



CANDIDATE PACK

KS3 & KS4 English Teacher



Start date:
ASAP

Location:
Old Homesdale
Road, Bromley
BR2 9LJ



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY
BEACON
ACADEMY**





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

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

Read more on the trust website:
LSEAT.co.uk



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Values

Relationship

Integrity

honesty

Trust

Teamwork

BROMLEY
BEACON
ACADEMY



Job Description

Job title: KS3 & KS4 English Teacher

**Salary: MPS or UPS on the Outer London Teacher
payscale (depending on experience) + SEN allowance**

Contractual Hours: 25 Hours

Position Status: Permanent

Reporting to: Deputy Headteacher - Quality of Education

About our Vacancy:

Bromley Beacon Academy is committed to creating a diverse workforce. We welcome applications from all suitably qualified candidates regardless of sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, age, disability, marriage or civil partnership status.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

We are seeking an enthusiastic and committed English Teacher to deliver high-quality teaching and learning that enables students to develop their literacy, language and communication skills. The successful candidate will inspire a love of reading and literature, promote academic achievement, and help pupils become confident and effective communicators.

Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.



Job Description

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging, differentiated lessons in line with the National Curriculum and Academy expectations.
- Prepare learning resources and teaching materials that support pupils' needs and learning outcomes.
- Teach key aspects of English including reading, writing, grammar, vocabulary, language and literature.
- Develop students' literacy, verbal communication, discussion and debate skills.
- Encourage critical thinking, creativity and independent learning.
- Use a variety of high-quality teaching strategies to maximise student engagement and progress.
- Make effective use of technology to enhance teaching and learning.
- Create an inclusive, safe and stimulating learning environment.

Assessment and Progress

- Assess, record and report on pupil attainment and progress.
- Prepare, administer and mark assessments in line with curriculum requirements.
- Use assessment information to inform planning and adapt teaching to meet individual needs.
- Track pupil progress and implement interventions where required.
- Support pupils in achieving their full potential in internal and external examinations.

Behaviour and Pastoral Support

- Establish high expectations for behaviour and learning.
- Promote positive behaviour in line with school policies.
- Foster pupils' confidence, resilience, independence and self-esteem.
- Encourage respect, tolerance and positive relationships within the school community.



Job Description

Communication and Partnership Working

- Build effective relationships with students, colleagues, parents/carers and external agencies.
- Communicate regularly with parents/carers regarding pupil progress, achievement and wellbeing.
- Participate in parents' evenings, review meetings and other school events.

Professional Responsibilities

- Maintain accurate records relating to attendance, progress and achievement.
- Participate fully in staff meetings, training and professional development activities.
- Keep up to date with developments in English education and current teaching practices.
- Contribute to the wider life of the Academy, including enrichment opportunities and school events.
- Carry out all duties in accordance with Academy and Trust policies, including safeguarding requirements

This job description may be amended from time to time following consultation with the postholder to reflect the changing needs of the Academy.

Bromley Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to satisfactory references, enhanced DBS clearance and relevant pre-employment checks.

Duties and Responsibilities:

- In co-operation with, and under the direction of, the Headteacher and Governors – to:
- Support and secure the commitment of others to the vision, ethos, direction and policies of the school;
- To undertake any professional duties reasonably delegated by the Headteacher which will include activities outside of normal school working hours;
- Play a leading role in the school development plan and school self-evaluation planning process, and to take sole responsibility for appropriately designated aspects of it;
- Work in partnership with the Headteacher in managing the school through strategic planning and the formulation of policy and delivery of strategy, ensuring management decisions are implemented;
- Attend Senior Leadership Team meetings and report back to staff when necessary; support the evaluation of the effectiveness of the school's policies and developments;
- Lead by example when implementing and managing change initiatives; promote a culture of inclusion within the school community where all views are valued and considered;
- Ensure that parents are well informed about the school curriculum, its targets, pupils' progress and attainment and their part in the process of improvement;
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school including fulfilling the role of Deputy Designated Safeguarding Lead as and when required;
- Work with the Headteacher and Governors in establishing priorities for expenditure and monitoring the effectiveness of spending and usage of resources;
- Lead regular reviews of school systems to ensure statutory requirements are being met and improved on where appropriate;
- Promote and deliver effective communication with all staff and stakeholders of the school;
- Working with the Headteacher, undertake key activities related to professional, personnel and HR issues;
- Ensure a consistent approach to standards of behaviour, attendance and punctuality is implemented across the school; working with the Headteacher, ensure the day-to-day effective organisation and running of the school, including the deployment of staff as appropriate to make the most effective use of their skills, expertise and experience and to ensure that all staff have a clear understanding of their roles and responsibilities.

General Requirements:

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.

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.

Person Specification

Education and Qualifications	Essential	Desireable
Qualified Teacher Status (QTS)	√	
Degree or equivalent qualification	√	
Evidence of continued professional development		√
Additional qualifications related to English, literacy or SEND		√
Experience	Essential	Desireable
Experience of teaching English and/or literacy	√	
Experience of planning and delivering high-quality lessons	√	
Knowledge of effective classroom management strategies	√	
Experience of assessing, monitoring and tracking pupil progress	√	
Experience working with pupils with SEMH needs		√

Person Specification

Experience within an alternative provision or specialist setting		√
Experience of raising achievement across a range of abilities		√
Skills and Knowledge	Essential	Desireable
Strong knowledge of the English National Curriculum	√	
Understanding of effective teaching and learning strategies	√	
Ability to adapt teaching to meet the needs of individual learners	√	
Knowledge of safeguarding legislation and best practice	√	
Strong communication and interpersonal skills	√	
Good ICT skills and confidence using technology to support learning	√	
Ability to analyse data and use it to improve outcomes	√	
Excellent organisation, planning and time management skills	√	

Person Specification

Ability to work collaboratively as part of a team	√	
Commitment to maintaining high professional standards	√	
Knowledge of SEMH and trauma-informed practice		√
Awareness of external agencies and support services relevant to English and literacy development		√
Skills and Knowledge	Essential	Desireable
Commitment to upholding the vision, values and ethos of Bromley Beacon Academy	√	
High expectations of achievement and behaviour for all pupils	√	
Commitment to inclusion, equality and diversity	√	
Excellent professional judgement and integrity	√	
Resilient, adaptable and able to work under pressure	√	
Ability to maintain confidentiality at all times	√	
Commitment to safeguarding and promoting the welfare of children and young people	√	

Collaboration with others within and beyond the school		√
Drive and Ambition	Essential	Desireable
Ambitious for the school and self	√	
Aspiration to Headship within three to four years	√	
Relentless optimism	√	
Genuine concern for the welfare of staff and students	√	
Personal Qualities	Essential	Desireable
Able to work under pressure and manage own stress	√	
Willing to accept the demands and challenges of the post and respond in a flexible manner	√	
A strong sense of loyalty, integrity, enthusiasm and dynamism		√

A strong sense of professionalism, commitment to upholding standards and setting an appropriate example		√
Have a commitment to the involvement of parents, Governors and the wider community in the work of the school		√

This job description may be amended at any time in consultation with the postholder.

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 Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

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 view our vacancies page [here](#).

