



THE DEAN ACADEMY

Preparing you today for a successful tomorrow



TEACHER OF GIRLS' PE (MATERNITY COVER)





Teacher of Girls' PE to cover maternity leave

(M1-6 and UPS 1 - 3. Start date: 4th November 2024 - exact length of contract unknown)
Flexible working applications will be considered.

Are you a driven and motivated Teacher of PE looking to gain new experience and take the next step in your career? Do you want to be part of a collaborative and forward-thinking school that is rapidly improving? We are looking for a talented and ambitious teacher to join our highly successful PE department to cover a maternity.

We are looking for a talented and ambitious Teacher of PE (particularly Girls' PE). This is an exciting opportunity to join a good school with experienced staff and an ambitious Senior Leadership Team. You will receive exceptional CPD and be an integral part of a small but growing department. The successful candidate will be responsible for the planning, teaching and assessing of classes throughout Key Stages Three and Four.

The Dean Academy is an 11-16 school that will have approaching 750 students on roll by September, in Lydney, in the beautiful Forest of Dean. As a small, local and fully comprehensive school, The Dean Academy is part of the highly successful Athelstan Trust. We are a school who have been on an incredible journey of rapid improvement and were judged as "good in all areas" in September 2021. The successful candidate will share the drive and ambition of our dedicated staff in continuing this community of transformation and will be keen to deliver exceptional education in a "school where students thrive" (Ofsted, 2021).

The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. If successful in being called for interview, all candidates are expected to apply for an enhanced DBS before appointment is confirmed. References will be sought for shortlisted candidates before interview. Please be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

Closing Date: Friday 6th September 2024, 12 Noon.

Applications will be considered as they are received; we reserve the right to make an appointment prior to the closing date.





Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

Discounts at local gyms





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of five secondary schools and two primary schools in Wiltshire, Gloucestershire and South Gloucestershire. Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We intend to enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

Tim Gilson

Chief Executive Officer

The Athelstan Trust





Dear Candidate,

Thank you for the interest you have shown in working at The Dean Academy, part of The Athelstan Trust. We are one of the most improved schools in the South West and we are driven by becoming the local school of choice for all families and staff. Situated close to the border of Gloucestershire and Monmouthshire in an area of outstanding natural beauty, we are looking to appoint staff who are highly effective, resilient, and motivated, and are up for the challenge of building a truly exceptional school.

We are a school which has been on an incredible journey of improvement and were judged as “good in all areas” in September 2021. Our GCSE results this summer, the best in the school’s history, further highlight the impact of our work to raise standards and are set to continue to improve. We are therefore expanding rapidly. We expect the number of students on roll to grow towards 800 by 2024, which includes an increase to eight-form entry in our expected Year 7 cohort in September 2024. This dramatic increase in scale brings amazing opportunities for everyone involved in our community and it is a very exciting time to be thinking about joining our organisation. We look forward to hearing from you if you think you could make a difference and have something to bring to a school “where pupils thrive”.

If you choose to join our team and work with us at The Dean Academy we can offer:

- An exciting career in a rapidly improving, highly ambitious workplace
- The chance to join an incredibly supportive group of colleagues, leaders, local governors and Trust leaders
- A personalised coaching programme so you can fulfil your potential as a teacher / leader
- The opportunity to work collaboratively within The Athelstan Trust
- An opportunity to work within our truly comprehensive school and become an integral part of the school and local community

Please feel free to contact the school for a tour as you consider your application, and we look forward to meeting you!

Richard Brand
Headteacher





Job Description –Teacher of PE

A. Professional Expectations

- Follow The Dean Academy Code of Conduct and meet the expectations of the National Professional Standards for Teachers at the appropriate level
- A commitment to safeguarding children and to following the agreed policy and procedures
- Promote the Core Values and the professional expectations of the academy, and implement all academy policies
- Take responsibility for personal CPD and participate pro-actively in the Appraisal process
- Liaise with SENCO and other relevant colleagues to ensure that all students' needs are met
- Maintain an effective working relationship with Line Manager, and other colleagues in the academy, Link Governor and parents/carers.
- Work collaboratively with appropriate outside agencies
- Work collaboratively to ensure the continued success and future development of the subject
- Assess Health and Safety risks and ensure that obligations are fulfilled
- To participate in the meetings programme of the school

B. Teaching and learning

- Create and maintain a positive ethos of success in the classroom
- Ensure that students fulfil the requirements of examination courses to ensure maximum student achievement in examinations
- Ensure curriculum coverage, continuity and progression
- Deliver high quality lessons
- Develop best practice in teaching and learning methods to secure engagement of students
- Ensure effective Assessment for Learning
- Use information about students' prior achievements to secure progress
- Set high expectations and targets for students





- Set regular tasks for independent learning, marked frequently with written feedback and “next steps” in line with academy policies
- Become a reflective practitioner and life-long learner
- Promote equal opportunities and tackle discrimination or inequality of any kind
- Ensure that good practice is shared across the department and across the academy.
- Manage learning resources effectively, including ICT
- Maintain and develop resources to create a stimulating and effective environment for Teaching and Learning
- To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher
- To keep accurate records of the work covered by all teaching groups, including records of homework and coursework set as part of the scheme of work
- To keep accurate records of students’ progress and prepare such assessments and reports as are required by the faculty/subject area, school or National Curriculum
- To maintain accurate records of students’ attendance at lessons and notify the Director of Faculty and form tutor of any unusual absences
- To contribute to the schemes of work and the improvement plan for the faculty/subject area
- To liaise with, and set appropriate tasks for, Teaching Assistants allocated to groups or individuals taught
- To carry out tasks allocated in accordance with the faculty/subject area improvement plan and met the targets set within the faculty/subject area plan





Subject Teacher -Person Specification

| Essential | Evidence | Desirable | Evidence |
|---|---|------------------|---|
| 1. Commitment to safeguarding children and following appropriate procedures | | | |
| 2. Commitment to, and promotion of our academy core values | Application References | | Application References |
| 3. Excellent classroom practitioner | Observed lesson References | | |
| 4. Commitment to the principles of the secondary strategy | Application Interview Observed lesson | | |
| 5. Ability to develop and lead innovative Teaching and Learning Strategies. | Application Interview | | |
| 6. Excellent organisational and communication skills | Interactions during the process References | | Interactions during the process References |
| 7. Sense of humour Good interpersonal skills | Application Interview Interactions during the process References | | |
| 8. An ability to work effectively with staff and students, and to use data effectively to drive up standards. | Application Interview Interactions during the process References | | |
| 9. Ability to manage student behaviour to ensure effective learning | Application Observed lesson Interview References | | |
| 10. QTS status | Essential. | | |

