



**University
Academy
Keighley**

Recruitment Pack

Lead Teacher English

L3 – L7

**Closing date for applications:
Thursday 14 January 2021 – 10.00am**

Dear Applicant

Thank you for your interest in the teaching position at University Academy Keighley. If you are successful you will join our academy at an exciting time in its development and transition into the Carlton Academy Trust.



Although the academy has had a colourful past and had never been graded as good or better, under new leadership and in partnership with the Carlton Academy Trust, it has already shown all the signs of becoming an outstanding school which realises the potential of its amazing students. These improvements were rightly recognised by Ofsted in Jan 2020, when for the first time in the school's history we were graded as a 'Good' school.

Since my appointment by the Trust in March 2019 we have brought about rapid school improvement by introducing and implementing the Carlton MAT operating systems from Carlton Bolling, a school with outstanding status and outcomes that has also been named Secondary School of the Year (Pearson Education Awards) and received World Class education status.

We have become very focused on ensuring that we have the right calibre of people working at the academy, who have a clear understanding of the academy's direction of travel. We have developed a curriculum that educates the 'whole child', and focused CPD on quality first teaching and ensuring all staff reach their potential. This can only occur in a well-structured organised environment where students are fully engaged in their educational journey.

We have installed high standards and expectations for students and staff and believe that these are paramount to bringing successful outcomes to all learners. The environment that has been created is warm and caring with a real sense of purpose and ambition.

It is virtually impossible for any organisation to capture the vibrant nature and character of the academy that you are applying for. My commitment to you is that we will ensure the following priorities;

- School is orderly and students will be ready to learn
- Teaching and Learning is the core of school business
- Staff well-being and professional development is at the heart of school improvement

I trust that our advert and person specification make clear that, first and foremost, we are looking for an exceptional classroom practitioner or somebody with the potential to be exceptional. We are looking for a colleague who has intelligence, integrity and the capacity for sustained hard work. The successful candidate will have the ability to roll their sleeves up and contribute to the school community.

I would encourage potential candidates to take the opportunity to visit the academy prior to making an application, to see for yourself the community of staff and students you would join. I am confident that your experience will make you want to work at our academy.

May I wish you good luck with your application and please do not hesitate to contact one of our team if you would like more information about the academy.

Jon Skurr

Head of School

The Application Process

Completed applications may be submitted online to recruitment@uak.email

or by post to:

Recruitment Manager
University Academy Keighley
Green Head Road
Utley
Keighley
BD20 6EB

Shortlisted candidates will be notified by letter or telephone call with details of the interview and selection process.

Interview and Selection Process

On the day of interview candidates may be required to:

- Teach a full lesson on a specified topic (teaching posts only)
- Undertake other relevant activities, i.e. presentation, data exercise
- Participate in a formal interview with students of the college
- Undertake a formal interview with relevant senior staff and/or Governors

Lead Teacher English

To start April 2021

L3 – L7

‘Join our journey to amazing’

University Academy Keighley (UAK)

UAK is situated just 10 miles from Bradford city centre and is easily accessible by both car and public transport. We are experiencing times of change and are excited by what the future holds for all our staff, students and the community in which we serve. We are now officially graded as a ‘Good’ School. For the last 3 years we have obtained Progress 8 scores in line with national averages illustrating the significant potential for improvement. UAK is joining the ambitious and expanding Carlton Multi-Academy Trust later this year. The MAT has grown out of the success of Carlton Bolling College, a large Bradford secondary school. Carlton Bolling has been on a rapid improvement journey over recent years, which has seen the school progress from an Ofsted rating of Inadequate (Special Measures) to Outstanding in just under two years, and was recently awarded Secondary School of the Year at the Pearson Education Awards

Your new role

Firstly, you can be assured if you join the team at UAK that you will be part of a supportive, hardworking and committed organisation. We care about our staff and work hard to ensure your personal development is a priority in order to support your career aspirations and goals. We invest in training and CPD programmes both internally and externally to ensure you are equipped with the tools and skills to be the best you can be. You will be joining an academy that is well resourced and you will be expected to teach across the age and ability range. You will act as a Form Tutor and you will monitor and address under-achievement, working closely with the faculty leader.

What you will need to succeed

You may currently be an experienced teacher looking for a new challenge or a newly or recently qualified teacher looking for a school who will offer a tailored programme of support and development. We ask that you have a positive attitude to change, intelligence, high levels of integrity and the capacity for sustained periods of hard work. Alongside a commitment to a culture of continuous improvement within an inclusive environment, you will have the ability to motivate and inspire students and possess a high level of interpersonal and communication skills.

