



Isca Academy

Teacher of English and French

Table of Contents

Contextual Information

Copy of advertisement

Job description

Person Specification

To start: **Starting 1st January 2019**
(two part-time appointments, one for each subject, may be considered)

Closing date: **9.30am on Thursday 18th October 2018**

Interviews will take place week on Tuesday 30th October 2018



Contextual Information

Welcome to Isca Academy

Our school has been located on its very impressive and attractive site with a freshly designed campus and entirely new buildings since 2006. This was part of major re-organisation in Exeter with a PFI scheme that re-built all 5 Exeter secondary schools and one primary school. The Academy was built with a capacity for 950 students and the current roll is 830. We expect this number to rise and have an ambitious collaborative strategy to improve and strengthen relations with our feeder primary schools and community. Students come to the Academy from a large number of primary schools that span the city and beyond, although 4 primary schools account for over 70% of the intake, these are Wynstream, St Leonards, Countess Wear and Topsham, all within close proximity to the Academy. In total the 2018 intake will come from 32 primary schools.

About Our Students

The Academy maintains a tradition of being an inclusive community school that serves the variety of family contexts in its immediate neighbourhood. The most distinctive feature of the academy is the very broad range of student abilities and aspirations on entry. We are a true comprehensive school. All students achieve well academically, in the activities beyond the formal curriculum and in their progression to further education, employment and training. We have large numbers participating in the Reach Academy Programme run by Exeter College for able, gifted and talented students and a high number of students going to the Maths School. Our intake also presents the challenge of a number of students who join us with low literacy and social skills. At present 32% of students in the academy are 'disadvantaged students'. 7% of students have English as an additional language and many of these have their families linked to the University.

Our Curriculum

We regularly review our curriculum and endeavour to construct one which meets the needs of our diverse student body whilst ensuring that it is broad and balanced along with a high level of challenge. Our offer is both inclusive and demand led. Enriching students learning experiences beyond the classroom is also an integral part of our curriculum offer and life at Isca Academy. We have a rich tradition of providing outdoor education opportunities, after school activities as well as educational trips, visits and events.

In every aspect of learning we provide wider opportunities for personal and social development, designed to improve student confidence, resilience and teamwork, as well as to enthuse and inspire our students.

Significant examples of our wider curriculum offer are:

- Student Leadership Opportunities
- Ten Tors
- The Duke of Edinburgh for All Scheme
- Royal Marine Cadets – CCF Unit
- A week long Year 7 residential trip
- Book & Film Clubs
- Writing workshops
- Wildlife Champions
- Exe Valley Challenge
- Exe Valley Extreme
- Isca Underground – Performing Arts Showcase
- Theatre visits and workshops
- Sports teams and development opportunities
- Musical tuition, clubs and workshops

These opportunities, coupled with an inspirational and relevant curriculum, build the skills and attributes necessary to become resilient, successful learners and highly effective citizens. All of our students study Religious Education and PSHE as well as enhanced topical themes that link to our tutorial and assembly programme.

Beyond the Classroom

Whilst important, success at school is not just about examination credentials and we believe in the immeasurable value of activities beyond the classroom to promote self-belief and confidence. Our extensive extra-curricular programme offers a huge range of activities. If you look on our web site you will see there is a daily programme of activities offering a Breakfast Club for those who need a bit of calm and time to organise themselves (staff included!) and then lunchtime and after school activities including a regular After School Study Club, range of sports clubs, choir, samba band, community work and much much more!

There is also a calendar of Outdoor Education Events, with activities such as Ten Tors, Exmoor Challenge, Exe Valley Challenge and Duke of Edinburgh for All scheme led by dedicated and long standing teachers. The Academy also prides itself on a thriving Combined Cadet Forces unit.

We strive to ensure these activities and opportunities are taken up by all students so they are not exclusive to those fortunate to have very supportive families. Where necessary we will assist students to enable them to participate.

Our Facilities

We are proud of our buildings and even though we all know that buildings alone do not make a good school, they do create the environment for learning. Wide corridors, spacious classrooms and a welcoming atrium greet our visitors.

As would be expected there are specialist rooms; science laboratories, ICT rooms, technology spaces, music rooms and practice facilities, drama studio, and an impressive hall

with moveable seating. There are generous office spaces for support staff, subject staff and middle leaders.

Outside there is a floodlit all weather pitch and extensive grassed areas for sport and recreation (large enough for 2 full sized football pitches) as well as hard court spaces and plenty of outside seating for students.

The Governing Body

The Local Governing Body operates with full delegated authority from the Ted Wragg Multi Academy Trust and is directly accountable to the Trust. The governors understand well their statutory duties to hold leaders to account as well as setting the strategic direction of the Academy, ensuring the Academy has a sound financial footing. Their commitment is absolute, believing in social justice, they bring a rich background of experience beyond education. They are led by a chair determined for the academy to be a first choice for parents and where every child is given the opportunity to fulfil their potential.



The Ted Wragg Multi Academy Trust is a values driven, rapidly growing 2 – 16 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every student, regardless of background. With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our students.

Isca Academy

Teacher of English and French

Permanent, Full-Time, Starting 1st January 2019
(two part-time appointments, one for each subject, may be considered)

Do you have a relentless drive to achieve outstanding progress and attainment with children regardless of their background and prior learning?

We are seeking to appoint a highly motivated, capable and innovative teacher, with a proven commitment to inclusive and inspiring teaching where each and every child can succeed. You will be an enthusiastic specialist able to teach English and French across KS3 and KS4. Broadly the balance of teaching will be two thirds English, one third French. The post represents an exciting opportunity to be part of a vibrant, ambitious and growing Academy working within the Ted Wragg Multi-Academy Trust.

Our school is located on a recently designed campus with purpose-built accommodation, offering spacious and excellent teaching and learning facilities. We currently have a roll of 830 students, rapidly building up to a capacity of 950. Isca Academy prides itself on providing high quality comprehensive education. Our students have a broad range of abilities and aspirations on entry, from able, gifted and talented to students needing more support with literacy and social skills. Beyond academic credentials, we firmly believe in the value of a more rounded education which promotes creativity, self-belief and confidence, and as such, offer an exceptional extra-curricular and outdoor education programmes. At a recent Ofsted inspection, Isca Academy was found to be 'good' in all categories and our focus will remain on every student in our school exceeding expectations, whatever their starting point.

The English Department at Isca Academy is a friendly, motivated team of specialists who love their subject and who are always looking for creative ways to deliver the curriculum. The team plan together and have a culture of sharing resources and best practice as well as supporting each other and solving problems in collegiate ways. We operate a two year KS3 curriculum which develops students' skills and knowledge, together with a passion for English, in preparation for the start of their GCSEs in Year 9. The three year KS4, studying both Language and Literature, allows students to fully develop their ideas and consolidate their learning, whilst also making time for fun and creativity.

The Languages Department is a consistently high performing department, with above national progress scores. Students are taught French from Year 7 and all have the option to study Spanish as a second modern foreign language in Year 8. We offer French and Spanish to GCSE and make provision for native speakers of many other languages such as Arabic, Turkish and German. We aim to make topics relevant and engaging, encouraging creativity and collaboration in the classroom, whilst underpinning the learning with firm grammatical progression. We have a specialist language TA who supports both in class and with small-group and individual interventions.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

Application forms and further information are available from our website:
www.iscaexeter.co.uk or by email to bharrad@iscaexeter.co.uk

Closing date for application: **9.30am on Thursday 18th October 2018**
Interviews will take place week on Tuesday 30th October 2018



ISCA ACADEMY – JOB DESCRIPTION

Post: Subject Teacher (KS3 and KS4) –English and French
Line Manager: Head of English

KEY PURPOSE

- To effectively plan, teach and evaluate the impact of lessons and schemes of learning thus enabling students to make exceptional progress, whilst taking into account exam specifications, curriculum and Academy requirements.
- To provide effective supervision, challenge and support for students at the Academy.

KEY TASKS

- To work as reasonably directed by the Headteacher in fulfilling all the requirements of Academy policy and in compliance with the Teachers Pay and Conditions Document and Teachers Standards.
- To plan and teach lessons and support in developing Schemes of Learning that facilitate effective learning for all students in their care.
- To mark, record and report student achievement (progress and attainment) in line with Academy and national policies.
- To create and maintain a positive classroom environment / ethos conducive to effective and engaging learning for all students.
- To take responsibility for one's own personal professional development within the context of Academy aims and priorities as well as National Teacher Standards.

RESPONSIBILITIES

- To plan and teach lessons that are based upon clear learning objectives in accordance with schemes of learning and Academy policies.
- To plan and teach lessons that stimulate, challenge and sustain student interest, and that develop self-esteem and confidence; ensuring that each and every student is able to reach their full potential.
- To maintain good order in the classroom, in a way that enables students to work in a secure, safe environment where positive relationships and purposeful activity can be sustained.
- To effectively prepare students for national assessments at KS4.
- To enable students to take increasing responsibility for their learning through constructive and timely assessment, marking and feedback.
- Identify appropriate targets for individual students, and through effective and engaging curriculum delivery, work to ensure progress is achieved by each and every student in your class.
- To systematically monitor and evaluate the effectiveness of your teaching on students learning and progress to identify personal development targets.
- To make effective use of Academy resources and maintain a stimulating learning environment.
- To contribute positively to the development of the subject area and to the preparation of schemes of learning and resources.
- To make a full commitment to maintain a high level of subject knowledge and subject application, including the effective use new technologies to engage students in the learning experience.
- To contribute to the development of departmental policy through attendance and active participation at team meetings.

ALL STAFF SHOULD

- Ensure the aims, priorities and policies of the Academy are adhered to, including the staff Safeguarding Code of Conduct.

- Attend parents, staff and year team meetings as required, making a valued and professional contribution.
- Undertake break, lunch and after school supervision as agreed, according to Academy policy.
- Encourage the good conduct of all students and at all times on the Academy site and within its vicinity.
- To make a full commitment to personal professional development, engage positively in organised professional development activity and staff appraisal procedures.
- Maintain respectful and effective communication with students and other staff, including attendance at morning briefings and through completing student report cards and logs as appropriate.
- Maintain respectful, positive and effective communication with parents, including phone calls and letters home, as appropriate.
- Maintain positive and effective communication and liaison with partner schools and the wider community, as appropriate.
- Act as an advocate of the Academy and its pupils in all circumstances, ensuring every opportunity is taken to celebrate our success.
- Undertake the responsibilities of being a Tutor as required.
- To carry out other duties as reasonably requested by the Headteacher.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW BY CONSULTATION

Isca Academy

Teacher of English: Person Specification

ESSENTIAL	DESIRABLE	How Assessed		
		App Form	References	Interview
Experience <ul style="list-style-type: none"> Teaching experience in a state comprehensive school Experience in planning and teaching English and French at KS3 and KS4 Experience of analysing pupil data to inform planning, leading to excellent student progress 	<ul style="list-style-type: none"> Experience of contributing to and delivering strategies to raise achievement across English and MFL, including assessment for learning 	✓	✓	
Qualifications and training <ul style="list-style-type: none"> Qualified teacher status Educated to degree level 	<ul style="list-style-type: none"> Further qualifications relevant to the role 	✓		✓
Skills <ul style="list-style-type: none"> Highly effective classroom practitioner (teacher) A desire to teach English and French in an exciting and engaging manner Good planning skills Ability to sustain positive relationships with staff, students and parents Good ICT skills to support teaching Good organisation and time 	<ul style="list-style-type: none"> A gifted manager of student behaviour and learning Able to analyse data effectively to inform planning 	✓	✓	✓

<p>management skills</p> <ul style="list-style-type: none"> • Meets all relevant national teaching standards • Good understanding of the National Curriculum and assessment requirements in English and French at GCSE Level • The ability to fulfil all spoken aspects of the role with confidence and fluency in English 				
<p>Qualities</p> <ul style="list-style-type: none"> • Very good communicator and team player • Energetic and committed • Ability to work under pressure • High level of integrity • Positive role model • Able to demonstrate commitment to safe school culture 	<ul style="list-style-type: none"> • Keen to develop further through active participation in CPD 	✓	✓	✓
<ul style="list-style-type: none"> • Must pass relevant safeguarding of children checks 		<p><i>DBS checks and interview</i></p>		

Isca Academy

Contacts and information



Contact Details: bharrad@iscaexeter.co.uk

Website: www.iscaexeter.co.uk

Isca Academy

Earl Richards Road South

Exeter EX2 6AP

Tel. 01392 204082

