



THE CHALK
HILLS ACADEMY

WHY WORK FOR THE CHALK HILLS ACADEMY?

ABOUT US

- £30 million state of the art building with well-equipped classrooms, in an Ofsted rated 'Good' school.
- You'll be working alongside a collaborative, forward thinking Senior Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- An academy 'Social and Wellbeing' team.

SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226** or jpowell@advantageschools.co.uk

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 with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.



HERE'S WHAT OFSTED HAVE TO SAY

"Teachers have high expectations for their behaviour and learning"

"Pupils are safe and happy at The Chalk Hills Academy."

Ofsted November 2023

MEET OUR LEADERSHIP

Dear Applicant,

I am delighted that you have shown an interest in working at The Chalk Hills Academy. The information in this booklet is designed to give you a flavour of the school and to inform your decision making. You can find out further information on our website at www.thechalkhillsacademy.co.uk.

The Chalk Hills Academy is a thriving and unique 11–18 school in the west area of Luton. The ethos of our school is a clear one: To provide all children with the highest quality of teaching of an excellent academic curriculum, which enables them to become highly educated and to be full and active participants of society. We do not make exceptions in our high aspirations. At Chalk Hills, we pride ourselves on providing a nurturing environment that also challenges students to achieve the highest academic standards.

Ofsted recognises the school as being a 'good school and good in all areas', confirming something we already know. While such affirmation is important, it is the students' own attitudes alongside the high-quality teaching provided by our staff that leads to them doing so well. We also know that to achieve our aims, strong partnerships and effective collaboration are essential. The school is part of Advantage Schools, a trust of 10 schools across Bedfordshire and the surrounding areas. We share our practice and beliefs to enable young people to achieve the very highest standards. A strong and effective partnership with parents also underpins the work we do in school to support our students and we look forward to working with you to achieve this.

Candidates for this role must be committed to outstanding, inclusive education and this will be a focus throughout the recruitment process. We are a centre of academic excellence, with an ambitious curriculum and a determination to keep teaching and learning at the heart of everything we do. Students attain strong outcomes and many progress to prestigious universities and apprenticeships. We are equally committed to the personal development of our students and have a strong pastoral structure and an extensive extra-curricular programme to ensure our students have opportunities to experience 'Above and Beyond'.

I extend a warm invitation to you to visit us and see what makes our Academy a very special educational establishment. If you would like to arrange a visit, please contact the school.

Best wishes,
Natasha Jabbar
Principal



NATASHA JABBAR, PRINCIPAL

VISION



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards. At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We:

- provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be
- act honestly and transparently, advocating for pupils even when this causes difficulties
- work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff
- focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression

AMBITION

We:

- provide exceptional lessons enabling our pupils to be successful and innovative
- share the best approaches to our key issues, e.g. teaching, assessment, attendance and curriculum development
- offer an interesting and challenging curriculum in each of our schools
- guarantee excellent 2-19 provision, with clear progression routes for all
- expect excellent behaviour and conduct at all times, allowing all to make progress and achieve
- place emphasis on collaboration with partners outside our trust to maximise opportunities for all

BELIEVE

We:

- enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community
- have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets
- provide exciting opportunities both inside and outside of the classroom
- promote can-do attitudes and resilience across the trust that develop belief and high expectations



TEACHING & LEARNING AT THE CHALK HILLS ACADEMY

At The Chalk Hills Academy we have defined what excellence looks like and the behaviours required to achieve it. Our lessons consist of 5 parts, providing consistency and structure. A clearly thought-out lesson has set steps that need to be achieved, with parts in between to be filled with more knowledge through scaffolding and challenge. Engaging with students about expectations, content and outcomes also helps to boost student confidence in the current subject or topic.

At Chalk, we believe in teaching in bite-size chunks and checking for understanding throughout. We deploy various Assessment for Learning techniques to assess students' understanding of what has been taught. This includes question and answer and formative verbal and written feedback, including 'live marking'. We conduct regular re-cap quizzes to help students recall previously taught key objectives and memory content. This is done primarily during lesson starters.

We know that homework develops study habits and independent learning. At Chalk, students are expected to do homework in order to rehearse core knowledge. This can be tracked and monitored, not only by teachers, but also by parents and carers.

Our explicit teaching of effective study strategies prepares students for the requirements of independent study and revision as they progress higher up the school and beyond. Out of hours preparation sessions and the Homework Club allow students to study in focused environments with access to print and electronic resources. Assessment information is used to set challenging work and ambitious targets for students to track their progress over time, to report to parents, and to shape specific interventions for anyone who may fall behind.

