

# CANIDATE PACK

Secondary Teacher



Start date:  
ASAP

Location:  
Tile Barn Road, St  
Leonard's-on-Sea,  
TN38 9QU

Part of

# Our Mission

Passionate about potential, we promise to realise the unique talents and abilities of the children and young people entrusted to London South East Academies Trust.

Ambitious for every child, we will work tirelessly to ensure that progression and their 'next step' is always in reach. We recognise and respect the diversity and strength that our different schools bring to our community, within the school and beyond.

Our mission is to create a network of outstanding schools that:

- Promote excellence
- Celebrate diversity
- Enable personal development and achievement
- Foster social value in their communities





# Our Vision

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools
- Maximise the strength of our diversity
- In areas of social and economic deprivation we will improve the life chances of children and young people
- We will actively challenge social inequality
- Create a diverse network of high performing schools



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The Trust's commitment to improving outcomes for some of the most vulnerable children in Surrey has been impressive and continues to make a significant difference enabling these boys to achieve and thrive.

”

*Maria Dawes - CEO, Schools Alliance for Excellence*

# Job Description

**Job Title: Secondary Teacher**

**Salary: MPS1 to UPS3 on the East Sussex Payscale**

**Contact Type: Term Time Only**

**Reporting To: Headteacher**

## About our vacancy

We are looking for an inspirational Teacher to join our new school in Hastings, for pupils aged 11-16. As a Teacher at East Sussex Academy you will be ambitious, talented and passionate about improving lives through the power of learning.

You will join an inspirational and committed team taking on the challenge of leading East Sussex Academy on a journey of rapid improvement. This role welcomes Teachers from either a mainstream (primary or secondary) or specialist education background with exceptional teaching and learning skills, and a passion to provide the best education possible for all learners. We encourage innovation and different ways of doing things. We are research and evidence based, keen to draw on new pedagogies and cutting-edge technology to ensure we deliver the very best teaching and learning for our pupils.

This is a fantastic opportunity to truly and positively impact the lives of young people and their families, as well as being part of an award winning, collaborative and supportive Academy Trust offering excellent CPD, career progression (Academy and Trust wide), and a commitment to staff wellbeing. We are proud to be the new Alternative Provision provider in East Sussex for permanently excluded children and those at risk of permanent exclusion. East Sussex Academy joins London South East Academies Trust on an exciting journey of systemic improvement and transformation. Further conversations about the role are welcomed. We are committed to safeguarding children; successful applicants will be required to undertake an enhanced DBS check.

We are the newly commissioned Alternative Provision in East Sussex for pupils who have been permanently excluded from school or are at high risk of permanent exclusion.

Our school is based across three sites: this post is for our Hastings site.

We are looking for enthusiastic, kind, caring, resilient and dedicated people to join our team.

We will offer induction training for new staff and provide ongoing CPD for our team in order to ensure we are at the forefront of educational thinking, with the children at the heart of all we do.

We are committed to safeguarding children; successful applicants will be required to undertake an enhanced DBS check.



# Job Description

## Main Purpose of the Job

- To achieve the highest possible standards and outcomes for the learners within East Sussex Academy (ESA).
- To develop a cohesive and personalised programme of learning activities for learners.
- To support the Senior Leadership Team in creating lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services which meet the changing expectation of London South East Academies Trust (LSEAT).

## Key Responsibilities of the Job Holder

To contribute to the development of the LSEAT Alternative Provision approach to overcome obstacles to learning and improve student participation in academy life.

## Teaching and Learning

All staff have a teaching commitment that will involve the following:

- Deliver and facilitate dynamic, creative and active lessons in a designated subject area.
- Plan and record lessons.
- Termly submissions of schemes of work to line manager.
- Identify the individual learning needs of learners including those with SEN.
- Monitor and review the progress of individual learners and groups of learners by contributing to IEPs and annual reviews of learners with an EHC plan.
- Maintain pupil and class records, prepare and present reports.
- Completion of learners subject reports and profiles.
- Assessment monitoring and evaluation in line with ESA Policy.
- Set pupil targets.



- Prepare school reports in line with statutory requirements for reporting to parents and carers and to adhere to the annual schedule for completion of pupil profiles including attendance.
- Take responsibility for tracking pupil progress in a specific subject area and for the collation and monitoring of data to support teaching and learning.
- Set and mark regular homework.
- Undertake regular sampling of learners' work.
- Identify and manage relevant resources required to sustain and embed high quality subject delivery.
- Keep abreast of developments in all relevant aspects of the curriculum and identify examination pathways where appropriate.

