

Information for Applicants

Academy *Riddlesdown Collegiate, Honister Heights, Croydon, CR8 1EX*
The Quest Academy, Farnborough Avenue, Croydon, CR2 8HD

Required September 2019

Salary TCT1-11 (*minimum starting salary for NQT £28k*)

Closing Date Monday 3rd December 2018

Interviews w/b 10th December





The Collegiate Trust
Exceptional Education for All

Our Partnership of Academies

The Collegiate Trust exists to improve education in Crawley, Croydon and surrounding areas. We work in partnership with academies whose values and approaches align with ours, and who want to work collaboratively within a forward thinking and ambitious organisation.

Academies in The Collegiate Trust



- maintain a strong individual identity within a powerful local partnership
- work collaboratively to improve education in each of our partner schools
- achieve value-for-money on highly cost-effective services delivered through the Trust
- have the opportunity to contribute to the development of outstanding new provision where it is needed, through the free schools programme
- drive forward standards within their school under a well-supported but autonomous Principal and a strong Local Governing Body
- deliver our mission of **Collaboration to Deliver Exceptional Education** and achieve our vision of **Exceptional Education For All**



Our Vision

Our vision for The Collegiate Trust is to deliver **Exceptional Education for All** in safe and nurturing environments.

Such an exceptional education has three features:

- A rigorous academic education which makes sure young people have a rich understanding and knowledge of a wide and relevant curriculum
- A set of creative learning experiences which involves all young people in (and develops an appreciation and understanding of) the creative, performing and physical arts
- The building of personal qualities and skills through the rich curricular and extra-curricular work in the academy and beyond, developing successful adults who respect each other and their surroundings



Welcome

Riddlesdown Collegiate



Dear Applicant

Thank you for your interest in the post of *Teacher of English*. I hope that this information pack will help you to learn more about our fantastic secondary academies and that you will be excited about the prospect of joining our excellent team.



Whether you are at the very beginning of your career or are looking to develop your experience, *The Collegiate Trust* (TCT) is a great place for professional growth. NQTs benefit from a high-quality induction period prior to taking up post, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development. Our aim in all

appointments is to appoint colleagues who will share our aspirations and make a major contribution to building the best life chances for our students.

In each of our two secondary academies the English team is at the forefront of the excellent standards we already deliver, and further developing the pedagogy to allow every student to achieve their best. In joining one of these outstanding teams, you will benefit from unrivalled professional support and development and be part of an incredibly successful but unwaveringly ambitious Academy and Trust.

I would be delighted to receive an application from you if, upon consideration, you feel that this role and TCT may be right for you. To apply, please complete the form on our website, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification. I look forward to hearing from you.

Yours sincerely

Mr Gordon Smith
CEO



Key Information

The Collegiate Trust has grown out of Riddlesdown Collegiate, an **outstanding** (OFSTED, May 2016) secondary school in Croydon with almost 2000 students and over 200 staff; in 2017 Riddlesdown was awarded the *World Class Status Quality Mark*. Gossops Green, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1st March 2018, *The Quest Academy* on 1st June 2018, and *Courtwood Primary* and *Gilbert Scott Primary* on 1st September 2018.

TCT educates over 4000 children and young people from nursery up to 18 years of age. The responsibility that places on us is huge, but we are excited by the positive impact we already have on the lives of so many. We also employ almost 600 staff, and recognise our responsibilities as an employer in looking after the great people who work with us.

Each academy within the Trust is supported centrally by our team of *Directors of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Chief Finance Officer & HR Manager* on business management and HR issues, and the *CEO* on wider leadership issues. This complements rather than replaces in-school functions and allows the Principal to lead the Academy in the best interests of its students, making best use of the fantastic talents of its staff.

We are looking to appoint into our English teams at both academies due to the popularity, success and growth of each; TCT academies are recognised locally for the quality education and the nurturing environments we provide. Should you have a preference for one of the two academies, please state in your application.

You can find out more information about our secondary academies, and other partners in our Trust, at the following websites:

www.thequestacademy.org.uk

www.riddlesdown.org

www.tct-academies.org



English within TCT

Attainment and progress are very strong in English across all years in our secondary academies. Whilst there are similarities in our provision – students across the Trust study the AQA specification at GCSE – there are key differences which mean that the team in each Academy is focused on the specific context and needs of its students.

