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**JOB ADVERT/SUMMARY - Teacher of Year 7**

Dates: Apply as soon as possible or by the final deadline of 6th February 2020, 12 noon.

Salary: Teacher Main/Upper Scale

Start date: ASAP

Contract type: Full-time; suitable for experienced teachers, NQTs, RQTs

Contract term: Permanent

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**Hazel Wood High wishes to appoint a well-qualified, hardworking and enthusiastic Teacher of Year 7, capable of making a strong contribution to our rapidly improving school. We are passionate about delivering a high quality and engaging Year 7 curriculum and this is a great opportunity to join a dedicated and hardworking department where you will be supported to develop your practice. We see this position as a key role in leading this faculty forward and as an aspirational step towards school leadership.**

**We are looking for an inspirational, experienced Primary or Secondary Teacher, holding QTS or equivalent, to join our team of year 7 practitioners. As a Year 7 teacher, you will be pivotal in redefining what is possible for the students within our care. You will be excellent in your classroom practice and be able to inspire others to be of a similar caliber.**

**Your opportunity**

This is a rare opportunity for an experienced primary or secondary teacher to take on a role in a rapidly improving secondary school. You will play a leading and highly visible role in the improvement of teaching and learning for students in year 7 where an enhanced transition from KS2 is required, ensuring the highest standards of achievement for our children and leading in the monitoring, evaluation and review of standards and provision.

**What we are looking for**

We look for talented individuals who want to be a part of transforming education at Hazel Wood High School. We are looking for an outstanding KS2 or KS3 practitioner to specialise in Maths, English and Science to ensure our year 7 make rapid progress through the provision of a suitable curriculum to support and challenge their learning, especially where age related gaps in this learning exist.

We believe that Hazel Wood High is a great place to work. This post offers you the opportunity to work in/with:

* A school with a strong will and determination to continue to improve
* A school that has high expectations of all who work here
* A school that places teaching and learning at the heart of school improvement
* A school that is driven by strong values, invests in its staff and students and has a high
* regard for their welfare
* A supportive and cooperative teaching staff who are committed to their roles
* A school that works effectively with all stakeholders
* A caring school where you can make a real difference to the lives of young people

You will be part of an excellent team and will be given extensive support to develop to your full potential both in this role and beyond.

Employees of Hazel Wood High have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

Appointment is subject to a satisfactory enhanced disclosure from the Criminal Records Bureau and references.

Applicants are asked to complete the application form and write a letter, which responds to the person specification, which tells us about your experience and skills relevant to the post and stating why they feel they would be suitable for the position; this must include how candidates meet all essential aspects of the person specification.

Please do not send CV’s. Completed applications and supporting letters should be returned by email to the HR department at [recruitment@oaklp.co.uk](mailto:recruitment@oaklp.co.uk). We would welcome applications as soon as possible, the final deadline is February 6th 2020 at 12 noon, however applications that arrive earlier than this date will be considered as and when we receive them.



Letter of welcome from Elaine Parkinson CEO, Executive Headteacher and NLE

Dear Applicant,

Thank you for your interest in a teaching post at Hazel Wood High. I would like to give you some information about the school and the Oak Learning Partnership.

Hazel Wood High (previously Broad Oak Sports College) was placed in a category last year and has recently had an Ofsted monitoring visit, which found that leaders and managers are taking effective action towards the removal of special measures. We are very proud of the progress the school has made and see this post as pivotal in succeeding on the next stage of our journey. We are looking for a colleague who will share our passion to provide the very best education and care for our wonderful pupils.

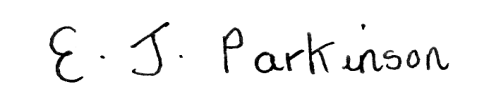
As a result of the Ofsted inspection last year the school was designated to be a sponsored school as part of an academy. The decision was made for Hazel Wood High to join the Oak Learning Partnership. The trust formed on 1st April and includes three schools: Elms Bank (a secondary special school), Unsworth Primary School and Hazel Wood. We resolutely believe that we are stronger together and that each school within the MAT has individual strengths and we celebrate the diverse and unique qualities of each particular school. I am very proud that the trust has been chosen to sponsor Hazel Wood High and know with the dedicated teams we have across all three schools we will as a partnership make the difference needed at Hazel Wood.

The Oak Learning Partnership has firm values focused on inclusion and giving every pupil the opportunity to make the very best progress. We recognise that some pupils will have additional challenges and it is our firm belief that as professionals we should work with all young people to ensure that they receive the very best education in order to live happy and successful lives once they leave school. We are looking for a member of staff who wants to make a difference and a professional who will go above and beyond to ensure that this happens. In return you will work with a dedicated staff team both within the school and also in the wider trust. You will also be able to contribute to developments beyond Hazel Wood High and take advantage of working within a trust, which is also part of a teaching school.

If you want to join us and know you can make an impact on our pupils, we would welcome your application. We welcome you visiting Hazel Wood High and if you wish to do so please contact Mr Paul Greenhalgh, Headteacher at the school.

I wish you every success with your application.

