CHELSEA ACADEMY

Anchored in Christ

The appointment of

Teacher of English

Required for September 2018

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Thank you for requesting information regarding the post of **Teacher of English** at Chelsea Academy. We hope that this application pack, along with the Academy's website, gives you all of the information that you need to help you apply for a post here. Chelsea Academy is a great place to work and visitors often comment on the excellent behaviour of our students, the friendliness of our staff and the fantastic Academy building. Our aim is simple; to provide the best quality education for all the students that attend the Academy, to produce happy and employable young people and to become one of the best schools in London. If you would like to join us on that journey, then we would love to hear from you.

We are currently graded outstanding by Ofsted and SIAMS, a World Class School and are a member of the Leading Edge network. In the summer we achieved our best ever GCSE and A level results in terms of both progress (top 10% nationally) and attainment. However, we are much more than a successful, academically focused school. We believe in educating the whole child and our Christian values of joy, perseverance, servant leadership, charity and forgiveness underpin everything we stand for. It is important that all of our staff, whether they are teachers or not, work closely with our young people and ensure that they are successful in all that they do. We are looking for staff who will always go the extra mile for our young people and believe that education happens both in and out of the classroom.

Chelsea Academy is a great place to work (we are one of the few schools in the country with Investors in People Gold), our staff are friendly and supportive and we offer a whole range of professional development opportunities no matter what stage you are at in your career. We want all of our teachers to be outstanding and so offer unrivalled professional development and support. This includes a CPD session every week (including opportunities to regularly visit other schools for newly qualified teachers) and a thriving in house Lead Practitioner team that coach and support staff across the Academy. Through the Chelsea Academy Way for Learning we have a simple, flexible and consistent way of developing outstanding teaching. Most of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We offer internal and external training through NPQML, NPQSL and Teaching Leaders - your professional development is important to us. Academy staff have access to a wide range of benefits these include a private healthcare package, 24 hour GP service, physiotherapy and a confidential well-being support line as well as a laptop and free lunch.

We are a diverse inner city, science specialist academy based just off the King's Road in Chelsea and are co-sponsored by both the London Diocesan Board for Schools and the Royal Borough of Kensington and Chelsea. Chelsea Academy combines traditional educational values and high academic and behaviour standards with an innovative approach to learning and teaching. The Academy's specialism is the sciences, and as such we have strong links with local organisations such as Imperial College, The Science Museum and Chelsea Physic Garden. As a Church of England sponsored academy we welcome staff, students and parents from all faiths but expect all employees to have regard for our Christian values that are demonstrated through the taught and non-taught curriculum.

The Academy is seeking to appoint a highly motivated, innovative and well-qualified **Teacher of English** who is committed to maintaining a consistently high standard of teaching and learning to help ensure that this continues to be a truly outstanding school. The successful candidate will collaborate in the planning and delivery of English lessons across all key stages.

In particular, candidates should have:

- A passion for teaching English and the ability to inspire and enthuse students of all aptitudes.
- Strong subject knowledge, with the ability to teach English Literature up to AS/A2 Level
- The capacity to contribute to the development of the Academy's Christian ethos
- High expectations of students in terms of learning, achievement and behaviour

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- Enthusiasm for developing innovative approaches to learning, teaching and student participation
- A clear understanding of the latest curriculum and pedagogical developments in English

Applications from NQTs are welcome and will also be considered.

Please visit our website for an application form that needs to be completed and returned to the Academy. Sorry but we do not accept CV's. The deadline for applications is **Friday 16th February 2018 at 12:00 pm. Interviews will take place on Thursday 22nd February 2018.** It will assist the shortlisting process if applicants can address directly to the criteria in the person specification in their supporting statements.

If you have any further questions about this post, then please feel free to contact Anisha Yatally (HR Adviser) who will put you in contact with the relevant staff member. Visits to the Academy and / or requests for informal discussions with the Principal are welcome and can be arranged by Anisha. Please note that Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people.

Equal Opportunities and Safer Recruitment
Chelsea Academy is an inclusive employer. We welcome applications from suitable candidates no matter their gender, race, religion, sexual orientation, or disability, however, we do expect all our staff to note and follow our Christian ethos which is outlined on our website. Please note that Chelsea Academy is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to satisfy successful references, an enhanced police / Security Disclosure and Barring Service (DBS) check and right to work in the UK prior to starting employment with the Academy.

If you want to work in a happy, purposeful inner city academy with a strong Christian ethos and commitment to helping every student go on to university or meaningful employment, then we would welcome your application.

Yours faithfully

Matt Williams
Principal

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CURRICULUM OVERVIEW

The English department is a stable and friendly place to work. We are a supportive and high performing department area that work closely together and are supportive of each other. Our department area incorporates English, Media, Film and EAL. As such it is a vibrant and exciting team to work in with opportunities to teach some of the other subject areas if interested.

