



Wixams
Academy

Teacher Applicant Information Pack



March 2018

Closing Date: 14th March 2018

Start Date: 1st September 2018

Salary Range: £25,000-39,000

bcat
Bedford College
Academies Trust

Key School Information

School Name: Wixams Academy

Status: Free School, (11-18) Secondary Academy

Contact details: Tel 01234 608950

E-mail: info@wixamsacademy.co.uk

Website: www.wixamsacademy.co.uk

Introduction and School Context:

Wixams Academy opened in September 2017 to 120 Year 7 students. Bedford College Academies Trust (BCAT) is seeking to appoint exceptional teachers to grow the talented opening staff team at the Academy. This is the first of a number of advertisements for positions at the Academy this year.

Wixams is one of the most rapidly growing developments in the southern region, straddling the boundary of Central Bedfordshire and Bedford Borough, and is characterised by beautiful open countryside, lakes, and an aspirational and vibrant close-knit community. Sitting just south of Bedford it has grown to 1,400 homes, with 4,000 more planned for the development.

At capacity, Wixams Academy will be a Year 7-13 secondary school and sixth form, for 825 students. The Academy will grow steadily with at least one new year group starting per year. The new Academy building is now fully open and operational, affording us excellent state-of-the-art facilities throughout.

We work closely with local primary schools including Lakeview, Wilstead and the new Wixams Tree Primary. Our collective aim is to create an outstanding educational offer for local families.

Both Wixams Academy and Wixams Tree Primary next door are run by BCAT and this unique campus arrangement will provide numerous opportunities and benefits to the pupils and staff in both schools.

Letter from the Principal:

Dear Applicant

We have enjoyed a hugely successful year, with a lovely oversubscribed year group and strong praise from our DfE opening inspection. The Academy enjoys strong support from our parent body and is run by a committed and friendly staff team all of whom subscribe to our child centred philosophy for education and the genuine belief that we can form a climate where all students are able to achieve well beyond normal expectations.

Our search to grow our team has begun. We welcome applications from individuals who are well qualified and experienced and have the courage to innovate. Most importantly we are looking for people who can help make our vision a reality: to deliver an inspirational, well-rounded education in a child-centred and highly ambitious culture.

If selected, you will find yourself part of a rapidly growing staff with a unique opportunity to shape our academy.

I look forward to meeting you soon.

Paul Spyropoulos

The Posts

We require a number of exceptional and talented teachers who have the ability and experience to teach in the following areas:

Maths

Science

Modern Foreign Languages (French, and the additional ability to teach Spanish an advantage)

Humanities (History, Geography and RE)

Most teaching will be within your specialism, but with a relatively small staff in our second year, a willingness and ability to teach some lessons outside your specialism could be an advantage.

We encourage and celebrate different styles and approaches to teaching, so do not have a fixed idea of the 'perfect lesson' or 'perfect teacher'. However, we believe the following lesson 'ingredients' remain constant:

- Excellent rapport and relationships to create an environment where students enjoy learning and feel safe to take risks, make mistakes and ask questions of their own
- Engaging and inspirational activities and contexts

- A 'Growth Mindset' culture, where collective belief of untapped potential exists
- An ambitious level of stretch and challenge
- Questioning to extend thinking
- Exceptional subject knowledge and passion to enthuse students through your specialism
- Opportunities for feedback and dialogue to improve quality of work and understanding
- Well planned and structured opportunities for discussion.

JOB DESCRIPTION

Teacher – Wixams Academy

Salary range: £25,000 – 39.000k

Overall purpose:

To be responsible for the learning and achievement of all students in allocated classes, ensuring equality of opportunity for all.

To be responsible and accountable for achieving the highest possible standards in students' learning, work and conduct.

Main Duties

1. Leadership and Management of Staff

- Work collaboratively with other members of the Academy's teaching team and provide leadership and support where appropriate.
- Effectively deploy and supervise the work of Learning Support Assistants assigned to classes.

2. Management of Resources

- Take a role in the preparation and development of teaching materials and teaching programmes as appropriate
- Ensure that these curriculum plans are differentiated to meet the needs of all students

3. Teaching and Learning

- Ensure there is a high quality climate for learning within lessons and promote the values of the Academy
- Promote high expectations of student progress and attainment
- Provide multiple opportunities in lessons to develop students' literacy including extended writing, challenging and varied reading, and opportunities for speaking and listening
- Use data analysis to provide a focus for the development of planning and teaching in classes
- Use data to set appropriate and challenging targets for student performance
- Ensure personalised learning opportunities are provided wherever appropriate
- Ensure marking and assessment is carried out effectively for all classes
- Manage behaviour for learning within all classes

4. Operational Management

- Contribute to good management practice through positive participation, effective communication and following Academy policies and procedures.