Best Wishes



Elaine Parkinson

Executive Headteacher and CEO of the Oak Learning Partnership.

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Letter of welcome from Paul Greenhalgh – Headteacher

Dear Applicant,

I am the Headteacher of Hazel Wood High School and during my time here, I have overseen a necessary period of considerable change since becoming a part of a Multi-Academy Trust in April 2019.

The school has a good reputation for being a caring and inclusive school, and is highly regarded by its local community. We have high expectations of our staff and a great emphasis on pupil care, which includes a particular focus on outstanding quality teaching and learning, with the aim of achieving excellent outcomes for all students.

Every student is challenged to achieve outcomes in line with the top 20% of students nationally who have the same starting points and we are determined not to settle for mediocrity. We believe that all our students deserve the very best education that we can provide.

Our teaching staff aspire to raise the standards and quality of teaching and learning, this is encouraged through inspiring and supporting colleagues and ensuring that best practice is shared and embedded. Our staff are all committed to continually improving their practice to ensure that the provision is achieving the very best outcomes.

Through high expectations around behaviour and learning, actively applied in the classroom we believe facilitates the student’s ability to understand and utilise these lessons in everyday life.

The cumulative impact of all this work was recognised at our recent Ofsted Monitoring visit. Attainment and progress indicators at Key Stage 4 are improving; student numbers are healthy across all year groups, attendance levels have dramatically improved and exclusions are falling. After some significant restructuring we are as financially secure as anyone can be at the present time.

As a part of the Oak Learning Partnership we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Hazel Wood High. This appointment will form a key element in the next phase of our transformation. If you would like to join our excellent team then we would like to hear more about you.

Visits to the school prior to application are both welcomed and encouraged. Please contact the school on 0161 797 6543 or by e-mailing me directly [p.greenhalgh@hazelwoodhigh.co.uk](mailto:p.greenhalgh@hazelwoodhigh.co.uk) to arrange an appointment.

I hope that when you have read the information enclosed that you will be encouraged to apply for the post. We look forward to receiving your application.

Paul Greenhalgh

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Our Vision

**Fostering a sense of pride and community and providing**

**opportunity for all to excel.**

Our Values

**RESPECT**

To be a role model to others and demonstrate positive interactions with all

To use good manners, treating others how we wish to be treated

To engage with others and to be considerate and kind

To be prepared and organised

To listen to others

**RESPONSIBIITY**

To provide consistency of procedures, policies and professional behaviours

To ensure the safety and wellbeing of all at Hazel Wood High School

To engage, enthuse and inspire our learners thorough the whole school Journey

To be inclusive by understanding the whole child and their needs

To promote the ethos of the school within the wider community

**ASPIRATION**

To demonstrate a ‘can do’ attitude

See every challenge as an opportunity to shine

To work with integrity in order to be a good role model

To reflect on our practice and seek to improve as a life-long learner

To create a safe environment so that we are not afraid to try

**About Hazel Wood High School.**

Hazel Wood High School opened on the 2nd September 2019 as a sponsored Academy as part of Oak Learning Partnership, the school was formerly known as Broad Oak Sports college. Our new school launched following significant improvement works and it is a school we are very proud of.

Hazel Wood High School is a smaller than average secondary school with 650 students currently on roll and standard intake number of 650 that we hope to grow to 720 by the end of the Academic Year 2022. Pupil numbers are rising and our current Year 7 is above capacity and is oversubscribed.

Hazel Wood High School retains its position at the heart of its local community and many families have sent all of their children to the school which contributes to the strong relationships we have with our parent body. We have good relationships with our local primary partners and take our students from over 22 different primary schools.

We currently have 38 teaching staff all of which are specialists in their teaching areas ably supported by 26 members of support staff. Staff are committed not only to providing a safe and stimulating classroom and learning environment but also to providing opportunities that enrich the lives of our students.

We place great emphasis on an engaging curriculum and we are very proud of our unique Year 7 transition model that aims to ensure a smooth, positive and exciting experience throughout the transition year both academically and pastorally.

Our central values of Respect, Responsibility and Aspiration permeate everything we do and we would encourage you to come into school to have a look around and talk with our staff at any time.

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**JOB DESCRIPTION - YEAR 7 TEACHER**

**Salary: Teacher Main/Upper Scale**

**Immediately responsible To: Lead Y7 practitioner and ultimately Headteacher**

**Immediately responsible for: The development of the quality of Curriculum including Teaching & Learning within KS2 to KS3 transition.**

Job Purpose

All teachers are expected to carry out the duties of a school teacher, as detailed in the Teachers Pay and Conditions Document, as updated annually.  This includes being a form tutor and participating in the School’s Personal, Social and Health Education Programme when appropriate. The post involves the teaching of core subjects at year 7 and the appointed person will work under the supervision of Lead year 7 practitioner.

