



Lord Lawson of Beamish Academy
Teacher of English – Maternity
Cover

Application Pack



We are a **'GOOD' SCHOOL'** in **ALL AREAS**
Inspection - November 2022

Trust

Respect

Courage

Ambition



Lord Lawson of Beamish Academy

Lord Lawson of Beamish Academy
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Registered in England & Wales
No. 07908404

Principal: Mr A Fowler BA, MA, MSc, PGCE

Dear Applicant

Thank you for your interest in the post of Teacher of English at Lord Lawson of Beamish Academy. I hope that you will find all the information you need in this application pack to help you decide whether this is the right opportunity for you.

There's a lot going for Lord Lawson! We are a school that has clear potential to be very good indeed, and our ambition is to offer an outstanding education – within the classroom and far beyond – that engages and stretches all our students. Our staff are energetic, committed, and able; our leaders are motivated and hardworking; our governors are supportive and suitably ambitious. The school is full, and parents want their children to do well. We have a sixth form that is small but well led and successful. Our facilities are outstanding and well maintained.

Lord Lawson of Beamish Academy is a successful 11-18 mainstream co-educational academy which has improved rapidly over recent years. We recently celebrated achieving a 'Good' Ofsted rating in our November 2022 inspection. The improvement in progress 8 scores from 2019 to 2022 indicates we are the most improved school in Gateshead and among the top 10% of schools for improvement in the North East of England.

We provide an exceptional programme of CPD for staff. We know this through staff surveys and our exceptionally low levels of staff turnover. The majority of staff who have left us have gone on to promoted positions. Staff are happy here; Lord Lawson of Beamish Academy is a good place to work. We have high expectations of our staff and students, but we also know our staff are our greatest asset, and we treat them with respect. We value the development of all our staff and you will develop further as a teacher during your time here.

Our next steps are to build on our recent achievements, and to improve the attainment and progress of our disadvantaged students, including those with SEND. We also want to engage more effectively with our community and continue to expand our already thriving extra-curricular offer for our students. Alongside these aims, we aim to expand our sixth form further, by attracting applications from other local schools, as well as ensuring more of our students complete key stage 4 with the qualifications required for further academic study.

We are looking to recruit a skilful, passionate, and dynamic teacher for our English department. You will be committed to transforming the life chances of our students. You will be passionate about raising the achievement of all students, particularly the disadvantaged, including those with SEND. You will be keen to learn and develop further, through collaboration with others, and through whole school and departmental CPD.

You will contribute to the development of an excellent standard of teaching within the English department. You will raise the achievement of our students through increasing the quality of teaching and learning in the classroom, ensuring student progression by implementing strong teaching strategies.

We also expect the candidate to be someone who will share good practice to enhance the learning experience of all students. We believe that staff can learn from their peers at all levels, and we operate a professional learning group approach to sharing good practice across the academy.

To be considered for this post you must have UK Recognised QTS or equivalent, and experience teaching English at key stages 3 and 4. This post is not suitable for NQT/ECT. We are looking for a teacher of

English with the capability to provide an excellent quality of education for our students, and with the capacity to develop further.

This is an exceptional opportunity to join us on our journey towards becoming one of the best schools in the North East of England. We have further work to do but are well on the way in our improvement plan. The successful candidate will learn and develop here, and will, we hope, go on to achieve great success in their career.

Lord Lawson of Beamish Academy is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is exempt from the provisions of the Rehabilitation of Offenders Act and is subject to an enhanced DBS check.

Applications close at 9:00am on Monday 9 October, and the appointment process will take place on Tuesday 10 October. I look forward to hearing from you.

