



Robert Barclay Academy

Education for a changing world

Part of Scholars' Education Trust

Vision:

In our school community, we have high aspirations for every individual. We firmly believe it is our duty to provide the very best all round educational experience and prepare



TEACHER APPLICATION PACK

Teacher of English and KS5 Co-ordinator

MPS/UPS plus TLR 2A

Fringe Allowance plus £1500 relocation bursary

Further Scholars' Education Trust benefits are also available (see within)



Robert Barclay Academy

Education for a changing world

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Dear Candidate,

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are looking for an enthusiastic Teacher of English & KS5 Co-ordinator to join our very successful Department. The successful candidate will be dedicated and creative, an effective teacher and have ambition to develop their leadership



skills further. We work collaboratively within the school and with the other schools across the Multi-Academy Trust and ensure that, whether you are relatively new to teaching, or more established, **you are fully supported** to ensure that you will be a success.

You will be joining the school at an exciting time, as we continue our journey of rapid improvement. Since becoming part of the Scholar's Education Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations. Sixth Form A-Level results also placed us in the **top 25% of all schools nationally** for value-added.

Our students are our biggest asset; they are polite and well-mannered, well presented and take a pride in their school. Teaching and learning is at the heart of everything that we do. We were particularly pleased with the feedback from Ofsted '**Personal development, behaviour and welfare have rapidly improved and are securely good.**'

We continue to challenge ourselves and demand the best from our students in order that every student makes the progress they deserve.

Our ultimate aim is, of course, to be outstanding in every area. Quite simply, we want to ensure that 'hand on heart', we are providing the very best education for our students. They deserve it, and **we want to ensure it is better here than anywhere else.** It is this mission that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working English Team. Your support and leadership will **make a real difference** to continue the journey of success of this successful team.

As an 'outward-facing' school, we work closely with Sir John Lawes School, Harpenden, Samuel Ryder Academy, St. Albans, Priory Academy, Dunstable, the Alban Teaching School Alliance and we are a PiXL school, with the benefits of training, ideas and resources all these strong connections bring. **I believe in the power of collaboration** in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an 'Outstanding' Multi Academy Trust.

This pack contains lots of information about the school and the English Department. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our pastoral team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

Ced de la Croix,
Headteacher



Meet the Team

As a core department, we value the importance of teamwork. We support each other, working collaboratively across all key stages, sharing schemes of learning and resources to maximise opportunities for creativity and team-teaching. Together, we ensure the highest standards of learning in the classroom.

Head of Department	Rachel Williams
Assistant Head of Department	Dr Aisling Cowan
Teacher of English i/c KS5 and EPQ	Richard Saunders
Teacher of English (Literacy Co-Ordinator)	Annabel Hart
Teacher of English	Janine Barlow
Teacher of English	Judith Olivere
Librarian	Helen Harrington
English Curriculum Teaching Assistant	Hayley Phythian

How could you develop and support this successful and cohesive team towards further success?



Introduction

The English faculty is an extremely strong and flourishing team and we pride ourselves on being at the heart of whole-school initiatives in teaching and learning. Our results have improved considerably at GCSE and A-level over the past 3 years. We strive to inspire students into a love of reading, and our curriculum allows us to explore the diverse opportunities and topics that English lessons have to offer.

Students and Curriculum

English is delivered across the curriculum as follows:

- Years 7 and 8: mixed groups (eight hours per cycle, including dedicated AR lessons)
- Year 9: banded by ability due to starting GCSE courses (eight hours per cycle, including dedicated AR lessons)
- Years 10 and 11: banded by ability (seven hours per cycle)

All GCSE students study AQA Language and Literature, and sit the exams at the end of Year 11.

In Years 7 and 8, students follow a termly curriculum model which caters for a wide range of abilities and interests. Non-Fiction, Creative Writing and a wide range of novels are studied across these years. We are particularly proud of our Year 9 curriculum which has been rewritten to deliver GCSE skills and exam style practice to ensure a smooth transition into GCSE.

At Sixth Form, we teach A-level Literature (AQA A path) and this is a popular choice with the students, and results are increasing year on year.

Our students are talented, lively, committed and enthusiastic in the classroom, and respond very well to inspiring, creative lessons. Curriculum maps are reviewed at the end of each year to allow for innovative changes, and to bring in new and challenging texts to keep the curriculum fresh and engaging.



