



Guilsborough Academy

Guilsborough Multi Academy Trust



Teacher of English

(required for September)

Candidate information

Letter from Mr Simon Frazer, Principal

Dear Colleague

Thank you for taking an interest in our Academy and particularly in the post of Teacher of English.



I know how important it is to make the right decision when deciding whether to apply for a new teaching post, especially if you will be joining the profession as an NQT, or moving from an established position. It is important to find out as much as you can about us, so I would encourage you to visit our website, www.guilsborough.northants.sch.uk, where you will find lots of information, including our recent newsletters.

We will be making tours available to prospective candidates as I believe it is important to get a feel for the academy and our values. If you would like a tour of the academy, or a virtual meeting with a Senior Colleague instead, we would be pleased to arrange this. Please contact Helen Thompson, our HR Manager, on hr@guilsborough.northants.sch.uk.

Our Ofsted report can be found [here](#), which is another source of information for you and which highlights 'the positive learning environment in which lessons take place' and 'good behaviour' of our pupils.

While most staff at Guilsborough are long serving members of staff, I joined Guilsborough as Principal in September 2020. I was made to feel extremely welcome. Colleagues' support for our students, and each other, has been a highlight as we tackle the many challenges facing education during the global Coronavirus pandemic. The messages of support from our parents/carers, examples of which are on our website, have also been heartening as we work hard to make sure our students continue to make the progress we know they can. Long serving colleagues say that they stay because of the pupils, their colleagues, and the training and career development opportunities they are able to access.

My personal belief is when we attract fabulous teachers, look after their welfare and give them an environment where they can flourish, we continue to give our pupils the high-quality education that they deserve.

If you feel that Guilsborough Academy could be the right school for you then we would welcome your application.

With best wishes for the future.



Simon Frazer
Principal of Guilsborough Academy

About Guilsborough Multi-Academy Trust

We are a small MAT located in North West Northamptonshire close to the border of Northamptonshire, Leicestershire and Warwickshire. We are presently comprised of two academies: Guilsborough (11-19) Academy and Naseby Church of England Primary (4-11) Academy. Guilsborough is a "converter" Academy and formed a Multi Academy Trust with our partner primary school, Naseby Church of England Academy in 2014.

The aim of GMAT

Our aim is to pursue and promote sustainable excellence in the provision of 4-19 Education for the benefit of our pupils, staff, parents/carers and the wider community.

The GMAT Strategy

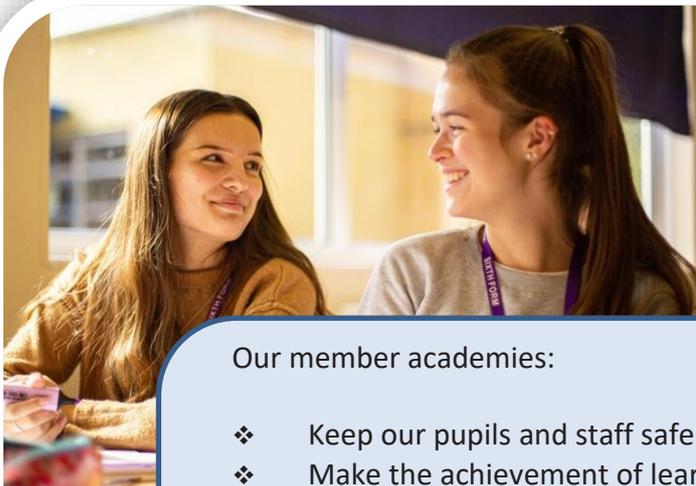
We play an active role in the wider community of educators. We value productive relationships and partnerships that help us to maintain and further develop our expertise, and we also seek opportunities to share our own best practice with others.

We value our relationship with church colleagues and the expertise they bring to our Trust.

We recognise and encourage the individuality of our academies, and the need for them to reflect the character of the communities that they serve. Success and excellence warrant a greater autonomy.

The Trust values the work of our Academy Governors to hold their Academies to account and to constructively monitor school progress. Intervention must come where and when it is needed and in proportion to the identified area of development.