What you will get in return

We are a small school with motivated and respectful students. You will benefit from an excellent teaching environment housed in a new, purpose built and well- resourced building. With an excellent mentor programme to support newly qualified teachers and tailored CPD built around your current skills and experience you can be confident that your personal development will be at the top of our priority list. Choosing the ‘right’ school to build and further your career aspirations is an important decision and we welcome and encourage prospective applicants to come and visit us where you will see first-hand our facilities, resources and more importantly our delightful young people.

We welcome visits to the school; to arrange a convenient time please contact Anita Riedel, Recruitment Manager.

T: 07807791742

E: recruitment@uak.email

Successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

JOB DESCRIPTION – Lead Teacher English

Responsible to: Assistant Principal for Teaching and Learning, Quality Assurance & Staff Development.

The role involves working at Senior Leadership level: whole school development, specific whole school T&L projects, leading the development of T&L within different faculties and utilising research to develop yourself as an outstanding teacher and learner.

As a Lead Teacher at University Academy Keighley, you will:

- Work at a strategic senior leadership level to share recognised best practice in teaching and learning through research and investigation, partnership teaching, mentoring and coaching, leading professional development, running a T&L development group and working across faculties to embed school priorities.
- Promote, and be committed to, the aims, objectives and values of University Academy Keighley.
- Inspire and motivate staff through the demonstration of best practice.
- Maintain and contribute to the development of University Academy Keighley policies.
- Promote and be committed to securing high expectations for learning and raising achievement, including tracking and monitoring of student progress.
- Within University Academy Keighley and Faculty policies:
 - Effectively teach the National Curriculum
 - Lead by example as an 'outstanding' teacher
 - Set appropriate homework
 - Mark work, assess, record and report student progress
 - Create a stimulating learning environment, guiding and supporting others to do the same
 - Take a leading role in whole school enrichment programmes
 - Follow and uphold all guidelines on health and safety and security
- Assist with the effective leadership of Teaching & Learning, individually and with others by:
 - Leading on new developments in schemes of learning, resources, teaching and learning strategies
 - Making a leading contribution to reviewing, monitoring and evaluating working practices
 - Taking a lead role in working groups and projects
 - Leading professional development activities, including NQT and ITT provision
 - Taking a lead role in reviewing current research and utilising it to inform your decision making.
 - Providing regular feedback and updates to senior leadership team

- To undertake any other duty as appropriate to a Lead Teacher Leadership Scale and to comply with any reasonable request from the Head of School / Line Manager to undertake work of a similar level that is not specified in the job description.

The role will have the following expectation of all Lead Teachers:

- Provide a central role in teaching key GCSE (or equivalent) examination classes, thereby offering a visible leadership contribution to overall exam outcomes for that subject.
- Produce consistently strong data outcomes appropriate to the high standards expected by the academy and seniority of the role.

PERSON SPECIFICATION – Lead Teacher English

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with qualified teacher status	*		A/C
Knowledge of relevant curriculum areas at KS3/4, including a sound understanding of assessment and monitoring	*		A/I
An excellent classroom practitioner	*		I/R
Specific and up to date specialist knowledge appropriate to developing others	*		A/I
EXPERIENCE			
Teaching at KS3 and KS4	*		A/I
Teaching in a multi-ethnic school/Experience of multi-ethnic situations	*		A/I
A proven track record of excellent outcomes for students	*		A/I/R
Working with others at whole school level		*	A/I/R
Using data to raise expectations and achievement		*	A/I/R
Leading professional development		*	A/I/R
SKILLS			
Ability to apply knowledge and understanding of the characteristics of high quality teaching and to articulate to colleagues how the quality of learning can be improved	*		A/I/R
Willingness to learn and apply new strategies for improving and sustaining the highest quality of teaching, learning and achievement	*		A/I/R
Ability and willingness to utilise ICT to aid teaching and learning	*		A/I
Strong communication skills and the ability to relate to people at all levels	*		A/I/R
Ability to apply highly effective behaviour management strategies and to guide colleagues to do the same	*		A/I/R
Ability to demand the highest standards, using flair and creativity to engage, enthuse and challenge pupils of all abilities, needs and backgrounds	*		A/I/R
Effective organisational, personal management and time management skills	*		A/I
Work independently and be a team player	*		A/I/R
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to continuing own professional development, keeping up to date with current educational thinking.	*		A/I
Commitment to take a lead in promoting innovations that raise pupils' levels of attainment and progress		*	A/I/R
Commitment to support, mentor and coach colleagues in managing and evaluating change		*	A/I/R
Work in ways that promote equality of opportunity for all	*		A/I
Commitment to abide by and uphold the policies on Equal Opportunities, Health and Safety and Child Protection at Carlton Bolling	*		A/I
Self-awareness, empathy, managing feelings, motivation, social skills	*		A/I

Key:

A = Application

C = Certificate

I = Interview

R = Reference