



Teacher of English

Information for Applicants



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Welcome



Thank you for expressing an interest in the post of Teacher of English at North Durham Academy.

As Principal I am honoured to welcome you to North Durham Academy. Our academy is a highly ambitious, caring and supportive place to both learn and work. I feel strongly that the local community should be proud of the work we do with our wonderful students. We currently have over 1000 students in years 7 to 10 and are growing.

At North Durham Academy, we are openly focused on the educational outcomes of our students and firmly believe that placing the student at the centre of everything we do will ensure that they leave with both the best possible grades and having had the best possible experiences throughout their time with us.

In order to realise this, we work with our Vision in mind at all times:

*“For **all** students and staff to **want** to learn and work at a **good** school; and for **all** parents/carers from our community to **want** to send their children to a **good** school.”*

There are a number of key principles that underpin the Vision, which are:

- Outstanding care for each and every individual
- A relentless drive and focus to ensure that each and every student achieves their true potential
- A focus on the quality of education and on high standards
- A broad and balanced curriculum
- A range of in-school and extra-curricular experiences to prepare our students for life in modern society
- Superb facilities which support and enhance learning at all levels including achievement and engagement

For interested candidates, I would encourage you to visit our fantastic campus to see for yourself the superb learning and working environment that we have. If you would like to arrange a visit, please email our HR Team at recruitment@ncdat.org.uk whereupon a mutually convenient date and time will be arranged.

Yours faithfully

Mr M Gray
Principal

About us



New College Durham Academies Trust (NCDAT) is a small but ambitious Multi Academy Trust based in North West Durham. Whilst we have ambitions to grow we wish to remain a Durham MAT for local schools. The Trust currently has 2 large secondary schools; Consett Academy and North Durham Academy.

We place an unrelenting focus on school improvement where teaching and learning always comes first and students are at the forefront of any decision-making.

North Durham Academy is a rapidly improving school and the impact of this role continuing that journey cannot be underestimated. You could make this happen!

Our vision is simple:

Every action undertaken by every member of staff is implemented with the sole intention of improving the future life chances and well being of our children: 'Students First'. This vision is underpinned by our three core principles of:

Inclusion, Progression and Excellence.

We believe:

- Every child should have their life-chances enhanced
- Outstanding progress and attainment are the norm for every child
- High standards of behaviour and attitudes allow teachers to teach, support staff to enhance and children to learn
- In investing in teachers' professional development
- Our teachers feel good about what they are doing, feel valued by the community and proud to work here
- That your child will feel safe
- Our ethos enables sustained concentration in lessons, rewards effort and allows learning to flourish.

Advert

Teacher of English

MPS-UPS

£28,000—£43,685

To start September 2023

We have an exciting opportunity for a talented, enthusiastic and inspirational Teacher to join our English department. North Durham Academy is committed to developing all staff and creating further career progression, providing excellent opportunities and benefits.

This role presents an excellent opportunity to make a real difference to our young people's lives in all aspects of Academy life through providing high quality teaching and guidance to all students.

Working in line with Teacher's Standards and Academy values, you will continue the upward trend in this crucial core subject by contributing to raising standards of attainment for students across all Key Stages, to ensure continuous improvement whilst maximising their potential.

Successful candidates should be able to demonstrate high professional standards in teaching and learning, whilst simultaneously driving forward continuous improvement in student outcomes at all levels.

Applicants will have high aspirations with the ability to engage, enthuse and motivate students resulting in a positive impact on student attainment and progress.

As well as excellent communication skills, you must have high expectations of students. You will consistently model excellent practice and have student achievement and progress at the forefront of your practice.





Job Description

Job Purpose

Effective planning and delivery of a high quality, balanced curriculum and effective teaching. Monitoring and support of the overall progress and development of students as teacher/tutor. Accountable for student attainment, progress and outcomes within designated classes. Encouraging a learning experience which provides the opportunity for students to fulfil their individual potential.

Base: North Durham Academy

Responsible to: Head of English

Teaching & Learning

Work with the Head of Department, Curriculum Leads and other colleagues in the development of appropriate syllabuses, materials, schemes of work and lesson plans, which engage, stimulate and challenge students of all abilities, and cater for all learning styles. This may include taking responsibility for particular courses.

