compassion, fairness, forgiveness, love, honesty and trust
- Christian – a community where we learn from the teachings of Jesus so that we can contribute to the family of St Edward’s and beyond
- Teamwork – an environment where we work together so we can all achieve our potential
INFORMATION FOR APPLICANTS:
Full Time English Teacher – Permanent
April or September 2020 Start Date

Welcome to St Edward’s Church of England Academy.

We aim to recruit inspirational individuals. For this reason, we would like to clearly articulate our vision, values and expectations when collating information for applicants.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people;
- are passionate about the processes of learning and teaching, and are eager to continually develop their own skills;
- recognise that teaching can be a demanding job, but react positively to those demands;
- will subscribe to the ethos of the Academy and ‘go the extra mile’ in terms of time and commitment to achieve the very best from our young people;
- are quick to praise;
- will inspire, motivate and nurture pupils;
- gains satisfaction from seeing our children flourish;

Finally, I am conscious that this may be your first contact with our Academy and indeed, first impressions are incredibly important. I hope what you read here, coupled with any additional information you discover about us, inspires you to apply for this post. I highly recommend a visit prior to any application.

Tom Hutchinson
Principal
The Post
From April or September 2020, we are actively seeking to appoint a full time Teacher of English to teach across both Key Stages 2 and 3. The successful applicant will be part of a dynamic and committed staff team who are driven and forward thinking.

We are looking for an individual who is not only highly motivated, but also an inspiring practitioner whose inclusive and enthusiastic practice generates a desire to succeed in all pupils.

In return, we offer a fully supportive environment that is committed to the continuing professional development of all staff together with their personal wellbeing.

Applications are welcomed from both NQTs and experienced teachers from both primary and secondary backgrounds.

RECRUITMENT TIMETABLE
Closing date for applications (by 08:00am) – 10th January 2020
Final shortlisting and contact with candidates – 10th January 2020
References will be requested at this stage
Interviews – To be confirmed
JOB DESCRIPTION

Full time Teacher of English

Salary Range: Main Scale to Upper Pay Scale (£24,373 - £40,490)

Responsible to: Faculty Leader of English

Responsible for: All aspects of the teaching and learning of English within the Academy

Generic Principle Responsibilities:

• Maintain and develop the Christian character of the school and the vision of the Church of England in accordance with the directions given by the Academy Governors and subject thereto to those given by the Principal
• Play a central role in supporting the essential focus of our Academy which, as a Church of England community, is the provision of a wholesome education, enabling all pupils to flourish and so fulfil their intellectual, moral, physical, social, emotional and spiritual potential
• Meet all the Teachers Standards, the criteria of the school pay and conditions document and the responsibilities of a teacher in addition to those outlined below
• Undertake the roles of a form teacher including pastoral and academic support, class registers and assemblies

Accountability:

• The subject teacher will be directly accountable for the progress of their classes
• They will report to their subject line manager and will be monitored and evaluated on their impact
• Raise standards of pupil attainment and progress of all pupils
• Ensure the provision of effective strategies for monitoring, mentoring and intervention to support pupil academic progression and address underachievement of pupils
• To track the progress and achievements of pupils
• Ensure the Gospel values and teachings are supported and modelled
Principle responsibilities of the post:

Leadership and Management:
- Attend all faculty meetings as required.
- Support and enhance the Christian life of the school through contributing to the liturgical life of the school.
- Meet regularly with the Line Manager for the faculty as required by the Principal.
- Ensure communication is upheld with all members of the faculty and/or department.
- Contribute to a co-operative team who understand their responsibilities and are consistent in the practice of Academy policies and procedure.
- Contribute to school liaison and marketing activities and the effective promotion of the school and faculty at all events.
- Attend all CPD as required.
- Undertake other tasks as reasonably required by the Principal.

Quality of Teaching and Learning:
- Adhere to professional duties for purposes of Academy self-evaluation, i.e. assessment, recording, reporting of achievement.
- Adhere to the Academy monitoring of teaching and learning policy.
- Comply with Academy assessment, marking and reporting policy.
- Plan and prepare programmes of work and lessons to ensure continuity and progression.
- Set and mark classwork and homework according to the Academy marking (Encouragement and Recognition) policy.