Examination Results

The English department have worked hard on improving their results. The percentage of students achieving a grade 4 and above in English and Maths has increased from 46% to 59% over the last three years. At A-Level, we use ALPS to measure performance of our students. In 2019 the A2 English Literature cohort achieved an ALPS 5 with 60% of students attaining above their target grades, one of which was an A*. In addition, this year the department has successfully achieved a 100% pass rate for any students who attend our sixth form and were required to improve their English GCSE grade in November.

Resources

We have six dedicated English classrooms all located in one area next to our dedicated English office. All rooms contain whiteboard projectors and speakers and we use these as standard in our lessons. We run the Accelerated Reader programme and students have reading lessons timetabled in the library. The school library is extensively resourced and forms an integral part of our English lessons. In addition to this, and one of the advantages of our department, we have a dedicated Teaching Assistant. This person extensively provides admin support and support in lessons. They will also cover lessons where teachers are absent in order to aid continuity.

Extra-Curricular Activities

We run poetry and story writing competitions during the year across the year groups - these national competitions do allow our students to be published authors and poets which they are exceedingly proud of.

Our Sixth Formers and Key Stage 4 students are encouraged to mentor and support more junior students during a form time reading programme. Sixth Form students are taught by the SENCo in how to support low attaining readers in Year 7, and these new skills and strategies are employed by the students to mentor and help improve reading ability. Student voice is very positive about this programme and reading ages are increasing because of it.





English Teacher and KS5 Co-ordinator

Full-Time

Start Date: September 2020

Salary - MPS/UPS plus TLR2a (£2,796)

Inclusive of Fringe allowance plus £1500 relocation Bursary

Other Scholars' Education Trust benefits are also available.

Robert Barclay Academy is part of Scholars' Education Trust. Due to an internal promotion we are looking to appoint a dynamic English teacher to teach English including responsibility for KS5. Our ideal candidate would be an excellent and aspirational classroom practitioner, who wishes to share their expertise and make a difference. As a school we value highly the development of new and existing materials and the post will involve the opportunity to work on the review of existing materials and the development of new ideas.

This is a very exciting time to join a dynamic teaching team who are committed to the continued progression the school is making.

The Academy is part of Scholars' Education Trust creating a formal link with Sir John Lawes School (OFSTED Outstanding). We offer an innovative induction programme and professional development programme both at Robert Barclay Academy and across the Trust, recognising that our staff is the key to our success.

If you are interested in joining us at this exciting time, further details and an application pack is available from HR@scholarseducationtrust.co.uk or on 01727 734424

Closing Date: 9am Monday 20 April 2020

Interviews: TBC

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Scholars' Education Trust is an equal opportunities employer. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



English Teacher and KS5 Co-ordinator

Aim and main purpose of the job

To assist in providing: professional leadership for KS5, to secure high quality teaching, effective use of resources, and improved standards of learning and achievement for all students.

Teaching and Student Learning

The Teacher of English and KS5 Co-ordinator will:

- Be able to teach across the full range of age and abilities
- Act as a role model and assist the HOD in leading subject staff through own high-quality teaching for KS5
- Assist the HOD in setting expectations and targets for staff and students in relation to standards of achievement and the quality of teaching including the use of faculty policies for KS5
- Assist the HOD to engage all subject staff in the creation, consistent implementation and improvement of schemes of learning which incorporate key school learning strategies for KS5
- Help the HOD to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme for KS5
- Work with the HOD to review teaching and learning, monitoring the progress of all students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success for KS5
- Take responsibility for leading key curriculum areas for KS5

Assessment and Self-Evaluation

The Teacher of English and KS5 Co-ordinator will:

- Assist the HOD in establishing and implementing clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement for KS5
- Work with the HOD to use data effectively to identify students who are underachieving and, where necessary, create and implement an effective intervention plan for KS5



English Teacher and KS5 Co-ordinator

Relationships with Parents and the Wider Community

The Teacher of English and KS5 Co-ordinator will:

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about the curriculum, targets, progress and attainment

Managing Staff and Own Performance

The Teacher of English and KS5 Co-ordinator will:

- Prioritise and manage their own time effectively
- Take responsibility for their own professional development
- Assist the HOD in providing regular feedback for subject colleagues in a way which recognises good practice and supports their progress against performance management objectives resulting in a tangible impact on student learning for KS 5
- Assist the HOD in ensuring all subject staff understand and are actively implementing the key aspects of school and faculty policies for KS5

Managing Resources

The Teacher of English and KS5 Co-ordinator will:

- Assist the HOD in ensuring all subject staff understand and are actively implementing the key aspects of school and faculty policies for KS5

Strategic Leadership

The Teacher of English and KS5 Co-ordinator will:

- Assist the HOD in creating a faculty development plan which contributes positively for KS5 and which actively involves all subject teachers in its design and execution

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.