The Trust provides a set of centralised services to support our academies and help them remove distracting administrative duties from our education leaders. Through the centralisation of support services we can align centres of excellence in our back office, which in turn help create savings that we can direct into the classroom to continually drive up education standards.



Our member academies:

- ❖ Keep our pupils and staff safe
- ❖ Make the achievement of learning goals enjoyable
- ❖ Encourage pupils to appreciate the value of education and the opportunities it can create; and
- ❖ Prepare our pupils to be active and valued members of society.



Welcome to Guilsborough Academy

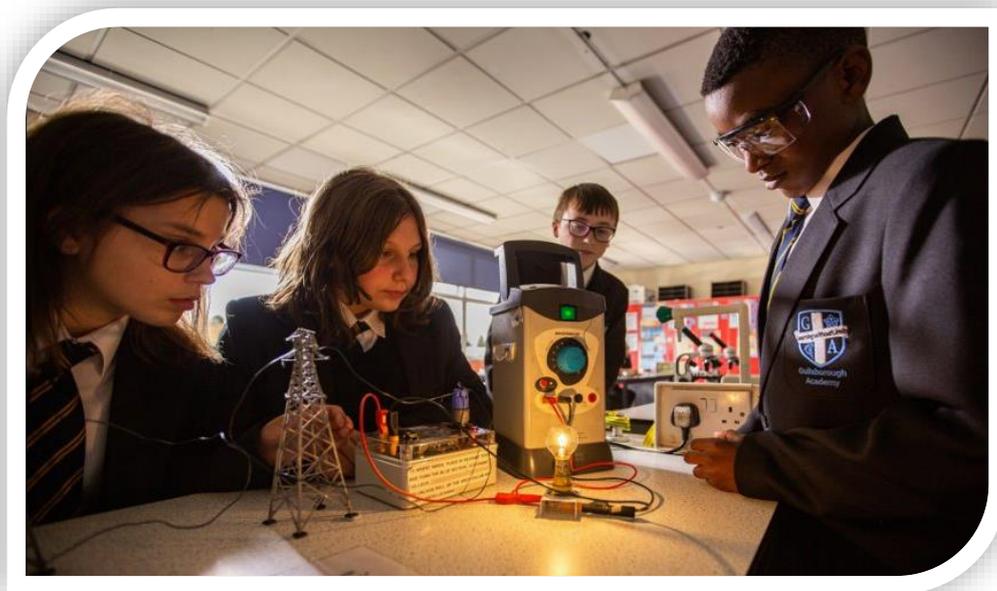
At Guilsborough we believe that learning should be enjoyable and challenging. This belief, combined with the excellent teaching skills and commitment of our staff and the enthusiasm and hard work of our pupils, lies at the heart of our success.

We are passionately committed to the achievement of every individual pupil and to providing high standards of teaching and learning. Our reputation with the local and wider community rests on consistently providing quality education for pupils of all abilities. Our pupils' excellent academic achievements can be seen in the national league tables. Every year our most able pupils achieve very highly; we encourage and support pupils to aim for top universities, whilst also providing strong support for alternative routes to higher qualifications post 18. This is supported by our excellent Careers programme. We also hold the prestigious CEIAG award (Career Education, Information Advice and Guidance).

Guilsborough Academy is committed to a comprehensive intake and accepts pupils of all abilities. We are an extremely popular choice for parents/carers and we are over subscribed for September 2021. An inclusive school community, our pupils come from a wide variety of different social and cultural backgrounds, and we support pupils with special educational needs. Our aim is to challenge all our pupils to reach their full potential and celebrate their successes. We ensure that those pupils who have special learning needs are provided with appropriate support, so that they too may reach their potential.

Individual strengths within our pupils are encourage and celebrated. We encourage them to explore a wide variety of interests within and beyond the school curriculum. Our aim is to develop thoughtful, kind and considerate adults, who will not only contribute to the school, but also to the wider community. Pupils' personal development and happiness are very important to us and our extensive programme of extra-curricular activities, including excellent Music, Drama and Sports provision, supports this process. We expect high standards of behaviour and seek to build strong relationships between staff and pupils. Considerate and responsible attitudes and behaviour are fostered through a strong Life Skills programme.