Yours sincerely



Mrs K Kendall – Assistant Principal

“Together we grow, learn and succeed”

Lord Lawson of Beamish Academy is an exempt charity. It is a company limited by guarantee in England and Wales
(Registered No 7908404 whose registered office is at the address above)



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Job Description

Name:

Job Title: Teacher of English – Temporary Maternity Cover, from November 2023 to the end of the Summer term 2024 in the first instance

Salary Scale: MPS/UPS

Line Manager: Subject and Deputy Subject Leader English

Fundamental Purpose of Role

- To implement and deliver an appropriately broad, balanced, and relevant curriculum for students and to support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of students as a teacher/ Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student achievement
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth
- To assist the Subject Leader of English and Deputy Subject Leaders of English, to ensure that the curriculum area provides a range of teaching which complements the academy's strategic objectives.
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the academy's Mission and Strategic Objectives
- To be committed to the values of the academy

Key Responsibilities

Teaching

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in the academy and elsewhere
- The provision of a full learning experience and support for students
- To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are require
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To ensure that ICT, Literacy, Numeracy, and other subject specialism(s) are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching
- To ensure a high-quality learning experience for students which meets internal and external quality standards

- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of students as requested by external examination bodies, departmental and academy procedures
- To mark, grade and give written/verbal and diagnostic feedback as required

Pastoral Support

- To be a Form Tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole
- To liaise with the Year Leader and Deputy Year Leader to ensure the implementation of the academy's behaviour systems
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate as appropriate, with the parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to personal development and CEAIG according to academy policy
- To apply the behaviour management systems so that effective learning can take place

Staffing

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Appraisal process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the academy

Quality Assurance

- To help to implement academy quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required
- To reflect upon and evaluate methods of teaching and schemes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and Student Development functions of the academy

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for all of the relevant systems in the academy
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning

Communication

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy
- To follow agreed policies for communications in the academy

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, and liaison events with partner schools as required
- To contribute to the development of effective subject links with external agencies

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department, and the students

Other Responsibilities

- To play a full part in the life of the academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example
- To contribute to the enrichment activities within the subject area
- To support the academy in meeting its legal requirements for worship
- To promote actively the academy's corporate policies
- To continue personal development as agreed
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate
- To undertake any other duty as specified by the Academy not mentioned in the above

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Lord Lawson of Beamish Academy is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment.

This job description may be amended at any time in discussion between the Principal/Deputy/Assistant Principal/Subject Leader and the employee and will be reviewed annually before the commencement of the next appraisal cycle.

Employee

Date

Line Manager

Review Date

Lord Lawson of Beamish Academy: Person Specification – Teacher of English

	Attribute	Essential/ Desirable	Assessment
Qualifications and Professional Development			
1	Degree	E	A
2	Qualified teacher status	E	A
3	A good honours degree or equivalent professional qualification in the subject area	E	A
4	Ambition to teach specialist subject to KS5	D	A
Knowledge and Skills			
5	High level of written and verbal communication skills	E	I
6	The ability to communicate professionally and successfully with students and their parents	E	A/I
7	A knowledge of current safeguarding and health and safety issues, particularly in an English classroom	E	A/I
8	A high level of competence in using ICT	E	A/R
9	A commitment to equal opportunities	E	A/I
10	The ability to work independently and make a positive contribution as part of a team	E	A/I
11	Ability to use assessment to inform planning	E	A/I/R
12	Knowledge of current education policy and practice, including keeping up to date with research informed approaches	D	A/I
13	Willingness to take on other roles and responsibilities within the department	D	I/R
14	A desire to continually improve as a practitioner through acting on feedback received	D	I/R
Experience			
13	A true passion for your subject and for educating children	E	A/I/R
14	Experience in teaching Key Stage 3 and 4	E	A/I/R
15	Experience of teaching Key Stage 5	D	A/I/R
16	Evidence of teaching leading to strong attainment and progress of students	D	A/I/R
Personal qualities			
17	Effective time management skills.	E	A/R
18	A good sense of humour and positive outlook.	E	A/I/R
19	Commitment to high standards.	E	A/I/R
20	A professional attitude and high level of professional courtesy and respect	E	A/I/R
21	Display calmness under pressure	E	A/R
22	Ability to be reflective of own practice in order to improve	E	I/R
23	Awareness and commitment to equal opportunities	E	A/I
24	Constructive handling and resolution of problems and grievances	E	A/R
25	Adaptable and positive approach, resilient, emotionally intelligent, with a sense of humour	E	A/R
26	Empathy with students and families from backgrounds in the North East of England	E	I/R
27	The desire to improve educational outcomes for the disadvantaged, including those with SEND	E	I/R

Assessment methods: A = Application; I = Interview Process; R = Reference

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