The Quest Academy

The English faculty consists of eight full-time specialist members of staff. All teachers are expected to teach across the age and ability range. We teach mainly in six dedicated classrooms; each room is fully interactive and very well resourced.

Students follow a condensed Key Stage 3 course over two years, with each student following a differentiated scheme of work in line with the National Curriculum. Reading, writing and spoken language are the core skills developed in English classes throughout the first two years of study. ICT is already used within the faculty and access to a variety of electronic resources is available.

At GCSE students follow AQA board courses for English Language and English Literature.

In Year 10 (sixth form) the Academy offers A Level in English Literature. Students study the OCR course and develop skills of analytical close-reading of texts, build an awareness of differing critical opinions and representations across periods and genres, and a considered appreciation of the impact of context.

Riddlesdown Collegiate

The English team is very strong and delivers very high standards, achieving impressive results at both GCSE and A-Level. The main aims of our English teaching programme include: cultivating enthusiastic readers who approach texts with a critical and curious mind; encouraging confident and erudite self-expression when writing and speaking; developing young men and women who can engage with and produce texts in a wide range of contexts.

We currently employ thirteen full time specialist English teachers, one of whom has overall responsibility for the subject across the Academy. Others have specific responsibilities overseeing work in individual Colleges (small schools) whilst being responsible for particular elements of teaching and learning. All the staff are particularly dedicated and hardworking and have a proud tradition of maintaining an excellent standard of examination results at GCSE in English Language and English Literature.

Schemes of work at Key Stage 3 are thematic and allow an integrative approach to language and literature. Richly resourced and detailed lesson plans provide a clear framework for the teaching and assessment of the English curriculum that closely follows whole Academy guidelines; this ensures that every student receives the same robust, high quality learning experience across the school. At Key Stage 4, we deliver the AQA GCSE in English Language and English Literature to students. Year 10 (sixth form) students follow the AQA Literature A programme of study (A-Level only) following the 'Texts in Modern Times' stream.

The English team is made up of a diverse group of teachers with a wide range of experiences and backgrounds who appreciate what someone new can offer in terms of innovation, creativity and passion. The English staff work closely as a team but also have links with other subject areas, particularly Drama, History and Media Studies. The team is energetic and committed to ensuring that all students enjoy full access to the English curriculum and achieve the highest standards of which they are capable.

Job Description



Purpose of the Post:

To teach a full timetable across the age and ability range of the Academy, delivering agreed *Schemes of Work* and contributing fully to the subject area and Academy.

Accountable to:

Subject Lead

PRINCIPAL ACOUNTABILITIES

Curricular Leadership

- i. To teach an agreed timetable.
- ii. To prepare and deliver effective lessons, ensuring regular assessment informs all aspects of planning.
- iii. To contribute fully to collaborative development and improvement within the subject area, Academy and Trust.

Pastoral Leadership

- i. To be a form tutor within the Academy, monitoring and supporting the academic and social development of members of a Tutor Group.
- ii. To undertake duties at the direction of the Principal.
- iii. To promote and safeguard the welfare of all children and/or young people for whom you are responsible or with whom you come into contact with.

Professional Leadership

- i. To participate in all performance management processes.
- ii. Through line management arrangements, ensure professional developments needs are identified and addressed.



Person Specification

Qualifications
Good honours degree
Qualified Teacher Status (or working towards)
Experience
Effective working with young people of a range of ages and abilities
Evidence of making an effective contribution to a team
Skills and Attributes
Ability to deliver high quality learning over time to all students in the subject area
Ability to be an effective Tutor
Capacity to work alongside colleagues, contributing effectively to a team
Ability to quickly establish and maintain positive relationships with students, staff and families
Understanding of safeguarding issues and promoting the welfare of children and young people
Well-developed communication skills, including high level of written and oral literacy and competent ICT use
Suitability to work with children
Potential for professional progression
Commitment to extra-curricular activities

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the ***Disclosure and Barring Service***.

Appointment will be dependent upon further health, medical and attendance checks.

The Collegiate Trust
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