

Candidate Pack

Teacher of English



At Flegg we put the student at the heart of the curriculum. Guided by our core values of kindness, aspiration and respect, we believe that every child, regardless of background or ability has the right to an excellent education that helps them to be and become the best version of themselves.



KINDNESS • ASPIRATION • RESPECT



AN OAT ACADEMY



Vacancy: Teacher of English

Flegg High Ormiston Academy is part of the Ormiston Academies Trust. The academy has an excellent profile locally and has won many prestigious awards. We actively promote development of the whole child, as well as ensuring access to a broad and balanced curriculum and excellent extra-curricular opportunities. Quite simply, we believe that every member of Flegg High Ormiston Academy has the right to be happy, safe and successful.

We are seeking to recruit an enthusiastic English teacher to join our dedicated and collaborative team with a strong focus on securing progress for every student. The successful applicant will have drive, energy and the vision and determination to ensure all our students make progress every lesson. This post would be suitable for an ECT.

What we offer

- The opportunity to join an aspiring academy with exciting plans for the future
- Supportive working environment where all staff are valued
- An academy that is fully dedicated to developing every student to reach their full potential, irrespective of their ability or starting point
- High-quality range of professional development opportunities both within and outside the trust
- Company pension scheme
- Free onsite parking
- Free access to counselling and well-being support
- Vivup reward and discount scheme - save money on everything from the supermarket shop to summer holidays
- Cycle to work scheme
- Car benefit scheme
- Access to school gym

Salary: MPS/UPS

Start Date: September 2024

Closing Date: Sunday 28th April 2024

Interview Date: W/C 29th April 2024

To find out more or visit the academy please contact Mrs Spooner on 01493 749207 or email principalsoffice@fleggoa.co.uk

Job Description

Name:

Job Title: English Teacher

Grade: MPS/UPS

Responsible to: Subject Leader

Purpose: Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated subject area as appropriate.

This school is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School's ethos, policies and practices, under the direction of the Headteacher.

1. Teaching

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the School's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Set and mark work to be carried out by the pupil in school and elsewhere.
- Participate in arrangements for preparing pupils for external examinations.

2. Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the School's policies, practices and procedures in such a way as to support the School's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety and discipline

- Promote the safety and well-being of pupils in accordance with the School's Child Protection and other relevant policies.
- Maintain good order and discipline among pupils in accordance with the School behaviour policy.

4. Management of staff and resources

- Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to you in accordance with School policies.

5. Professional development

- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

- Communicate with pupils, parents and carers in accordance with the School ethos, policies and practice.

7. Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the School.
- Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the School, which require the exercise of your professional skills and judgment.

8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the School.
- Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the School's plans for improving the School's educational provision and performance and improving the educational opportunities of pupils at that School.

Review

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties.

Signature _____ Date _____

Main Pay Scale Person Specification

The successful applicant will be able to demonstrate the following minimum requirements in their career to date

| MINIMUM REQUIREMENTS | ESSENTIAL | DESIRABLE | MEASURED BY A – Letter of application B – Exercise/Activity C – Interview |
|----------------------|-----------|-----------|--|
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Qualifications and Experience

| | | | |
|---|---|---|------------|
| Qualified Teacher Status | ✓ | | A and C |
| Degree in related subject | | ✓ | A and C |
| An excellent classroom practitioner | ✓ | | A, B and C |
| Proven track record of results and of helping to raise standards | ✓ | | A, B and C |
| Previous experience of involvement in significant improvements within an Art department | | ✓ | A, B and C |

Knowledge and Skills

| | | | |
|---|---|--|------------|
| Ability to build and form good relationships with students, colleagues and other professionals | ✓ | | A, B and C |
| Ability understand school roles & responsibilities including own and those of colleagues | ✓ | | A, B and C |
| Ability to improve through self-evaluation and to identify areas for improvement | ✓ | | A and C |
| Strong verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students and other professionals | ✓ | | A, B and C |
| Working knowledge of relevant policies, procedures, codes of practice, and awareness of relevant legislation such as health & safety and safeguarding | ✓ | | A and C |
| Confidence and competence in the use of ICT and in the analysis and manipulation of data in order to secure improvement | ✓ | | A, B and C |
| Clear understanding of the strategies available to raise student performance and improve outcomes | ✓ | | A, B and C |
| Excellent motivation skills, enthusiasm and passion for the subject | ✓ | | A and C |

Personal Qualities

| | | | |
|--|---|--|------------|
| Ability to set high standards and work as a role model | ✓ | | A, B and C |
| A positive, optimistic, ambitious approach to education and supporting young people to be the best they can be | ✓ | | A, B and C |
| Ability to effectively listen and show empathy when required | ✓ | | A, B and C |
| Ability to show initiative and to prioritise one's own work even when under pressure. Ability to 'self-start'. | ✓ | | A, B and C |
| Able to follow direction and work in collaboration with colleagues at all levels | ✓ | | A, B and C |
| Able to work flexibly to meet deadlines and respond to unplanned situations | ✓ | | A, B and C |
| Efficient and meticulous in organisation | ✓ | | A, B and C |
| Desire to enhance and develop skills and knowledge through CPD | ✓ | | A and C |
| Commitment to the highest standards of child protection and safeguarding | ✓ | | A, B and C |
| Recognition of the importance of personal responsibility for Health & Safety | ✓ | | A, B and C |
| Commitment to the school's ethos, aims and its whole community | ✓ | | A and C |