## Contacts and Relationships

- To work in partnership with a range of agencies and providers as appropriate to deliver a broad and balanced curriculum offer.
- To work with colleagues on arranging for reintegration to schools or for transition to other suitable provision, education, employment or training as appropriate.
- To work with the SLT on the ESA development plan, Ofsted action plans and any other academy wide plans as directed.
- To attend team meetings and participate in activities to support the senior leadership team in the maintenance of discipline and ethos.
- To assist and support other members of staff to ensure the smooth running of the PRU including involvement in offsite activities.

## General

- To promote the safeguarding of children.
- To take an active role in encouraging good attendance of learners.
- To carry out the duties of a Schoolteacher as set out in the School Teachers Pay and Conditions document.
- To carry out the duties and responsibilities of the post in accordance with ESA policies and relevant to health and safety guidance and legislation.
- To use IT systems as required to carry out duties of the post in the most effective manner.
- To participate in performance management and undertake training and professional development as appropriate.
- To undertake other duties appropriate to the post that may reasonably be required by SLT.
- To ensure that all services within the areas of responsibility are provided in accordance with the ESA commitment to high quality provision.
- At all times carry out the responsibilities of the post with regard to the ESA Equal opportunity policy.
- Attend school-based meetings and complete relevant administrative tasks.
- Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of the ESA.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time.

# General Requirements

- Take on any additional responsibilities which might, from time to time, be determined.
- Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.
- Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.
- Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation. Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices. This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

# What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.



  
LONDON  
SOUTH EAST  
ACADEMIES  
TRUST

# Our Values

## **SUCCESS**

Success is for all. We create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

## **TEAMWORK**

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

## **ACHIEVEMENT**

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential

## **RESPECT**

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

## **SERVICE**

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

Attributes	Essentials	Desirable	Evidence
<p><b>Education, Training and Qualifications</b></p>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• A Special Educational Needs qualification or relevant experience in the area of challenging behaviour</li> </ul>		

Attributes	Essentials	Desirable	Evidence
<p><b>Experience and knowledge</b></p>	<ul style="list-style-type: none"> <li>• At least 3 years successful teaching in the primary sector, including evidence of involvement in the raising of achievement of challenging learners</li> <li>• Experience of developing and delivering programmes related to subject areas designated in JD</li> <li>• Evidence of continuing professional development</li> <li>• Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or PRU</li> </ul>		

Attributes	Essentials	Desirable	Evidence
	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching of the subject areas designated in JD</li> <li>• Evidence of clear view about future developments of area of responsibility in a school or PRU, and an ability to manage change</li> </ul>		
<p><b>Skills and Competences</b></p>	<ul style="list-style-type: none"> <li>• An understanding of behaviour management strategies</li> <li>• An understanding of methods and good practice in reviewing and evaluating teaching and learning</li> <li>• An understanding of national developments in the area of social inclusion</li> <li>• Ability to build effective working relationships with a range of partners and stakeholders</li> <li>• Ability to motivate colleagues and learners through a positive and professional attitude</li> <li>• Strong interpersonal skills and an ability to communicate clearly both orally and in writing</li> </ul>		

Attributes	Essentials	Desirable	Evidence
	<ul style="list-style-type: none"> <li>• Ability to use key aspects of ICT to present data</li> <li>• Excellent behaviour management skills based on a firm but empathetic approach with learners</li> <li>• Ability to prioritise competing demands</li> <li>• Ability to work as part of a team</li> <li>• Ability to deliver services to customers ESA's standard for customer care</li> <li>• Ability to prioritise competing demands</li> <li>• Ability to work as part of a team</li> </ul>		
<p><b>Other Qualities</b></p>	<ul style="list-style-type: none"> <li>• Demonstrable commitment to inclusive education</li> <li>• Capacity to work under pressure and to meet deadlines</li> <li>• Capacity to work flexibility and to adapt to the changing needs of the environment and ESA</li> <li>• Excellent attendance and punctuality</li> <li>• A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service</li> </ul>		

	<ul style="list-style-type: none"><li>• A commitment to deliver services within the framework of ESA's equal opportunities policy</li><li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li><li>• A commitment to continuous professional development at both personal and team levels</li><li>• An understanding of, and commitment to, ESA's Equality and Diversity policy</li><li>• An understanding of, and commitment to, ESA's Health and Safety policies</li><li>• ESA is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment</li></ul>		
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# How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form please contact:

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