



ICT Teacher

Haughton Academy

The Education Village Academy Trust

- Candidate Information
- Person Specification
- Additional Information





May 2024

Dear applicant,

Thank you for expressing an interest in the ICT Teacher post at Haughton Academy. On behalf of the whole community, I extend a warm welcome.

I have been at Haughton Academy for almost 9 years and have recently been promoted to Principal. I am extremely proud of this achievement and look forward to the next steps of our improvement journey.

Appointing the right person is crucial to our school. Our community context is both challenging and rewarding. Therefore, I am seeking to appoint a teacher of ICT who has the drive and energy to ensure that inclusion, eradicating barriers to learning and mutually respectful relationships are at the heart of everything they do.

In March 2020 the pandemic brought to the forefront the difficulties our local community, families and young children face on a daily basis. On average 47% of our pupils are deemed to be disadvantaged year upon year; the pandemic amplified the barriers our pupils faced – little food, limited devices on which to learn and the basic support and aspirations needed to sustain the value of education.

As a staff body we have worked extremely hard to get back to 'normal' and provide our pupils with the routine and care they need. It is important to us that our pupils have the confidence to be independent and successful learners. This is underpinned by high aspirations and a clear understanding that the academy's core purpose is learning. Staff and pupils share the same core values, commit to developing mutually respectful relationships and have a co-operative desire to achieve and believe in Haughton Academy. The recent affirmation by Ofsted that we are a 'good' school has been achieved through our strong **PROUD** core values and clear vision for improvement.

Our aim is to continue our journey and become a school that is recognised both locally and nationally as an outstanding school. I look forward to working closely with the successful applicant in the future.

If you would like to arrange a confidential conversation or visit to our school, please contact Tina Barnett, PA to the Principal, using tbarnett@educationvillage.org.uk.

Yours faithfully,

Su Gill

Principal
Haughton Academy

Post and Person Specification

POST TITLE: ICT Teacher

GRADE: Teachers Mainscale

REPORTING RELATIONSHIP: Subject Leader

JOB PURPOSE: To teach within Haughton Academy part of The Education Village Academy Trust (EVAT), with responsibility for delivering ICT to key stage 3 & 4 pupils

POST NO:

MAIN DUTIES/RESPONSIBILITIES

To teach ICT at Key Stage 3 & 4 within Haughton Academy.

Teaching and Learning

- To plan and deliver lessons to the highest quality of the school standards, ensuring good or better progress is made by all pupils
- To ensure all marking and feedback is completed to the Academy's highest expectations
- To ensure lessons are engaging and differentiated to meet the needs of all pupils
- To regularly use assessment strategies to monitor the progress of pupils
- To use the Academy assessment tracking documents and ensure all progress data is entered accurately and on time
- To adhere to the Relentless Routines checklist for positive behaviour management
- To contribute effectively to all subject team, pastoral team and whole Academy meetings
- To act as an excellent Form Tutor to an assigned group of pupils
- To intervene effectively for all underperforming pupils
- To teach assigned classes as per timetable and plan prepare, evaluate, and review lessons, teaching and learning styles, and homework in accordance with Academy's practice and policy, and in such a way that teaching staff model consistently high standards
- To take an appropriate share of the responsibility of covering for absent colleagues
- To prepare educational plans and assess, record, report and review pupil progress and achievement in accordance with Academy policy and practice
- To adapt teaching strategies to changing circumstances and in response to new ideas
- To have very high expectations of pupils.

Pastoral

- To establish excellent relationships with pupils and staff
- To record and monitor attendance in the Academy, and follow up issues in a timely manner, in line with Academy policy
- To ensure pupils maintain and display the acceptable standards of behaviour in all aspects of Academy as described in the Behaviour Management Policy and Practice and other guidelines for staff
- To take an appropriate share of responsibility for the supervision of pupils at break times
- To be aware of any problems by maintaining good communication and alleviating difficulties with resources.

Staff Group

- To participate in the Academy's Staff Support Development Programme
- To participate in appropriate In-Service Training
- To attend and participate in a range of staff meetings
- To support colleagues as appropriate.

Parents/Carers

- To develop excellent relationships with pupils and their families
- To attend any meeting the Academy arranges for parental/carers consultation and liaison
- To work with parents/carers to secure partnership in the learning process.

Resources

- To make effective use of the resources available within the Academy, and to be aware of resources provided by the Trust and those within the community
- To keep the subject room tidy, maintain safe working practices, and good care of resources
- To make the subject room attractive, and promote good standards of work.

GENERAL

- To perform any other reasonable task that your line manager may ask from time to time
- To contribute towards and implement EVAT strategies.

Support for the Academy

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person
- Be aware of, support difference, and ensure all pupils have equal opportunities to learn and develop
- Contribute effectively to the overall ethos/work/aims of the Academy and EVAT
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils
- Attend and participate in regular meetings

- Recognise own strengths and areas of expertise and use these to advise and support others
- Participate in training and other learning activities and performance development as required
- Assist with the provision of out of Academy learning activities e.g. clubs, extra-curricular activities within guidelines established by the Academy
- Assist with the line management of support staff as appropriate
- The post holder must carry out his/her duties with full regard to the Trust's Equal Opportunities and Racial Equality Policies in the terms of employment and service delivery to ensure that colleagues are treated and services delivered in a fair and consistent manner
- To comply with health and safety policy and systems, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

Any other duties of a similar nature related to the post, which may be required from time to time.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL EVAT POLICIES, INCLUDING THE NO SMOKING POLICY.

THIS POST IS SUBJECT TO ENHANCED DISCLOSURE AND DISQUALIFICATION BY ASSOCIATION. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE AND RECHECKING AS APPROPRIATE

Date: May 2024

HAUGHTON ACADEMY

ICT TEACHER

PERSON SPECIFICATION

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Degree or equivalent in a relevant subject	AF/C			
	E2	Recognised Teaching qualification				
Experience & Knowledge	E3	Experience & knowledge of ICT curriculum to GCSE level and be able to teach at Key Stage 3 & 4	AF/I/R	D1	Evidence of securing expected or better than expected progress outcomes for pupils at the end of Key Stage 4	AF/I/R
	E4	Experience of teaching at Key Stage 3 & 4 - with good or better judgements	AF/I/R			
	E5	Sound knowledge and experience of T&L strategies to engage and motivate pupils	AF/I/R/C			

ESSENTIAL				DESIRABLE		
Skills	E7	Ability to motivate and engage pupils	I/R/C			
	E8	Sound communication skills and ability to develop strong professional relationships	C/I			
	E9	Knowledge of ICT and how it can be used within the classroom to raise standards	C			
Personal Attributes	E10	High levels of drive and ambition for self and pupils	I/C			
	E11	Excellent organisational and interpersonal skills	I/R			
	E12	Flexibility and initiative	I/R			
	E13	Creativity and innovation	I/R			
Special Requirements		Enhanced DBS and disqualification declaration				

Key – Stage Identified	
AF	Application Form
I	Interview
C	Certificates
D	Disclosure
T	Tests
R	References