Ensure that all lessons are planned, prepared and delivered with clear differentiation to cater for students of all abilities and backgrounds whilst ensuring individual student progress.

Employ a variety of interactive teaching strategies appropriate to the age and ability of each individual student to deliver learning objectives and promote a love of learning.

Make effective use of a range of assessment monitoring and recording strategies to assess the learning needs of your students in order to set challenging learning objectives and plan for future teaching.

Give students regular feedback, both orally and through accurate marking and encourage students to respond to the feedback.

Mark and monitor students' class work and homework/independent learning within agreed deadlines to provide constructive feedback and opportunities for reflection to learners on their attainment, progress and areas for development.

Maintain appropriate records and to complete assessments, trackers and reports regarding students as required. Provide feedback to parents and other colleagues as appropriate.

Classroom Management

Have high expectations of behaviour and manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.



Job Description

Have clear rules and routines for behaviour in classrooms and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly, in accordance with the Academy's Behaviour Policy.

Manage the classroom and resources effectively in order to create a safe, stimulating and positive learning environment for all students

Pastoral Duties

Act as a positive role model for students, promoting appropriate behaviour for learning and encouraging good practice with regard to punctuality, attendance, dress, standards of work.

Be keenly aware of the responsibility for safeguarding children and alert pastoral and other staff to problems arising with individual students.

Consistently demonstrate the positive attitudes, values and behaviour which are expected within the academy community based on mutual respect between students and staff.

Professional & Personal Responsibilities

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

Actively contribute to the wider life of the school by participating in and organising communication, liaison and educational activities such as open evenings, presentation events and the extra-curricular programme.

Maintain an up-to-date knowledge and understanding of your subject(s) and related pedagogy.

Take responsibility for improving your teaching through appropriate professional development, responding to advice and feedback from colleagues. Actively engage in the appraisal process.

Take reasonable care of own health and safety and that of others and informing relevant staff of any concerns

Supervise the use and care of the school building, fixtures and equipment by students and to ensure their adherence to relevant health and safety regulations

Operate at all times within the statutory framework for professional duties of teachers, and the policies and procedures of the Trust.

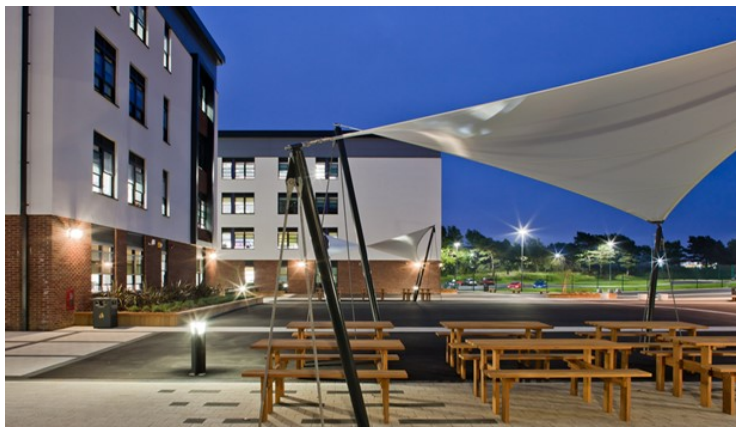
Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined by the Principal from time to time, up to or at a level consistent with the main responsibilities of the job

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Qualifications and training	<p>Qualified Teacher Status</p> <p>Degree or equivalent in subject specialism</p>	<p>Honours degree in subject specialism</p> <p>Further subject based professional development</p>	Application form
Experience	<p>Recent experience of teaching English at KS4 across the ability range.</p> <p>A minimum of 1 year's teaching experience</p> <p>Demonstrable positive impact on student outcomes</p>	<p>Recent experience of teaching at KS5</p> <p>Experience of teaching at more than one school</p>	Application form, References
Professional Skills & Knowledge	<p>Good knowledge of the curriculum and assessment requirements for public examinations and qualifications in your subject area</p> <p>Ability to set consistently high expectations for all students</p> <p>Evidence of excellent classroom practice</p> <p>Demonstrable evidence of the effective use of data as a means both to measure and to extend learning and progress</p> <p>Ability to plan differentiated lessons with clear objectives to ensure progress for all students</p> <p>Strong behaviour management skills</p> <p>Use of ICT to enhance the teaching and learning process</p> <p>Ability to respond to feedback, reflect on and develop own professional practice</p>	<p>Ability to teach a second subject</p> <p>Familiarity with IT packages:-</p> <p>Microsoft Office, Teams, SIMS, Class Charts, CPOMS</p>	Application form, Interview/ Assessment, References