We have a Teaching & Learning Team which includes Lead Practitioners who provide training and support to teachers at all levels, not because our teachers are not excellent already, but because we know we can always improve. We are research-informed and we prioritise sharing best practice and principles of high-quality teaching. Leaders at The Chalk Hills Academy are passionate about teaching and learning, teachers at The Chalk Hills Academy are passionate about their subject and students at The Chalk Hills Academy therefore develop the same passion for their subjects and for their journey of life-long learning.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, to an onsite car wash, you can be reassured that we have your best interests at heart.



Staff social events, including 5-a-side football and BBQs



Free eye test vouchers



Free, onsite car parking



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



Refer a friend £500 bonus scheme



Free onsite gym*



Cycle to work scheme



We are in the process of a big benefit review. Watch this space!



Support for all staff with an experienced licensed counsellor

CAREER PROGRESSION

Offering all our colleagues the opportunity to progress and flourish within their careers is paramount at Advantage Schools.

To continue our support for all members of our staff community, we have partnered with the Teacher Development Trust, offering our colleagues the opportunity to further their professional development by studying for specialist NPQs which are all completely funded.

We also offer CPD through The National College, offering a huge variety of CPD courses to all staff.



EMPLOYEE ASSISTANCE PROGRAMME

All colleagues have access to our Employee Benefits Programme, offering them a huge range of perks from vouchers, to free hot drinks or sausage rolls, from online gym classes to free online movies and a substantial **wellbeing package**.

As of 1st September 2024, Advantage Schools merged with The Shared Learning Trust. Below are the key benefits of this merger:



ADVANTAGE
SCHOOLS

ENHANCED CAPACITY

The merged Advantage Schools has greater capacity and resources, enabling us to provide improved support and opportunities for our staff and students. This includes access to additional expertise, shared funding, and facilities that will enrich the educational experience.

CONTINUED GROWTH AND DEVELOPMENT

We will benefit from shared best practices, innovative strategies, and collaborative initiatives that will enhance the quality of education and support services we offer.

IMPROVED SUSTAINABILITY

By creating a larger organisation, we can ensure the long-term sustainability and viability of our educational provision. This move will enable us to navigate challenges more effectively and position ourselves for sustained growth and success in the evolving landscape of education.

COMMITMENT TO EXCELLENCE

We share our commitment to excellence in education. By aligning with a like-minded organisation, we can collectively uphold high standards of teaching, learning, and student outcomes across all 10 schools.

OPPORTUNITIES FOR STAFF DEVELOPMENT

Staff within the trust will have access to additional opportunities for professional development and career progression through a broader network of schools. This will enable our staff to further enhance their skills, expertise, and professional growth.

SCALE AND INFLUENCE

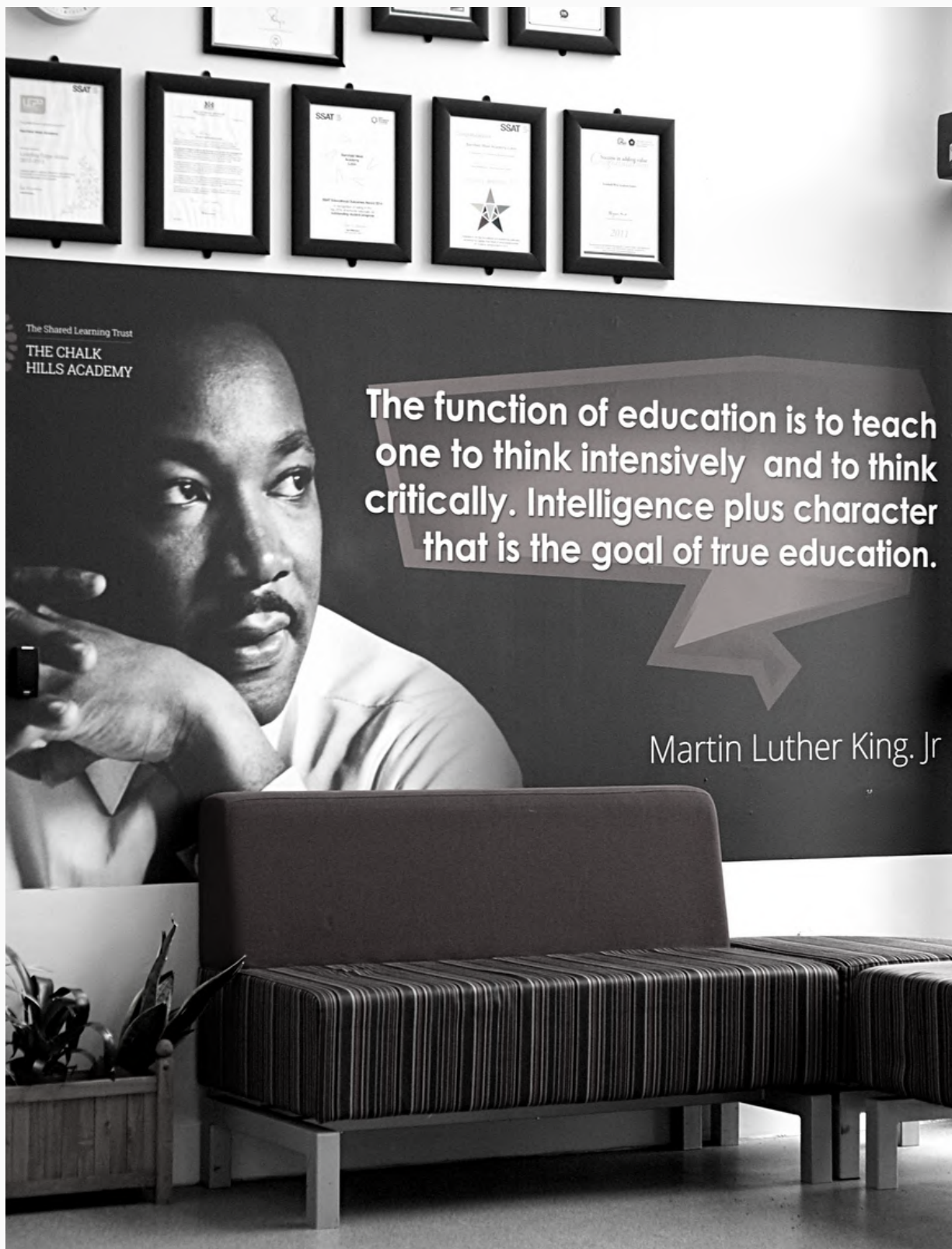
A larger combined business support function will have increased scale and influence in negotiating contracts, partnerships, and collaborations with external vendors, service providers, and government agencies. This will lead to better terms and outcomes for all.