Continuous staff development, supported by a research led focus on Teaching and Learning forms the basis of our professional work. The most recent Teaching and Learning pack may be found [here](#).



The English Department

Guilborough Academy's English department is staffed by 15 English specialist teachers, some of whom also deliver Media Studies at KS4 and KS5. We also employ a full time English Curriculum Support Assistant, who is instrumental in our support of our DS and SEND students, alongside other TAs who work in the department. The English department is happy and friendly and each of us is always willing to share ideas and resources. Retention of staff in the department is high with a number of staff having trained with us and remained part of our team.

Our Curriculum

Our mission in English is to allow students the space, time and resources to discover new passions for reading and discussing, writing and editing. Our intention is to offer a structured and considered curriculum which enriches students' understanding about the world and themselves. The very nature of our subject means that students will explore themes such as identity and relationships, love and war, justice and fear; whilst examining, and experiencing, the vast spectrum of emotions at the very heart of human existence.

At KS3, our intention is to transition students from KS2 literacy lessons to the rigours of English Language and Literature, exposing students to challenging and engaging texts and concepts. Our year 9 students cement these skills before beginning their GCSE course in the summer term prior to year 10. The curriculum throughout KS3 and KS4 includes opportunities for reading, writing, speaking and listening and we always include poetry, prose, non-fiction, 19th Century, Shakespeare and media. We offer English Literature (AQA spec A) and English Language and Literature (AQA) at A Level. Of course, our passion for our subject means that teaching Guilborough's excellent students through to A Level is a real privilege; they prove themselves year on year with their perceptive, considered, and conceptual insights.

Students are also able to select Media Studies at GCSE and A Level. These courses help prepare students for careers within the ever-growing creative industries.

Resources

The department is well equipped with the breadth and depth of Literature texts you would expect. We also draw on resources from some well-devised Language textbooks. Lessons are made fun and engaging by encouraging our students to be creative and imaginative at all times, not just when completing pieces of extended writing. We use drama, movement, crafts, music, and moving and still images in our lessons, so that all students can access learning through a variety of approaches. We are always looking for ways to engage the students by using technology and digital platforms and therefore we use the Sora reading app, Seneca Learning and GCSE pod for revision, and integrate online lectures and seminars in to our A Level lessons. We work closely with our Learning Resource Centre and KS3 students are fortunate enough to have one dedicated reading lesson each week, with access to the LRCs extensive collection of books.

Professional Development

We strongly believe in the continued professional development of staff and many have been involved in a variety of training programmes to enhance their skills. Staff have the option to participate in various courses to enhance their knowledge of, and skills in teaching, both GCSE and A Level English, as well as other areas of CPD which staff might have an interest in. Within the department staff share ideas; collaboratively plan and reflect on our own best practice at every available opportunity. We do this to share the workload, shine a light on excellent teaching practice and to ensure consistency of standards for the progress of our students.

The staff within the department frequently talk about the supportive ethos we have nurtured; we pride ourselves on how welcoming, friendly and helpful the team truly is. We know how important a happy working environment is to the wellbeing of a teacher, and the subsequent outcomes for our students. The English department looks forward to meeting you.

English Teacher (Full time from September)

Salary: £25,714 - £41,604 NQT-UPS

+ TLR2a for the right candidate

Start: September 2021

An exciting opportunity has arisen for a talented and dedicated teacher to join our committed, enthusiastic and high performing team. The English department consistently achieves results well above national average with 88% of students achieving grade 4+ and 72% of students achieving grade 5+ at GCSE in 2018/2019; due to COVID-19, data for 2020 is not comparable. We aim to create an enjoyable and nurturing working environment for both staff and students, where together we strive to actively engage, learn, and improve.

Staff wellbeing is at the core of our working practises in the department and staff retention in the department is high. We have a huge collection of resources and offer staff extensive CPD opportunities. 'A' Level English Lit/Lang and 'A' Level English Literature, both AQA, and are both growing in popularity. In 2019, 43% of Literature students obtained a grade A*-B, with 50% of students in the Lit/Lang course achieving the same grades.

This position comes with the desirable opportunity to teach, or to have training to teach, at all levels.

If you would like to join our friendly and happy English department, we would be delighted to hear from you. Applications are welcome from both experienced teachers and NQTs.