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Professional Skills & Knowledge	<p>Excellent written and verbal communication skills</p> <p>Understands and acts on responsibility for the safeguarding and welfare of students</p> <p>Maintains appropriate professional boundaries with students and parents</p>		<p>Application form,</p> <p>Interview/ Assessment,</p> <p>References</p>
Personal attributes	<p>Ability to inspire and motivate students</p> <p>A positive role model of professional practice and conduct to others</p> <p>A high level of personal effectiveness including good organisational, planning and prioritisation skills and ability to meet deadlines</p> <p>Ability to work effectively as part of a team</p> <p>Punctual and reliable</p> <p>Personal resilience including ability to work effectively under pressure and responding positively to change</p> <p>Suitability to work with children</p>		<p>Application form,</p> <p>Interview/ Assessment,</p> <p>References</p>



How to apply

Application form

To download an application form please visit our website: [Join Our Team | \(northdurhamacademy.co.uk\)](https://www.northdurhamacademy.co.uk)

Alternatively, please contact the HR Team by phone - 01207 291188 or e-mail - recruitment@ncdat.org.uk

Completed application forms should be emailed to recruitment@ncdat.org.uk

Please **do not** attach copies of CV's/qualification certificates. Only the information detailed on the application form will be used as part of the short-listing process. Applications from recruitment agencies will not be accepted.

Closing Date

Midday Monday 6th February 2023

Interview Date

To be confirmed

Interview arrangements

If you are shortlisted for this vacancy we will contact you by email to inform you of interview arrangements. Please note, if you have a Hotmail email account our email may go into junk so please check this regularly. Shortlisted applicants will be required to complete a self-declaration form as part of our safer recruitment procedures which are aimed at deterring and preventing unsuitable people from working with children

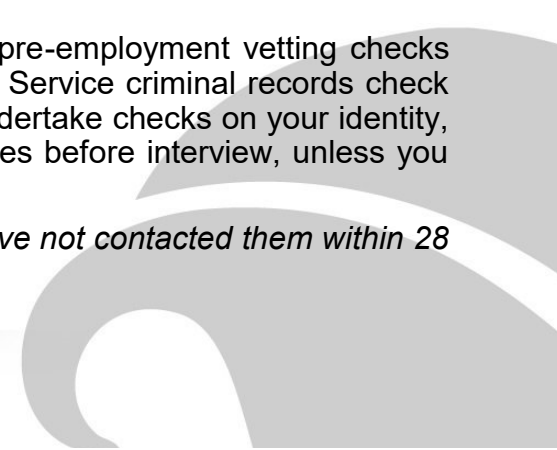
Location

This post is initially based at North Durham Academy, however the successful candidate may be asked to work at other schools within the Trust.

Pre-employment Checks

The successful candidate for this role will undergo a range of pre-employment vetting checks prior to appointment including enhanced Disclosure and Barring Service criminal records check for work with children including barred list check. We will also undertake checks on your identity, qualifications, medical fitness and take up employment references before interview, unless you have asked us not to.

Applicants should assume they have been unsuccessful if we have not contacted them within 28 days of the post closing.



Safeguarding Information

Trust Safeguarding Commitment

New College Durham Academies Trust is committed to safeguarding and promoting the welfare of our students and young people. We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

Safeguarding Policy

You can find the academy safeguarding policy using the link below:

[Policies | \(northdurhamacademy.co.uk\)](https://www.northdurhamacademy.co.uk/Policies)

Recruitment of Ex-offenders Policy Statement

The trust has a policy in the recruitment of ex offenders which can be found on the Academy website on the job vacancy page should you need to refer to it.

This post is included in the rehabilitation of Offenders Act 1974 (exceptions) order 1975 the successful applicant will be required to obtain a satisfactory enhanced Disclosure and Barring Service check with children's barred list check. It is a condition of employment that the employee should not have been convicted of a criminal offence against children, nor have been dismissed from or resigned from a previous employer for misconduct of a similar nature.

