Bexhill Academy is looking for a dynamic and inspiring Teacher of English with excellent subject knowledge to join our English department. This post would suit a newly qualified teacher or a more experienced teacher seeking a new challenge.

We aim to recruit staff who:

- Are excited by their role and by the prospect of challenging young people to achieve their very best
- Love the processes of teaching and learning and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of the Academy and be committed to get the very best from our students;
- Take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive relationships;
- Remain at the forefront of pedagogy, educational research and debate.
- See themselves as having the potential to become school leaders of the future.

Closing Date: 9.00am Monday 22 June 2020

Interviews: the week of 29 June 2020

- Newly Qualified teachers to the profession are provided with a “Golden Hello” payment of £500.
- A retention payment of £2000 is payable at the end of 2 years’ service for all applicants.

In line with the Government guidelines, our academy is closed to all but key worker and vulnerable students at this time. However, it is our intention to continue with critical recruitment for key positions starting in September 2020. If face to face interviews are not possible, alternative options will be offered so that no one is at a disadvantage. We want to reassure applicants that effective measures have been implemented to ensure their health and wellbeing whilst on academy premises.

Thank you for your cooperation during this difficult time.

Please see our website www.bexhillacademy.org under ‘community’ and then ‘vacancies’ for more details. Please note that we do not accept CVs or approaches from agencies. Completed Bexhill Academy teacher application forms should be sent to academyhr@bexhillacademy.org Bexhill Academy is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS).
Teaching at Bexhill Academy:

Teachers at Bexhill Academy make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

Job Description: All Teachers

Set high expectations, which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning
- Set goals and targets based on an in depth knowledge of individual and groups of pupils that enthuse, motivate and challenge all pupils
- Effectively promote and demonstrate the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils

- Be accountable for continuously high levels of pupils’ attainment, progress and outcomes
- Demonstrate a clear knowledge of pupils’ individual capabilities and their prior knowledge and plan teaching to build on these. Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance
- Demonstrate excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff
- Inspire pupils to take a responsible and conscientious attitude to their own work and study, enabling them to help develop as independent learners and support the learning of others

Demonstrate good subject and curriculum knowledge

- Have an up to date and excellent/extensive knowledge of the curriculum, including the different types of qualifications and specifications and their suitability for meeting learners’ needs in order to foster, and maintain pupils interest in English and address misunderstanding.
- Demonstrate a critical understanding of developments in the subject and Curriculum area and promote the value of learning.
• Promote collaboration and develop high standards of literacy, articulacy and the correct use of standard English, in your subject area and cross curricular activities

Plan and teach well-structured lessons

• Embed knowledge and develop high levels of understanding through clear and effective objectives and effective pace of learning in lesson time
• Promote and encourage a love of learning and stimulate and develop children’s intellectual curiosity.
• Set challenging and differentiated Independent learning (Homework) using the Knowledge Organiser and other resources and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
• Reflect systematically on the effectiveness of lessons and approaches to teaching, collaboratively developing own and other’s teaching practice to improve the learning of pupils

Make accurate and productive use of assessment

• Use effective assessment processes within the relevant subject and curriculum areas, including statutory assessment requirements to develop learning
• Make effective use of formative and summative assessment to ensure high levels of pupils’ progress in line with the Academy assessment and marking structures.
• Effectively use relevant data to monitor progress, set targets, and plan subsequent lessons for the promotion of high levels of learning
• Give individual pupils regular, effective feedback, both orally and through a range of marking and feedback strategies, enabling pupils to respond to the feedback

Manage behaviour effectively to ensure a good and safe learning environment

• Model effective routines for behaviour in classrooms that promote learning, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy’s engagement for Learning (behaviour policy)
• Model and have, high expectations of behaviour, and implement a framework for discipline with a range of strategies, using praise, sanctions and the Carrot Rewards System consistently and fairly
• Manage all classes effectively, using a range of approaches which are appropriate to pupils’ needs in order to involve, motivate and engage them. Improving standards of achievement
• Maintain excellent relationships with pupils, exercise appropriate authority, and act decisively when necessary.
Fulfil wider professional responsibilities

- Make a positive and effective contribution to the wider life and ethos of the Academy, encouraging others to do the same
- Develop effective professional relationships with colleagues, knowing how and when to draw on and give advice and specialist support
- Deploy support staff effectively within your lessons to maximize student achievement
- Take responsibility for improving teaching and learning through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents to develop pupils’ achievements and well-being.
Person Specification:

Education and Training
- Qualified Teacher Status.
- First/Second Class Degree.
- Appropriate additional qualifications.

Experience
- Experience of teaching English to Key Stage 3 and 4 students.

Skills and Knowledge
- Excellent subject knowledge in both Language and Literature.
- Good ICT skills and their application to the teaching of English.
- To be organized and able to maintain accurate records.
- To be able to think and plan strategically and manage the classroom.
- To be aware of educational developments in and around the subject.
- To have the ability to reflect on your own practice.

Personal Qualities
- To be hardworking and committed to the vision of the Academy.
- To have a willingness to learn and develop new skills.
- To have the ability to work with initiative.
- To have the ability to work as an individual and as a part of a team.
- To be focused, aspirational, independent and resilient.
- To aspire to “Be Brilliant” in all that you do.
Dear Candidate

Thank you for taking the time to read through our information concerning the teaching position at Bexhill Academy.

Bexhill Academy part of the Attwood Academies Trust, is a larger than average 11-16 mixed school serving the coastal town of Bexhill-On-Sea, East Sussex, with over 1300 students on roll. A seaside town renowned for the De La Warr Pavilion and being the home to the first British motor race!

Working at Bexhill Academy, whether as an NQT or as a teacher of many years, it is an opportunity for you to work with some extraordinary and inspiring students and staff. The Bexhill community is a very special place and we are privileged to be working in state of the Art Building with modern facilities throughout.

Following our success in recent years, we have become over-subscribed with over 400 applications for 330 places for September 2020. Consequently, year on year we have been expanding our teaching staff to accommodate our increasing numbers.

At Bexhill Academy, we encourage students to aim high and we support them in pursuing their dreams. We offer challenge to all abilities stretching the minds of the most able to become enquiring and independent thinkers, yet offering support to those who find their studies more difficult.

We are looking to recruit Teachers to the English Department who share our vision and ambitions for the young people of this community. You could join a highly motivated and passionate group of staff who work tirelessly in the best interests of the students. Staff development is central to everything we do with high quality CPD opportunities and advancement in a variety of areas. The English Department is lively, committed, and friendly. Well run by its’ and a great management team there are 12 members in total. There is a vibrant and exciting 2 year Key Stage 3 and we follow AQA Literature and Language at GCSE. All students study English Literature and English Language at GCSE.

If you are a well-qualified and enthusiastic teacher seeking to work in a dynamic, modern school, if you are passionate about teaching and learning and securing student success and opportunity, we would like to hear from you.

I look forward to meeting you,

Vicky Norris-Wright.
Head of Academy