Curriculum development:
- Take such part as may be required in the review, development and management of activities relating to the curriculum.
- Ensure delivery of cross-curricular initiatives.
- If necessary, be prepared to teach a range of subjects, as directed by the Principal.
- Contribute to the realisation of the Academy curriculum vision and priorities.
- Keep up to date with curriculum development issues, including: within school, locally and nationally.
- Be up to date and familiar with the vision for education of the Church of England and how that impacts on the English curriculum.
• Support the SLT to deliver the ‘Church of England Vision for Education; Deeply Christian, Serving the Common Good,’ through character education and high standards of teaching and learning

**Behaviour for Learning:**
• Follow the school Behaviour for Learning policy

**Attitudes and Beliefs**
• Uphold the ethos and values of the Academy
• Promote a 'can do' culture and have an unreserved belief that all can succeed.
• Take full responsibility for one's own actions
• Actively promote equality, diversity and inclusivity throughout all aspects of Academy life
• Have a full commitment to ensure a caring, healthy and safe environment
• Demonstrate a commitment to continuous personal and organisational improvement to high professional and personal standards of work

**Note:**
1. This job description is current as at the date shown below. In consultation with you, it is liable to variation in order to reflect changes in the job.
2. In addition to the above, you may be required to undertake such other duties as the Principal may require and as may be reasonably commensurate with your grade.
3. You will be expected to participate in development reviews and undertake personal development and training, which may be of benefit to you and the Academy. You may also be required to undergo Emergency First Aid Training and undertake the duties of an Academy First Aider.
4. All staff are required to understand and follow the latest KCSIE. Senior Leaders are expected to read, understand and comply with the whole document.
Subject Teacher - Person Specification

[A] Training and Qualifications

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<tr>
<th></th>
<th>Essential or Desirable</th>
<th>How/when measured</th>
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<tbody>
<tr>
<td>Qualified teacher status</td>
<td>E</td>
<td>A (Certificate)</td>
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<tr>
<td>Honours degree or equivalent</td>
<td>E</td>
<td>A (Certificate)</td>
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<tr>
<td>Commitment to personal/professional development</td>
<td>E</td>
<td>A/I/R</td>
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<tr>
<td>Practising Christian</td>
<td>D</td>
<td>A/I</td>
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[B] Experience of Teaching

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<tr>
<th>Experience of teaching KS2 and KS3 students</th>
<th>Essential or Desirable</th>
<th>How/when measured</th>
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<td></td>
<td>D</td>
<td>A/I/R</td>
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[C] Professional Knowledge and Understanding

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase and to technology education:

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<th>Essential or Desirable</th>
<th>How/when measured</th>
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<tr>
<td>Secure knowledge and understanding of the concepts and skills in own subject</td>
<td>E</td>
<td>A/I/R</td>
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<td>Clear understanding of the NC requirements of the subject and its assessment.</td>
<td>E</td>
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<td>Ability to employ a range of effective teaching, learning styles and assessment methods</td>
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<td>Ability to use assessment data to inform planning and set targets</td>
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<tr>
<td>Strong command of subject area</td>
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<td>A/I/R</td>
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<tr>
<td>Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning</td>
<td>D</td>
<td>A/I/R</td>
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<tr>
<td>The distinctive nature of a Christian school</td>
<td>D</td>
<td>A/I/R</td>
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[D] Personal and Professional Skills, Qualities and Attributes

Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessed during the interview process and from the references. Within the context of a Church of England school, applicants should be able to:

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<th></th>
<th>Essential or Desirable</th>
<th>How/when measured</th>
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<tr>
<td>Commitment to developing and enhancing the schools Christian Ethos</td>
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<td>Ability to raise achievement for all</td>
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<tr>
<td>Commitment to ensuring excellent standards of behaviour at all times</td>
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<td>A/I/R</td>
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<tr>
<td>Excellent communication skills</td>
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<td>A/I/R</td>
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<tr>
<td>Criteria</td>
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<tr>
<td>Commitment to role of tutor for a group of students and the benefits of pastoral care</td>
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<td>High personal standards and expectations of students and colleagues</td>
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<tr>
<td>Ability to motivate and inspire students</td>
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<td>A passion for teaching and high levels of commitment, motivation and initiative</td>
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<td>Open-mindedness</td>
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<td>A forward-thinking approach</td>
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<td>Excellent interpersonal skills</td>
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<td>Ability to be reflective and self-critical</td>
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<td>Potential for further promotion</td>
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<td>Willingness to take on other roles and responsibilities within the department</td>
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<td>Ability to establish good working relationships and effective teamwork</td>
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<td>Excellent role model for other staff and for students</td>
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HOW TO APPLY
Please read the information in this pack. If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to St Edward’s Church of England Academy.

If you would like an application pack or a discussion with the Principal in confidence about the post, please contact Mrs Bridget Lowe 01538 714740 or via email on lowe.b@st-edwards.staffs.sch.uk

Please do not send a general letter; we really are looking for someone who is prepared to respond to us as an individual school. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please ensure that you address your application to

Tom Hutchinson
Principal
St Edward’s Church of England Academy
Westwood Road
Leek
Staffordshire
ST13 8DN