Personal Qualities	Essential	Desirable
Knowledge and Understanding		
* Good awareness of current educational developments	✓	
* Clear understanding of current issues related to the subject	✓	
* Ability to plan lessons effectively	✓	
* An understanding and commitment to the ethos of the School	✓	
* Evidence of high level classroom skills	✓	
Skills, Qualifications and training		
* Qualified Teacher Status	✓	
* Courses of further study relevant to the post		✓
* Qualification in the relevant subject	✓	
* Evidence of active involvement in professional development		✓
* Excellent organisation skills	✓	
* Excellent ICT skills	✓	
* Clear evidence of leadership		✓
Attributes		
* Excellent record of attendance	✓	
* Ability to work well in a team	✓	
* A sense of humour	✓	
* Ability to think originally and creatively	✓	
* Positive attitude	✓	
* Energy and enthusiasm	✓	
* Warmth and sensitivity	✓	
* Excellent rapport with students	✓	
* Commitment to the School and the students we serve	✓	



Broxbourne is superbly located. We are a short drive from the M25 and a short drive to the A10 road. The A10 road runs north to south and provides direct access to Cambridge and London meaning that Broxbourne is very easy to access by car.

There are several train stations within the area that provide excellent links to London and Cambridge. Greater Anglia Railway operates regular services to London, Liverpool Street. The fast train from Broxbourne to Liverpool Street takes just 25 minutes. The Academy is situated within a fifteen minute walk of Broxbourne Station.

Although urbanised with industrial and commercial activity, the whole area retains

much of its rural charm. Some of the loveliest countryside in the Home Counties can be found locally.

By relocation to Broxbourne you can choose to live and stay in a beautiful setting surrounded by attractive parks, woodland and waterways within a short distance of London. You can enjoy a variety of things to do, see and explore in the borough and nearby. Within the local area it is easy to indulge yourself with good quality food, drink and accommodation. Broxbourne also has many leisure attractions to offer.

You may know Broxbourne as the place where Team GB won the Gold and Silver Medals in the canoe slalom events during the London 2012 Olympic Games, as it is the home of the Lee Valley White Water Centre, a world class sporting facility for white water rafting and canoeing. The centre is located on the edge of the Lee Valley Regional Park and is open to the general public.

Due to its location and easy access to London, the Borough of Broxbourne is becoming a very desirable area to live for commuters. The demand for housing is on the increase and the demographics show that all schools in the local area will be full by the year 2020. The school is surrounded by the Spotlight Theatre and Lowewood Museum both of which the Academy has very strong connections with.





Benefits of Working for Scholars' Education Trust

There are many benefits of working within Scholars' Education Multi-Academies Trust:

- 1 RBA Professional Bursary of £1500 to support relocation.
- 2 10% reduction in fees at 'Best Friends' independent Nursery (up to age 4) based in St Albans.
- 3 Comprehensive training and a commitment to high-quality CPD across the MAT.
- 4 Support from colleagues from 'Outstanding' and 'Good' schools across the MAT.

How to Apply

Candidates should submit the following:

1. **Completed Application Form**
2. **Personal letter of application** A short letter which indicates your experience and impact to date and what you can offer our Academy.
We regret we cannot accept CVs.

The forms are available in electronic format and can be downloaded from our website:



For further details, assistance or an informal discussion, please contact:

Central HR
Scholars' Education Trust
c/o Samuel Ryder Academy
Drakes Drive
St. Albans
Herts AL1 5AR

Please email completed applications to: HR@scholarseducationtrust.co.uk

Please note that references may be requested prior to interview for those who are shortlisted
Applications should be emailed no later than **9am** on the deadline date - **20 April 2020**

We look forward to hearing from you!



Selection Process

1. Straight Forward Application Process

Complete the Application Form

2. Short Covering Letter of one or two sides of A4, including:

- * Your experience of teaching Science to date and what you have learned
- * Your leadership experience or potential
- * Why you want to teach Science
- * How you feel you can make a difference at RBA



Send these documents to:

HR@scholareducationtrust.co.uk

2. Interview

Interviews will be held shortly after the closing date. You will be asked to:

- Deliver a lesson
- Meet with our students
- Attend a formal interview

9am Monday 20 April 2020	Deadline for Applications. All shortlisted candidates will be contacted by email and invited to
TBC	Formal interviews will take place at Robert Barclay Academy. All candidates will be contacted – both successful and unsuccessful.