The Teacher of year 7 will be an outstanding teacher who has the skills and motivation to develop the practice of others. They will have a working knowledge of current pedagogy and practice. The post will support innovation and improvements in teaching and learning strategies within the transition years from KS2-KS3. The teacher of year 7 will work alongside the Lead Y7 Practitioner to identify those students who need an enhanced academic transition from KS2-KS3 and develop a supportive and challenging curriculum pathway that allows students to rapidly access age appropriate learning. Essential to the role is the opportunity to work collaboratively with other organisations to ensure that we are at the forefront of developments in education.

Main Responsibilities

* To be a model of excellent practice within the classroom
* To support innovation and the development of teaching initiatives and strategies throughout student transition which raise the practice of all members of the school and impact positively on the performance of students.
* To work in partnership with feeder primary schools to develop effective transition for all pupils entering the school at Y7.
* To develop the quality of learning within English, Mathematics and Science in Year 7 especially for those students who are not achieving age-related expectations at the end of KS2 enabling them to become confident and skilled learners.
* To support the development of a transition curriculum and assessment ensuring progression in knowledge and understanding
* To contribute to raising standards of student attainment.
* To keep abreast of current initiatives in education through an involvement in action research and collaboration with other organisations
* To contribute to your Faculty area’s input into school improvement.
* To contribute to joint development practice identifying best and next practice, sharing it with others within subject and the school.
* To be aware of and uphold whole school policies, procedures, and issues, with particular regard to Safeguarding and Data Protection.
* To contribute to meetings so that they are productive and focussed on teaching and learning, progress and inclusion.
* To monitor and support the overall progress and development of students as a Form Tutor.
* To register classes taught at the commencement of school and during lesson time and to utilise the SIMS system to indicate concerns or record rewards.
* To contribute to the implementation, effectiveness and impact of the school and department assessment system to ensure pupil progress for all and for specific sub-groups.
* To plan and prepare schemes of learning and lessons which address the needs of the class assigned and make provision for this in planning.
* To ensure that the learning environment is safe, stimulating, conducive to the promotion of good behaviours and provides pupils with the opportunity to link lessons to whole school practices e.g. careers, keywords, numeracy and literacy.
* To use data to create a personalised learning environment, addressing exceptional performance and underachievement for pupils.
* In line with school policies to regularly set, mark and feedback to student homework tasks which are appropriate to need.
* To be an active participant in the school continued professional development programme to ensure best practice and continuing professional development.
* To alert the appropriate staff to the problems experienced by students and what strategies have already been explored, so that issues can be speedily resolved.
* To ensure that arrangement for setting appropriately challenging cover work is provided during any absence.
* To undertake regular liaison with Teaching Assistant or other Associate staff to share strategies and resources to ensure targeted pupil progress.
* To promote high expectations of students, appropriate attainment and progress targets and ensure that minimum targets are met and employ effective intervention strategies where this is not the case.
* To be accountable for the outcomes of the pupils in their class.
* To provide detailed feedback to parents via the schools reporting system and parents’ evenings.

Specific Responsibilities

1. Teaching, learning and assessment delivery of the specification requirements for core subjects in Year 7.
2. Developing and maintaining high standards of teaching and learning.
3. Assessment, Recording and Reports within the framework of subject area.
4. Keeping in touch with new developments and knowledge with a view to proposing new innovations.
5. Management of teaching areas and the display of work to create a vibrant and challenging environment.
6. Attending relevant meetings.
7. To aid the Head of Department as appropriate.
8. To provide appropriate homework, which challenges and enables pupils to realise their own greatness.

Additional Notes:

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.  In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to clause 4(1) (f) of a Teacher’s Conditions of Employment**.**

**PERSON SPECIFICATION**

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|  |  | Essential/Desirable | Measured by:  1. Application & letter 2. Exercise/Presentation 3. Interview 4. References |
| Qualification | * Degree-level qualification or comparable learning experience and/or relevant professional qualification. * Qualified teacher status. | E  E | a)  a) |
| Experience | * Excellent classroom practitioner who is passionate about teaching. * Recent and relevant experience of working successfully within a school or LA, particularly at upper KS2 / lower KS3. * Some experience of supporting and developing staff. * Evidence of improved student outcomes. | D  D  D  E | a) c) d)  a) c) d) |
| Skills and Abilities | * Ability to work collaboratively within a school. * High level people skills including communication, interpersonal and intrapersonal skills * Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines. * Ability to establish positive beneficial relationships with staff & students. * Ability to monitor and evaluate student achievement and report results. | E  E  E  E  E | a) c)  a) b) c) d)  a) c) d)  a) c) d)  a) b) c) d) |
| Attributes | Must be:   * Honest and open * Receptive to change * Creative, reflective and analytical * Aware of the importance of work/life balance * Have a sense of humour. * Go the ‘extra mile’ | E  E  E  E  E | b) d)  a) c) d)  a) b) c)  c)  c)  a) c) d) |
| Specific Requirement | Must be able to show evidence of a strong commitment to:   * Knowledge and understanding of the National Curriculum requirements at KS2 and KS3. * Clear understanding and commitment to equalities, inclusion and access issues * Genuine commitment to young person participation in evaluation and decision-making * Safeguarding of children and young people. | E  E  E  E | c)  c)  c)  a) c) |