We want a 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 24 May 2021
Interviews: Held Wednesday 26 May 2021

Pre-Application enquiries are encouraged, please contact Holly Skidmore, Director of English via email at Holly.Skidmore@bexhillacademy.org

We want to reassure applicants that effective measures have been implemented to ensure the health and wellbeing of all candidate’s staff and students whilst on academy premises during the Covid Pandemic. 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:

The staff family at Bexhill Academy make the education of their pupils their first concern. They seek to support every child to be Brilliant Every Day and achieve the highest possible standards in work and conduct, act with kindness, and have strong subject knowledge. Through giving their best and demonstrate employability skills as role models for students, they keep their knowledge and skills, remaining at the forefront of pedagogy and educational research. The English Department is aspirational, extremely supportive and a real high performing team of nice people.

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
- Establish a therapeutic, can do culture to value all regardless of starting point

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