



The Ted Wragg Multi Academy Trust is a values driven, rapidly growing 2 – 16 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every pupil, regardless of background.

With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our pupils.

Isca Academy

Teacher and Lead Practitioner for English

Permanent, Full-Time, starting September 2020

Salary: L1-L5

Do you have a relentless drive to achieve outstanding progress and attainment with children regardless of their background and prior learning? Are you experienced at developing other teachers' practice? Are you committed to world-class subject specific CPD?

We are seeking to appoint a highly motivated, capable and innovative teacher, with a proven commitment to inclusive and inspiring teaching where each and every child can succeed. You will be an enthusiastic specialist able to teach English across all year groups. You will also be experienced at developing other teachers' practice, as well as designing and delivering excellent subject specific CPD. You will take an active part in maintaining and developing strong links within the Ted Wragg Multi-Academy Trust, and beyond.

Our school is located on a campus with purpose-built accommodation, offering spacious and excellent teaching and learning facilities. We currently have a roll of 920 students, growing to full capacity in 2021. Isca Academy prides itself on providing high quality comprehensive education. Our students have a broad range of abilities and aspirations on entry, from able, gifted and talented to students needing more support with literacy and social skills. Our focus remains on every student in our school exceeding expectations, whatever their starting point. Beyond academic credentials, we firmly believe in the value of a more rounded education which promotes creativity, self-belief and confidence, and as such, offer an exceptional extra-curricular and outdoor education programme.

If you are fundamentally driven to inspire students through an innovative, evidence-based curriculum, if you are as passionate about the intricacies of English language and literature, and if you are an outstanding practitioner who develops the teaching of others, then we would like to hear from you. You will be instrumental in inspiring and motivating our students and will be required to play an active role in driving Isca Academy forward, raising standards and creating outstanding life chances for all of our students.

The English Team are committed to professional growth and constantly look for ways to improve as practitioners – both our pedagogy, and our subject knowledge. We believe that there is an innovative and a progressive atmosphere in the team; designed so that everyone can progress; not because we are not good enough, but because we can be even better. Each member of the English department plays a part towards moving forward our vision of a curriculum that challenges, inspires and engages students. If you are reflective in your approach, have a desire to continuously improve your practice, and are experienced at developing the practice of others, this is the school for you.

The post also represents an exciting opportunity to be part of a vibrant and ambitious Academy working within the Ted Wragg Multi-Academy Trust. The Ted Wragg MAT is a values-driven, rapidly growing 2 – 16 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every pupil, regardless of background. With a reputation for highly successful school improvement in very challenging circumstances, the Trust is passionate about driving up standards and raising the aspirations of all our pupils. By joining us to teach English at Isca Academy you would be able to access cross Trust opportunities such as the Ted Wragg Leadership Development Programme, cross-department curriculum exchanges and develop your professional network.

Finally, we believe in being welcoming to all, students and practitioners alike and always value the opportunity to discuss the department with others. If you are interested in finding out more about the School, please visit our website or alternatively contact the school to arrange a visit.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

Application forms and further information are available from our website:

www.iscaexeter.co.uk or by email to fmetay@iscaexeter.co.uk

Closing date for application: **10am on Thursday 27th February 2020**
Interview date: **week commencing 16th March 2020**



ISCA ACADEMY – JOB DESCRIPTION

Post: Lead Practitioner and Subject Teacher of English
Line Manager: Head of English

List Key Duties and accountabilities of the post

1. Teach English across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
2. To develop, implement and evaluate policies and practice that will underpin and drive school improvement and to promote collective responsibility for implementation of policies and practice.
3. To provide practical support for teachers that enables them to improve their teaching skills resulting in a positive impact on pupil progress and attainment.
4. To keep up to date with subject knowledge and to ensure that English is in line with and covers the National Curriculum and that teaching and learning in that subject is innovative, engaging and relevant to the needs of the pupils, typical activities will normally include:
 - a. modelling aspirational teaching, team teaching, observing lessons and advising teachers how to improve the quality of their teaching;
 - b. scrutinising teachers' planning, pupils' work and marking and giving feedback for improvement;
 - c. leading training and subject specific CPD sessions;
 - d. ensuring that colleagues are kept up to date with new initiatives;
 - e. advising on practice, research and continuing professional development opportunities;
 - f. advising on the use of assessment for learning and its impact on pupil progress;
 - g. overseeing assessment of the subject;
 - h. evaluating the learning environment and supporting colleagues in developing an engaging and interactive environment that promotes learning for all;
 - i. advising teachers on the effective deployment of additional adults in the classroom for the best impact on pupil outcomes;
 - j. advising teachers on the effective way to support disadvantaged students, and those with additional educational needs.
5. Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, and SEN as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
6. To introduce and deliver new initiatives and support others to integrate recent developments into practice.