5. Safeguarding

- Ensure that in its strong support of the pastoral and welfare needs of every student, the Academy remains fully committed to safeguarding and works effectively with relevant agencies to this end.

6. Student Experience

- Contribute to an ethos, curriculum and educational direction which secure sustained improvement in students' spiritual, moral, social and cultural development so preparing them for adult life.

7. Training and Development

- Contribute to the dissemination of good practice across the Academy
- Strive to continually improve own professional development and skill set
- Participate in staff training and development
- Attend team and staff meetings.

8. Any Other Duties

- To be a Form Tutor
- To take an active role in the Academy's Enrichment programme, offering one club or activity until 5.30pm each week

PERSON SPECIFICATION
Teacher – Wixams Academy

	Essential	Desirable
Qualifications/ Training	<p>Qualified Teacher Status</p> <p>Degree</p> <p>Evidence of appropriate continued personal and professional development</p>	
Experience/ Knowledge	<p>Secure knowledge of the characteristics of effective learning, teaching and assessment</p> <p>Experience and/or ability to teach at least two of the following subjects at KS3: Art, Technology, Computing, History, Geography, Physical Education, Religious Education and Modern Foreign Languages</p> <p>Experience of teaching and planning for children with SEND</p> <p>A proven track record of improving results and ensuring students make ambitious levels of progress</p> <p>An excellent understanding of pupil assessment and target setting for individual pupil improvement and how that analysis contributes to high standards</p> <p>Knowledge of strategies to achieve effective learning, teaching and assessment including the use of ICT</p> <p>Evidence of understanding how to promote equality and diversity within the job role.</p>	<p>Ability and experience to teach at KS3, KS4 and KS5</p> <p>Experience of successfully leading and managing people to markedly improve student outcomes</p>
Skills/Abilities/ Qualities	<p>Excellent communication and interpersonal skills and ability to form strong, effective relationships with both children and adults</p> <p>Ability to plan, prioritise and delegate effectively</p> <p>Strong ICT skills</p>	

	<p>Ability to deliver teaching and learning to an outstanding level</p> <p>Effective and confident written and oral communication skills with the ability to inspire confidence in others</p> <p>Ability to demonstrate a range of interpersonal skills to develop productive relationships and high performing teams.</p>	
<p>Special Requirements</p>	<p>Strong commitment to the values and ethos of the Academy</p> <p>Demonstrable commitment to equality of opportunity and inclusive education</p> <p>High standards of integrity and a positive role model for students and staff</p> <p>Ability to work flexibly and attend events outside the normal day, to meet the demands of the role including providing one enrichment club per week until 5.30pm.</p>	

About Bedford College Academies Trust (BCAT):

Bedford College Academies Trust (BCAT) was established to develop and provide the highest quality education to local young people. The specific aim is to deliver world-class education and skills to the communities we serve.

BCAT sees itself as part of a local family of schools and academies and will normally only consider sponsoring institutions if they wish to be sponsored by us. Our commitment to Bedfordshire means that we are fully focussed on this area alone, meaning that all of our resources are locally available at all times.

BCAT has gone from strength to strength since its creation in 2014, with an impressive track record of success. BCAT and its sponsors have created three of the four largest 16 to 18 institutions in the county; helped to create Bedford's first Academy and first Free School; turned around the results of the county's only UTC and acted as founding Chair of the North Bedfordshire Schools Trust, one of the largest and most successful in the country, comprising 19 primary and secondary schools.

Bedford College Academies Trust (BCAT) opened Wixams Tree Primary and Wixams Academy in September 2017 to provide an outstanding educational campus for pupils from the ages of 4 to 19 across Wixams and the surrounding areas.

BCAT's Aims:

Our mission is to be part of the family of local schools, providing outstanding education to the community. BCAT's key aims are:

1. To work collaboratively to deliver an outstanding education to all students, thereby driving up local standards
2. To maximise social mobility and life chances, through expert support and the highest expectations of and aspirations for all students
3. To encourage and support a range of high performing and distinctive establishments for local communities.

To Apply

For an Application Form, please visit: <http://www.wixamsacademy.co.uk/jobs>

Please complete the Application Form and Equal Opportunities form and send to: info@wixamsacademy.co.uk

CVs will not be accepted.

Closing date: Midnight 14th March 2018

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 & Barring Service (DBS).