RECRUITMENT BOOKLET



THE CHALK
HILLS ACADEMY



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



THE CHALK
HILLS ACADEMY

Teacher of English

We have an excellent opportunity for a talented and self-motivated Teacher of English to join our wonderful department. We are particularly searching for a teacher who is an excellent, reflective, and creative classroom practitioner with the ability to spread the enthusiasm for the subject beyond the classroom.

You will be someone who is enthusiastic and committed to working as part of a team and is able to build effective working relationships with students and staff.

We are seeking an English teacher to help further the success of our department. You will play an integral role in taking responsibility for raising the standards of attainment for all students through a high standard of learning and teaching.

We are looking for an excellent classroom practitioner that is able to bring stimulating and engaging experiences for our students, challenging them to achieve beyond their expectations and supporting them to become lifelong learners.

It's incredibly important to us here at The Chalk Hills Academy that all our teachers feel valued, listened to, mentored, challenged, and given adequate opportunities to develop. As a Teaching Trust, we offer exceptional teacher training and high-quality professional development programmes catered to your needs. Consequently, we have many success stories of teachers that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

If you want to grow and develop in a fast paced, dynamic, and successful Academy, come and join us at The Chalk Hills Academy!

Key Duties

- Be able to develop, plan and deliver effective and high-quality learning experiences to all students
- Be an aspirational professional who is enthusiastic, influential, and committed to working in pursuit of success for the academy and its learners.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To assess pupils' work systematically and use the results to inform future planning, teaching, and curricular development.

The successful candidate will

- Have qualified teacher status and experience delivering good English lessons.
- Willing and committed to developing and sharing outstanding teaching practice.
- Able to work in partnership with students, parents, staff, academy council and the wider Community.
- Have demonstrable commitment to inclusive teaching and learning.
- Be able to demonstrate the appropriate motivation to work with young people.
- Use data to inform target setting and planning.

Job specifics

Start date: January 2025 or earlier if possible

Salary: AST 1-6 £31,756-£44,015 (dependent on experience)

Job Role: Fixed Term, Full time

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



Job Description

Post English Teacher

Salary MPS (dependent of experience)

Responsible to Curriculum Leader

PURPOSE OF POST:

The appointed candidate will be qualified and experienced in Secondary teaching. We are looking for candidates with a passion and proven success of working with children.

Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated students. They should be good communicators and should be able to engage effectively.

The School Teacher's Pay and Conditions Document gives details of the role and professional responsibilities of teachers. This job description is set within that framework and on the National Standards for Qualified Teachers and is aligned with teacher's expectations for Performance Management.

