

## **Horizons Academy Bexley**

**Job Title: KS3 teacher**

**Responsible to: AHT**

**Grade: Qualified (MPS) + SEN 1**

**Location: Horizons Academy Bexley**

### **Job Summary**

Based in the London borough of Bexley, our academy specialises in alternative provision supporting up to 117 pupils for whom traditional teaching methods have not worked. Students join us following permanent exclusion from a mainstream school or due to medical needs, or social, emotional and mental health needs, that prevent them from attending a mainstream setting. Our mission is to provide our pupils with creative, nurturing and inspiring opportunities which reengage them in learning. By providing a safe and engaging environment, we endeavour to remove barriers and promote the opportunity for students to excel and reach their full potential. We aim to provide a broad and ambitious curriculum, catered to the needs of each individual, delivering the knowledge and skills that our pupils need to succeed in education and beyond. The fundamental principles of our curriculum are:

- Giving students real-world experiences.
- Creating a pathway to post 16 education, employment or training.
- Delivering outstanding learning and teaching.
- Offering rigorous and high-quality critique and feedback of students' work.
- Developing dynamic leadership – including staff and student leadership.
- Maintaining a culture of respect.

Working in alternative provision can be challenging but with it comes great rewards. This is your chance to improve the education, and lives, of some of the most vulnerable children and young people in London. If you have the experience and enthusiasm to make a lasting difference to the students we support, we would love to hear from you. Visits to school are actively encouraged.

### **Job description**

We are looking for an experienced primary or secondary practitioner who will:

- Develop and deliver our literacy and numeracy focused curriculum to a small group of KS3 students
- Deliver a cross curricular approach to KS3 students to nurture and develop confidence in learning
- Demonstrate the highest quality of teaching, learning and assessment
- Deliver lessons to under-achieving KS3 students
- Inspire our students and share a genuine passion for learning
- Be committed to tackling disadvantage and improving every student's wellbeing and life chances
- Plan and teach interactive, exciting lessons which engage all our KS3 students, including those facing barriers to learning and those with social, emotional and mental health needs
- Have up to date knowledge of KS2/3 curriculum with a desire to teach in a creative way to engage reluctant learners
- Share our determination to develop and deliver a broad curriculum for our students
- Work closely with colleagues to produce high quality learning resources and plan learning activities
- Link lessons to the PHSE curriculum, the world of work, British values and SMSC where appropriate
- Use student data to inform classroom practice and planning
- Assess and give students regular feedback in line with our marking and feedback policy
- Facilitate good progress and positive outcomes-inspire, motivate and challenge our students
- Direct the work of other staff in the classroom to maximise their impact on learning
- Set expectations and maintain a positive learning environment

- Develop a stimulating and safe learning environment for all students and take responsibility for own classroom / work area as well as contributing to the overall professional appearance of the school building through displays and attention to student behaviour related to damage/graffiti.
- Act on child protection concerns immediately: read, understand, and implement HAB's safe guarding policy and procedures, and Keeping Children Safe in Education
- Be a role model for out students, showing leadership, resilience and empathy
- Coach/mentor students throughout their time at HAB
- Work with parents/carers, schools and outside agencies to ensure each student's needs are met
- Fulfil wider professional responsibilities such as subject leadership
- Undertake supervisory duties during unstructured time in line with the team ethos of the school and any other reasonable duties as directed by the Headteacher
- Adhere to Team Teach procedures to ensure the health and safety of all pupils and staff
- Support LSEATs values and ethos by contributing to the development and implementations of policies, practices and procedures
- Work closely with the headteacher, staff, parents/carers and students to deliver our strategic vision and help make our ambitious plans for the academy a reality

### **Qualifications and Training**

- First degree or equivalent
- DfE recognised qualified teacher status or Qualified Teacher Learning and Skills status
- Essential Evidence of CPD which enhances classroom practice

### **Experience**

- Evidence of recent successful classroom practice
- Essential Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Lessons are consistently judged to be good or better
- Essential effective and systematic behaviour management – experience of using de-escalation techniques in a school setting; experience of maintaining clear boundaries and using sanctions, praise and rewards
- Experience of using assessment data to ensure effective student progress, raise standards and achieve outstanding pupil outcomes
- Essential Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs
- Essential Experience of working collaboratively with others
- Essential Experience of SEMH pastoral /student support

### **Knowledge**

- Strong analytical, strategic, interpersonal and thinking skills
- Ability to teach KS3 across subjects, age and ability range
- Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)
- Ability to reflect and self-evaluate
- An understanding of expeditionary learning
- A track record of being an excellent classroom teacher with the ability to model best teaching and learning practice across the academy

### **Personal Aptitude**

- Personal and professional resilience in the face of challenging situations
- Self-motivated, productive, diligent, and thorough
- Commitment to an open, collaborative style of management
- Concern for the development of colleagues and members of the wider school community

- Commitment to your personal and professional development and that of all staff
- Convinced of the transformative nature of excellent education
- Empathy with the needs of children
- Commitment to the safeguarding of vulnerable young people
- A personal commitment to promoting inclusion, diversity, and access
- A commitment to the vision, values, aims and objectives of Olive Academies