



**THE AVON VALLEY SCHOOL  
& PERFORMING ARTS COLLEGE**





## Information for Job Applicants

Thank you for your interest in our vacancy.

The Avon Valley School is a popular and over-subscribed foundation school providing an exciting and ambitious curriculum for 11 to 16 year-olds. We are committed to building supportive, professional relationships between students, staff, parents and carers and the community that we serve.

At The Avon Valley School we have established a strong community where staff and students work together in an atmosphere of mutual respect. Our students are valued as individuals and encouraged to develop their abilities to the full. We are proud of their progress and of their achievements, both academically and in a wide range of extra-curricular areas.

The Avon Valley School is a forward looking school with proud traditions. We want all of our students to make the most of the opportunities that the school has to offer and to develop into thoughtful, articulate, confident and responsible members of society. We have high expectations and provide the support that each student needs to ensure success; as a result, standards are constantly improving.

Avon Valley staff are welcoming, committed and maintain the highest expectations of both themselves and our students. We have a firm commitment to professional growth for all our staff, reflected in our continual professional development and learning opportunities.

Across the school, teaching is creative, ambitious and evidence-informed which promotes a place of learning that challenges and supports all students to aspire, engage and achieve.

In our most recent Ofsted inspection (2017) we retained our categorisation as a 'Good' school. The report noted that:

- Senior leaders work very effectively as a cohesive and positive team
- Staff responses to Ofsted's online survey were overwhelmingly positive about all aspects of the school
- Leaders are very focused on raising pupils' aspirations and their cultural horizons.
- Pupils have very positive attitudes to learning.

Of all our achievements, we are most proud of our students: their enthusiasm, eagerness to learn and willingness to contribute to the various opportunities that life at The Avon Valley School offers and we are united in our commitment to ensuring that all our students receive an excellent education that develops and nurtures their abilities and talents.

We welcome applicants to arrange a visit to our school to see first-hand our learning environment and we hope this information pack provides useful insight into life, work and learning at The Avon Valley School.

Finally, I would like to take this opportunity to wish you every success in your application to join our exceptional team.

Alison Davies, Headteacher



## Advertisement – March 2023

### Teacher of English

### TMS/UPS

### Full Time – Permanent

### Job Start: September 2023

We are pleased to be able to offer the opportunity for an inspirational, enthusiastic and dedicated Teacher of English to join our successful and well-resourced English Faculty. The school offers a distinctive ethos where we aim to inspire and support each student to prepare for their future, by fulfilling both their academic and personal potential. The ability to teach Psychology would be an advantage.

The successful candidate will be a specialist with considerable personal enthusiasm for the subject. They will have the ability to adapt to the needs of students. Good emotional intelligence and a passion for engaging students in learning are essential.

We can offer you:

- Focussed career development, including yearly appraisals, with 6 month reviews
- A successful ECT support programme
- A supportive Faculty and Senior Leadership Team
- A focus on staff development and internal promotion
- Employee benefits such as the cycle to work scheme and wellbeing support

**Closing date: Midday, Friday 21st April, 2023**  
**Interviews to be held: ASAP**

For further information, the application form and job description, please visit our website or contact HR: [mpearson@avonvalleyschool.uk](mailto:mpearson@avonvalleyschool.uk) or telephone: 01788 542355. Please note we do not accept CVs without an application form.

*The Avon Valley School is committed to safeguarding the welfare of children and young people and expects all staff and volunteers to share this commitment. The above post is subject to a satisfactory DBS Enhanced Disclosure Certificate with Barred List check (child) via the Disclosure and Barring Service.*



# The Avon Valley School and Performing Arts College

## Job Description Job Title: Teacher of English

<b>Accountable to:</b>	Head of Faculty	<b>Line Managing:</b>	N/A
<b>Post type:</b>	Permanent	<b>Salary/Grade:</b>	TMS/UPS
<b>Liaising with:</b>	Senior and Middle Leaders, Parents/Carers.		

### Every member of staff is required to:

- Work towards and promote the vision, beliefs, aims and expectations of the school
- Support and contribute to the achievement of every child's outcomes
- Support and contribute to the safeguarding of all students
- Undertake professional development activities to enhance personal development and performance
- Maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff.

### All teaching staff are required to:

- To maintain and build upon the standards achieved as a qualified teacher as set out by the Secretary of State
- To contribute to and promote a clear vision for an effective department and school
- To adhere and promote departmental school policy and ethos
- To complete any other reasonable tasks as directed by the Headteacher

### Teaching and Learning

- Manage student learning through effective teaching in accordance with the faculty's schemes of work
- Ensure continuity, progression and cohesiveness in all teaching
- Use a variety of methods and approaches (including differentiation) to match the needs of each student to ensure that all students are able to access the curriculum and make at least their expected progress
- Set homework regularly (in accordance with the school homework policy) to consolidate and extend learning and encourage students to take responsibility for their own learning
- Work with EAL/SEN staff and support staff to maximise their effectiveness within lessons
- Support individual learning, by planning work with appropriate challenges and reviewing student outcomes on a regular basis
- Set clear and precise learning objectives and define criteria for success for each lesson
- Set high expectations for all students to deepen their knowledge and understanding and to maximise their achievement
- Use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem

### Monitoring, Assessment, Recording, Reporting, and Accountability

- Be responsible for the process of assessment, recording and reporting for the students in your charge
- Track student progress effectively, monitoring achievement against targets set and taking appropriate action to improve student outcomes
- Contribute towards the implementation of IEPs as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets



# The Avon Valley School and Performing Arts College

- Be familiar with statutory assessment and reporting procedures and present informative, helpful and accurate reports to parents
- Follow the faculties marking, assessment and recording policy
- Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy

## **Subject Knowledge and Understanding**

- Have thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses
- Keep up-to-date with research and developments in pedagogy in the relevant subject area

## **Professional Standards and Development**

- Work in accordance with the 2012 *Teachers' Standards*
- Be a role model to students through personal presentation and professional conduct
- Arrive in class, on or before the start of the lesson, take registers as required and begin and end lessons on time
- Establish effective working relationships with colleagues
- Be familiar with the school's policies and effectively implement them within your daily practice
- Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits
- Liaise effectively with parents/carers and other agencies with responsibility for students' education and welfare
- Be aware of the role of the Governing Body of the school and support it in performing its duties
- Ensure compliance with data legislation under the GDPR
- Follow Health and Safety requirements and initiatives as directed

## **Continuing Professional development**

- Take responsibility for personal professional development, keeping up-to-date with research and developments and changes in the school curriculum
- Undertake any necessary professional development as identified
- Maintain a professional learning portfolio of evidence to support the appraisal process including the incorporation of targets related to leadership, evaluating and improving own practice

## **Additional Duties**

- Contribute to the life of The Avon Valley School and Performing Arts College, and support its ethos and policies
- Undertake any other duties as reasonably required by the Headteacher

This job description may be reviewed and be subject to amendment or modification after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

### **Safer Recruitment Statement:**

*We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post requires Enhanced Disclosure (DBS).*



## Person Specification Teacher of English

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> <li>• QTS and a good honours degree relevant to the subject</li> <li>• Outstanding classroom practice that inspires students and adds value to their progress</li> <li>• Proven track record of having impact on students' outcomes in current post/teaching practice school</li> </ul>	<ul style="list-style-type: none"> <li>• Further formal professional development</li> </ul>	Application form, letter & references
Skills & Knowledge	<ul style="list-style-type: none"> <li>• Substantial knowledge and understanding of developments in the teaching and learning of the subject</li> <li>• Ability to relate to teaching staff, other professionals, parents, students and governors.</li> <li>• Experience of new technologies to support teaching and learning.</li> <li>• Ability to use data effectively to monitor student progress</li> <li>• Ability to work as a member of a team and /or independently</li> </ul>		Letter, references & selection process
Personal qualities and skills	<ul style="list-style-type: none"> <li>• Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm</li> <li>• High level skills of communication, time management and prioritisation</li> <li>• Excellent interpersonal skills and organisational skills</li> <li>• Ability to support and challenge</li> <li>• Ability to inspire, motivate and influence others</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to ask for help if required</li> <li>• Concern for the welfare of the school community</li> </ul>	Letter, references & selection process
Special Requirements	<ul style="list-style-type: none"> <li>• Excellent punctuality and attendance record</li> <li>• Willingness to participate in the extracurricular life of the school</li> </ul>		References & selection process