Responsibilities	Key Tasks MPS1-6	Task Evidence
Teaching Responsibility	<ul style="list-style-type: none"> Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils Plan and prepare lessons to meet the needs of all pupils. Use teaching time and resources effectively to promote learning objectives. Use appropriate classroom organisation for curriculum objectives. Set/mark appropriate, differentiated/challenging work and monitor completion. Record and report on the progress and attainment of pupils. Provide appropriate homework. 	Planning file. Lesson observations. Work sampling. Tracking date and pupil report
Pastoral Care and Supervision	<ul style="list-style-type: none"> Establish a safe and stimulating environment for pupils, rooted in mutual respect Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly Maintain an ordered and disciplined working atmosphere in lessons. Provide guidance to pupils on social and behavioural issues. Supervise pupils in lessons, breaks, moving around the school and off-site. 	Lesson observations. Planning file and behaviour logs
Communication and Liaison	<ul style="list-style-type: none"> Inform parents of half-termly curriculum plans. Attend parent evenings to discuss curriculum issues and pupil progress. Liaise with parents and outside agencies to support pupils. Provide relevant information to other schools. Provide information for Governors and educational agencies. Attend staff meetings and work collaboratively with colleagues. Work in partnership with support staff and provide clear guidance for class helpers which promotes learning objectives. 	Parent meetings. Communication to parents. Liaison meetings/transfer forms. Committee/staff meeting minutes. Communication books.
Performance Management and Training	<ul style="list-style-type: none"> Be accountable for pupils' attainment, progress and outcomes 	INSET/Training record.



	<ul style="list-style-type: none"> • Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these • Guide pupils to reflect on the progress they have made and their emerging needs • Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching • Make a positive contribution to the wider life and ethos of the school • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Communicate effectively with parents with regard to pupils' achievements and well-being • Encourage pupils to take a responsible and conscientious attitude to their own work and study • Attend agreed professional development courses/school INSET to update skills. • Participate in school performance management. • Proactive role in keeping PM file containing suitable evidence for teaching standards and targets set. 	
<p>Curriculum and Management Duties</p>	<ul style="list-style-type: none"> • Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings • Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship • Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy, and the correct use of standard English, whatever the teacher's specialist subject • Draw up and review, as necessary, with staff and governors, the curriculum maps, schemes of work and policies. • Set up resource areas and manage a curriculum budget. • Monitor planning for the provision of PP, SEND, More able and EAL. • Ensure that subject leader monitoring and development folder are kept up to date. • Monitoring quality and standards of implementation. • Contributing to school planning and self-evaluation. • Providing professional support to other teachers and support staff. • Lead appropriate professional development sessions. 	<p>Policy, scheme of work.</p> <p>Subject leader monitoring sheets.</p> <p>Subject portfolio</p>
<p>UPS 1 & 2</p>		
<p>Teachers in the Upper Pay Scale are expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards.</p> <p>Teachers are expected to contribute significantly to implementing work based policies and practice.</p> <ul style="list-style-type: none"> • Teachers are expected to deliver consistently good and outstanding teaching. • Teachers are expected to ensure that all pupils achieve in line with school expectations, with many exceeding them. • Teachers are expected to play a proactive role in leading the professional development of key stage colleagues. 		
<p>UPS3</p>		
<p>As above and:</p>		



UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

Person Specification

Candidates will be assessed on the following:

Essential Skills	Desirable Skills
<p>Professional:</p> <ul style="list-style-type: none"> • Qualified Teacher Status • An enhanced DBS certificate 	<ul style="list-style-type: none"> • Additional professional qualifications
<p>Experience:</p> <ul style="list-style-type: none"> • Experience of teaching within Secondary education 	
<p>Skills, Knowledge & Aptitude:</p> <ul style="list-style-type: none"> • Ability to create a stimulating learning environment • An understanding of the role of assessment in teaching and learning • An ability to communicate effectively with parents and other members of staff both orally and written • Willingness to involve parents in their child's learning • A caring and supportive attitude towards all children and a commitment towards meeting the needs of children of all abilities • Ability to manage appropriately children's behaviour. • Ability to teach in a fully inclusive environment • An ability to plan coherently and seek further opportunities to enhance the curriculum • A sound Knowledge of National Curriculum • Positive role model with strong leadership skills. • Self-motivated, creative and confident • Willingness to learn, share experiences and influence the work of others • Ability to work effectively and flexibly both independently and as part of a team and meet deadlines • Ability to lead, advise and manage other staff within the classroom environment • Confidence and appropriate training • Computer literate • Experience of leading an area of the curriculum 	<ul style="list-style-type: none"> • A good understanding of school self-evaluation • Ability to demonstrate a clearly identified personal educational philosophy • A clear vision of their immediate professional development needs • A sound understanding of different learning styles • Experience of leading the development of a school policy • A good understanding of work-life balance and how to achieve this



<ul style="list-style-type: none">• Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development	
<p>Personal:</p> <ul style="list-style-type: none">• Well organised and efficient• Ability to work on own initiative• Ability to work as part of a team within a busy environment – good team player• Excellent verbal and written skills• Enthusiastic with a positive approach to new ideas and developments• Flexible to meet the changing needs of the school• Energy, drive and enthusiasm to support change in the future development of the school• Self-motivated• Demonstrate commitment• Approachable and compassionate• Aspirations for the future	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirement