



# Recruitment Pack

**Teacher of English**

**MPS/UPS**

**Closing date for applications:  
Friday 15 January 2021 at 9.00am**

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](mailto: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

Teacher of English

To start September 2021

MPS/UPS

## **'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](mailto: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 - Teacher of English**

**Responsible to:** Director of English

As a colleague at University Academy Keighley you will:

- Teach pupils across the full age and ability range, aiming always for the highest possible standards of pupil achievement, personal development and well-being.
- Help students to become confident and successful learners
- Take responsibility for maintaining the quality of teaching practice
- Act as a role model to students
- Within University Academy Keighley and Faculty policies:
  - Effectively teach the National Curriculum
  - Set appropriate homework
  - Mark work, assess, record and report student progress
  - Create a stimulating learning environment
  - Follow and uphold all guidelines on health and safety and security
  - Promote a positive behaviour ethos
- Support the visions and values of the school
- Cooperate professionally with other colleagues
- Put the wellbeing, development and progress of students first
- Demonstrate respect for diversity and promote equality
- Work effectively as part of whole school teams
- Strive to establish productive and supportive partnerships with parents and carers
- Demonstrate honesty, integrity and uphold public trust and confidence in the teaching profession
- Promote and be committed to the aims, objectives and values of University Academy Keighley
- Be a form tutor, carrying out the associated pastoral responsibilities
- Be able and willing to teach in other subject areas as required.
- To undertake any other duty as specified in the Teaching Standards specified by the Teacher Development Agency

## PERSON SPECIFICATION – Teacher of English

	Ess	Des	MOA
<b>KNOWLEDGE/QUALIFICATIONS</b>			
Graduate with qualified teacher status of a subject within Creative Studies	*		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
<b>EXPERIENCE</b>			
Teaching/Teaching Practice of Creative Studies at all key stages	*		A/I
Teaching in a multi-ethnic school/Experience of multi-ethnic situations		*	A/I
A proven track record of excellent outcomes/expectations for students	*		A/I/R
Some familiarity with the use of data to raise expectations and achievement		*	A/I/R
<b>SKILLS / Ability</b>			
Willingness to learn and apply new strategies for improving and sustaining high quality 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	*		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	*		
<b>BEHAVIOUR AND OTHER RELATED CHARACTERISTICS</b>			
Commitment to continuing own professional development	*		A/I
Commitment to promote innovations that raise pupils' levels of attainment and progress		*	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 University Academy Keighley	*		A/I
Self-awareness, empathy, managing feelings, motivation, social skills	*		A/I

**Key:**

A = Application

C = Certificate

I = Interview

R = Reference