The English curriculum provides a diverse, engaging and challenging curriculum that ensures all students are able to meet and exceed their potential, supported by staff who have the highest professional standards. Our curriculum is academic and rigorous, while guided by the principles of personalised learning. Teaching is flexible, adaptable and closely matched to individual students' needs.There is a strong focus on assessment ensuring all students make outstanding progress. We aim to foster students' creative, analytical and critical skills through innovative approaches to learning and teaching. Challenging teaching and learning enables students to develop confidence and competence in reading, writing, speaking and listening, within in a variety of contexts. We strive to incorporate a range of highly engaging literary texts into our curriculum, so that we communicate and develop in students a passion for literature and a strong academic as well as aspirational approach to learning. There is a culture of high expectations and 'no excuses'.

Our students learn to interrogate the world around them, and to consider a range of issues through collaborative, critical and independent thought. Students develop an understanding of a range of social, cultural and global issues through a range of different text types and genres. We encourage students to take risks and independent ownership of their learning. Drawing on the knowledge and experience of excellent teachers across core and options subjects, students receive the highest standards of education as they develop into young adults in an ever-changing and challenging global environment. Every student will be equipped with the skills relevant to life, work and study beyond Chelsea Academy.

All students enjoy English at Chelsea Academy and have consistently achieved excellent GCSE and A Level results in English. Infact, our results put as one of the highest performing departments in the Academy.

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Teacher of English

Job Description

Reporting
Subject Teachers will report to their Curriculum Leader.

Job Purpose

- To teach, plan and mark work in the assigned subject area.
- To support and contribute towards the Academy vision through professional working and management
- To help secure the success and ongoing development of the Academy, ensuring high standards of learning and achievement for all students within a specific Curriculum.
- To help establish and maintain productive relationships with parents and carers and others who support the Academy in various capacities.
- Together with the Leadership Team and Curriculum Leader, to establish and develop the Academy's values and distinctively Christian ethos within an inclusive, multi-faith community.
- To work with flexibility, resourcefulness and initiative, undertaking any duties necessary at the reasonable request of the Principal.

Key Tasks will include the following:

1. To ensure high standards of learning and teaching and academic attainment and progress for all students within the curriculum area.
2. To support the development of a curriculum and plan for a curriculum area that enables student progress and development.
3. To implement an effective assessment system within the curriculum area in question.
4. To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
5. To take a significant part in the development, delivery and the promotion of the Curriculum Area.
6. To assist in the management of the resources of the curriculum within the limits of the delegated budget and in accordance with the Academy's financial procedures.
7. Along with the Curriculum Leader, to devise and implement quality assurance systems, including regular learning observations.
8. To contribute to the co-ordination and implementation of the Academy's enrichment curriculum.
9. To help develop systems that facilitates effective and inclusive support, mentoring and guidance for Academy students.
10. To undertake and support subject-specific staff training and professional development within the curriculum area in question.
11. To support the development of the use of ICT within the curriculum area.
12. To contribute to the Academy Development Plan and self-evaluation processes as required.
13. To network with teachers in other schools in order to identify and build on best practice.

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Person Specification

Successful candidates are likely to be able to give evidence in support of all or most of the following:

Professional Skills and Experience

1. Possess a good degree and QTS.
2. Be an excellent teacher with the ability to inspire students in their learning.
3. Show evidence of continued educational professional development.
4. Have experience or be able to demonstrate an aptitude for working in a comprehensive, urban and multicultural environment.
5. Demonstrate success in raising attainment, achievement and standards of learning and teaching.
6. Have some understanding of wider school leadership issues.
7. Have the ability to make accurate judgements with regard to the quality of learning and teaching and student progress.
8. Have an enthusiasm for developing innovative approaches to learning, teaching, mentoring and guidance.
9. Have experience of working in a school with a distinctive Christian ethos or the ability to articulate how such an ethos could be developed and the capacity to contribute to this.
10. Have an understanding of the challenges and opportunities that relate to a establishing a completely new school

People, Relationships and Communications

1. Be personally committed to developing a distinctive and inclusive Christian ethos in the Academy.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have relentlessly high expectations of students in terms of learning, achievement and behaviour.
4. Have a commitment to developing opportunities for student voice, leadership and participation, both within and beyond the classroom.
5. Share the Academy's vision for effective one-to-one and small group coaching in the year group system
6. Have qualities which earn the trust and respect of students, staff, parents and governors.
7. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
8. Possess outstanding written and verbal communication skills.
9. Have the ability to relate positively to parents and other stakeholders and engage them successfully in the life of the Academy.
10. Be able to build constructive working relationships with local schools and colleges, employers and the local authority

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