Do you have the drive and determination to contribute to the further development of our Academy? For further information and an application form please visit our website.

Closing date: Thursday 18 March 2021

We reserve the right to close this vacancy at any time and so applying early is advised.

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 also committed to meeting the requirements of disability discrimination and other legislation.

www.guilsborough.northants.sch.uk

Person Specification – Teacher of English

CATEGORY ITEM	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none"> • Teaching of English at KS3 / KS4 • Experience/awareness of role of tutor/pastoral role 	<ul style="list-style-type: none"> • Teaching of English Language at KS5. • Experience of comprehensive education • Wider contribution to an area of the school
Education and Training	<ul style="list-style-type: none"> • Degree in English or equivalent • Qualified Teacher Status • Evidence of a commitment to further professional development 	<ul style="list-style-type: none"> • Experience of working with students in an extra-curricular context or voluntary basis.
Competencies	<ul style="list-style-type: none"> • Ability to set high standards and to motivate pupils and staff. • Ability to work co-operatively within the department in the ongoing production of resources, scheme of work, assessment systems, planning documents. • Ability to maintain high standards of discipline. • Effective classroom management • Good organisational and resource management skills • Ability to monitor and evaluate progress • Willing to help support extra-curricular activities • The ability to converse at ease with members of the public and provide advice and information in accurate spoken English. • Knowledge of the SEND Code of Practice 	<ul style="list-style-type: none"> • Evidence of working effectively under pressure • Strong ICT Skills
Personal Qualities	<ul style="list-style-type: none"> • Committed and enthusiastic • Highly motivated • Imaginative and innovative • Willingness to learn and share insights (a reflective practitioner) • Enjoys working effectively in a team. • Shows initiative • Co-operative and flexible • Empathy with pupils of all abilities • Suitability to work with children • Sense of humour 	

Support for our staff

At Guilsborough Multi-Academy Trust we value our staff. We are very aware that the positive contribution of all staff is a significant factor in the success and long-term sustainability of our Academy. Without your energy, drive and enthusiasm, the Academy would not be in the successful place it is today or as prepared to face new challenges in the future.

The benefits, support, health and wellbeing initiatives included in this bulletin are a summary of what is already available to us as well as an introduction to a few new offers and ideas.

- **Staff working party for Wellbeing**
- **Dedicated and talented staff who are keen to build on our high expectations**
- **Great students who are enthusiastic and motivated.**
We have a very positive ethos and excellent staff/student relationships
- **A developmental and supportive culture for continued professional development.**
The school strives to deliver personalized pathways and opportunities in order to enhance the growth and development of all staff members.
- **A good working environment with good resources.**
- **Supportive parents and carers.**
- **A fabulous location.**
We are based in Guilsborough, Northampton on a large and beautiful site.
- **HR Services on site**
Confidential advice and guidance on HR policies and procedures including: Maternity, Paternity, Adoption leave. Accessing staff services such as occupational health and counselling. Flexible working. Long term and short-term absence support.
- **Eye Tests**
Visual Display Unit (VDU) users are entitled to a free eye test.
- **Free Flu vaccinations for all staff.**
- **Multi-Gym – due to be refurbished in the summer.**
All employees have access to the multi-gym and this is available for staff only use: Mon-Fri 7.30-8.30am and 4.30-5.30pm. Staff showers are available.
- **Pension Schemes**
GA offers a defined benefit pension scheme which is supported by school contributions as well as those of the employee. GA has two pensions schemes, the Teacher's Pension Scheme and the Local Government Pension Scheme.
- **Healthy Eating**
Our in-house catering firm Caterlink offer a healthy range of food at both break and lunch-time. Staff are entitled to a free lunch if undertaking an evening duty.
- **PTA**
We have a very active PTA group that all staff can get involved
- **Additional Training Days**
Additional training day for curriculum development
- **Extended breaks**
- **Library - Book Club**
- **Friday night staff sports club**
- **Walking Club**



Guilsborough first opened its doors over 60 years ago. Our newest building will open in September 2021. We value our strong history and are excited about our bright future.



*We look forward to receiving your application
and welcoming you to our
Guilsborough family.*