



Bexhill
Academy

Gunters Lane
Bexhill-on-Sea
East Sussex
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**‘We are looking to appoint an experienced and outstanding teacher
with true leadership capabilities’**

Deputy Director of English

We have improved the structure of the English team to provide extra capacity given the large increase in pupil numbers to our school. This position will create 2 Deputies (One already in post); both supporting the work of the Director of English. Specific duties will be decided at interview.

Start: September 2019

Salary: Main scale or UPS + TRL allowance of (£6741)

Closing date: Wednesday 27th March 2019

The successful candidates will:

- be an outstanding teacher with demonstrable evidence of high outcomes
- be an experienced teacher with the growing capacity and skills set to lead others
- know the GCSE curriculum inside out, what really needs to be taught and how (for maximum enjoyment and outcomes)
- have a growing understanding of best practice for assessments, tracking and monitoring
- be able to motivate and hold staff to account under leadership from the Director
- have the relentless drive and determination to do all that is necessary to raise achievement

If you feel you have the skills set required to thrive in this role we would love to hear from you. We have a great package of support/incentives. Please read the attached details and don't hesitate to contact us at paul.mendela@bexhillacademy.org or andrew.hutchinson@bexhillacademy.org

Please send completed application forms to our HR Manager jill.hunt@bexhillacademy.com Please note that we do not accept C.Vs or approaches from agencies.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to an Enhanced DBS check.



Deputy Director: English

Start: September 2019

Close: Wednesday 27th March 2019

Perks: Retention bonus after 2 years (paid in 3rd year), staff rewards scheme for attendance including free trips and leisure/fitness activities

Introduction to the Post by the Vice Principal

Welcome! I look forward to receiving your application to join us on our pursuit to create the perfect department! We were recently judged by Ofsted (May 2017) as Good in all areas. We are relentless in our pursuit to improve the life chances of all students in the local area. You will be joining us at a pivotal time where we really are consolidating our approach.

The English department is absolutely fundamental for the life chances of our children and the success of the school overall. It is a large thriving department that is well lead and managed by the Director. The team also includes an Assistant Director (currently focussed on KS3) and a Deputy Director.

We are an expanding school, planning to take 330 pupils into Year 7 on top of the 300 currently in year 7 and 8. We are losing a smaller year group in Year 11 (215) and lost 185 the year pervious, so as you can see we require more teaching hours and management time!

Therefore, we have decided to improve capacity by creating a 'dual' deputy role (2 deputies with a common aim but with different responsibilities). The specifics of the post can be decided at interview, but clear responsibilities will be made and accountability will be clear and transparent. You will definitely be responsible for certain year groups, possibly for the grade 1-5 students or possibly for the 5-9 students. It might be that curriculum responsibility for English Literature and Language are divided.

We follow the AQA GCSE exam spec and a good working knowledge of its content will obviously be required.

You will need to be a fantastic teacher, someone who is able to get the best results from pupils whilst deepening their love of English in the classroom. You also will have the **qualities and skills** set to:

- Enable other teachers to grow
- Lead by example
- Quality Assure teaching and learning – including writing departmental reviews
- Use data effectively (to diagnose and provide 'therapy')
- Ensure effective assessment takes places – that is standardised and moderated
- Ensure SoW are exciting and fit for purpose – including excellent resourcing
- Work collaboratively and see this as essential
- Maintain high standards of student behaviour and engagement - personally and supporting colleagues

- Have a relentless drive and determination to do all that is necessary to raise achievement
- Be able to demonstrate great teaching and learning across the school when required as part of whole staff CPD

Outcomes at GCSE have been an improving picture with circa 66% of students achieving grades 9-4 last year and 49% achieving 9-5. Our aim is to consolidate on this and improve the % of our higher grades, especially at the 8-9 level.

The school also benefits from a £6.5 million internal rebuild – so all staff work in freshly built classrooms that are modern and clean with great IT facilities.

As a school we are committed to our Bexhill Big 5 for progress:

- Engagement
- Challenge
- Independence
- Questioning
- Feedback/Marking

You will be expected uphold these teaching values in your role as Deputy Director

The selection process will include:

- **Your application form** – we will be looking for a teacher who has ideally 3 + years of experience and can demonstrate in their application the qualities and skills mentioned above and in the main job spec
- **The candidates observing** a lesson and feeding back to the teacher
- **Delivering** an English GCSE lesson for a full hour
- **Presentation:** Improving grade 9-7 outcomes for the department (10-15 minutes)
- **Data task**
- **Formal Interview**

Please ensure your application shows your capacity for the qualities we are seeking and is backed by evidence where appropriate.

I look forward to hearing from you and welcome informal visits. Please contact me at paul.mendela@bexhillacademy.org

Paul Mendela
Vice Principal

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Post: Deputy Director of English

Accountable to: Director of English

Start: September 2019

Salary: Mainscale/UPS – with a management allowance of £6741 (TLR2c) + £1250 one off retention bonus payable at the start of the 3rd year of service

Person Specification

- Qualified Teacher, with appropriate Degree
- Preferably 3 years+ of demonstrable classroom practice
- Active in self improvement through recent CPD
- Committed to comprehensive secondary education
- Is innovative and identifies and solves challenges with creativity.
- Has a productive and definable paranoia about the successful work of their teams.
- Has fanatical discipline about seeing things through.
- Is resilient and relentless in ensuring the job is done
- Has the courage and conviction to take risks and make difficult decisions wisely.
- Has a predisposition to immediate action, letting nothing slip.
- Is insistent on consistency of approach, individually and across the team.
- Has drive and steely determination but a deep sense of personal humility.
- Has belief in people.

Job Specification – Lead on curriculum, assessment, data analysis and intervention for identified year groups

This may include leading on Literature or Language, Grades 1-5 or 6-9 cohort and defined year group tracking and intervention

- Takes decisions on the basis of individual student need.
- Looks at data thoroughly and bases action and intervention accordingly, based on hard, unequivocal evidence.
- Ensures standards of student engagement in lessons and homework are good
- Develops the curriculum to be appropriate for all students and celebrates success for students at sensible points throughout the course.
- Is acutely aware of strengths and weaknesses of the department and plans action for all weaknesses, whilst prioritising those that will maximise outcomes.
- Ensures interventions that take place are driven by a diagnosed need and tests for impact afterwards.
- Looks at the outcome of assessments and makes bold decisions on future exam entries and groupings, including appropriate staffing.

- Lets nothing get in the way of moving things forward. Does not wait to be asked by a line manager – just gets on, emailing regular updates and make things happen. Is prepared always.
- Ensures the expectations and priorities of the department are shared explicitly with their team. Uses compelling scoreboards and regular communication to update and engage team members.
- Is happy to step back and heap reward and praise on their team without the need for prompting and works in synergy with other subject leaders, demonstrating creative excitement.
- Galvanises the team by leading from the front but awards responsibility in conjunction with accountability.

Impact- GCSE outcomes improve year on year. Each year group is further ahead than the last.

- The team works creatively together and there is cadence of accountability.
- Subject outcomes for progress and attainment are positive.
- The gap between the progress of pupil premium students in the subject is diminishing over time and in line with, or better than, the national.
- Teaching is at least good
- Engagement and Behaviour of students is good
- The specification choices/curriculum meets the needs of all students and contributes appropriately to the school progress measures.