7. To support colleagues in providing learners, parents and carers with timely, accurate and constructive feedback on attainment, progress and areas for development;
8. To research and draw on research outcomes and other sources of external evidence to inform and extend own practice and that of colleagues.
9. To support colleagues to understand school, local and national statistical data as a basis for improving teaching and learning.
10. To work effectively as a team member and promote collaboration, supporting others to develop such skills.
11. To contribute to the professional development of colleagues using a broad range of techniques and skills e.g. coaching and mentoring, demonstrating enhanced and effective practice, and effectively providing advice and feedback.
12. To be able to make sound judgements of standards of teaching and give constructive feedback and advice to colleagues.
13. To work effectively with colleagues at all levels, acting as a key link in supporting the academy leadership team to implement new policies and practice across the school.
14. To undertake outreach work in other settings and locations as required.
15. To maintain the Teachers' Standards as set out by the DfE.

ALL STAFF SHOULD

- Ensure the aims, priorities and policies of the Academy are adhered to, including the staff Safeguarding Code of Conduct.
- Attend parents, staff and Academy Improvement meetings as required, making a valued and professional contribution.
- Undertake break, lunch and after school supervision as agreed, according to Academy policy.
- Encourage the good conduct of all students and at all times on the Academy site and within its vicinity.
- To make a full commitment to personal professional development, engage positively in organised professional development activity and staff appraisal procedures.
- Maintain respectful and effective communication with students and other staff, including attendance at morning briefings and through completing student logs as appropriate.
- Maintain respectful, positive and effective communication with parents, including phone calls and letters home, as appropriate.

- Maintain positive and effective communication and liaison with partner schools and the wider community, as appropriate.
- Act as an advocate of the Academy and its pupils in all circumstances, ensuring every opportunity is taken to celebrate our success.
- To carry out other duties as reasonably requested by the Headteacher.
- Undertake the responsibilities of being a Tutor as required.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW BY CONSULTATION

Isca Academy

Teacher and Lead Practitioner for English: Person Specification

ESSENTIAL	DESIRABLE	How Assessed		
		App Form	References	Interview
Experience <ul style="list-style-type: none"> Teaching experience in a state comprehensive school Experience in planning and teaching English at KS3 and KS4 Experience of analysing pupil data to inform planning, leading to excellent student progress <ul style="list-style-type: none"> Experience of developing others' practice 	<ul style="list-style-type: none"> Experience of contributing to and delivering strategies to raise achievement across English. 	✓	✓	
Qualifications and training <ul style="list-style-type: none"> Qualified teacher status Educated to degree level 	<ul style="list-style-type: none"> Further qualifications relevant to the role 	✓		✓
Skills <ul style="list-style-type: none"> Highly effective classroom practitioner (teacher) A desire to teach English in an exciting and engaging manner Good planning skills Ability to sustain positive relationships with staff, students and parents Good ICT skills to support teaching Good organisation and time management skills Meets all relevant national teaching standards 		✓	✓	✓

<ul style="list-style-type: none"> • Good understanding of the National Curriculum and assessment requirements in English at GCSE Level • A gifted manager of student behaviour and learning • Able to analyse data effectively to inform planning 				
<p>Qualities</p> <ul style="list-style-type: none"> • Very good communicator and team player • Energetic and committed • Ability to work under pressure • High level of integrity • Positive role model • Able to demonstrate commitment to safe school culture • Keen to develop further through active participation in CPD 		✓	✓	✓
<ul style="list-style-type: none"> • Must pass relevant safeguarding of children checks 	<i>DBS checks and interview</i>			