

Lead Practitioner: Inclusion / KS1 Teacher

Full time

Highly competitive salary (Equivalent to Inner London MPS) + ODA TLR

Required from September 2018

- Do you want to play a key role in the founding of an exciting, new, and innovative academy?
- Do you want to move your career forward in an environment which nurtures talent and has scope for career progression?
- Do you believe all students have the potential to succeed given great teaching and the right academy culture?
- Do you want to be part of an exciting new venture that aims to eradicate the premise that economic disadvantage is an excuse for poor attainment?

As a brand new academy, One Degree Academy has been given a rare opportunity to raise standards of education in North London. Our Primary academy opened in September 2016; we now have Reception and Year 1. We aim to transform the lives of our students through our persistent and relentless focus on the small but important details and actions necessary for great teaching.

We know that success and habits of excellence are achieved through perseverance and incremental improvement - 'one degree' at a time. This idea is at the heart of our academy.

Our aspirations are simple and ambitious: through inspirational teaching, every One Degree student will develop the knowledge, attributes, and aspirations to succeed at university, enjoy a productive career, and lead a great life.

Every child will leave One Degree ready for a life of choice and opportunity. To achieve this, we are focused on 3 things:

- Outstanding teaching and learning and a knowledge-based curriculum
- Developing attributes and habits in a caring and disciplined environment
- Raising aspirations through partnerships with world-leading businesses and universities

We are seeking to appoint an outstanding Inclusion lead to help found and develop our new academy. This is an exciting and rare opportunity to help shape One Degree Academy from its beginnings, and to be part of something profound and special.

We are particularly interested in a candidate's commitment to continual and incremental improvement - and in an unfaltering belief in the potential of every child - than in extensive experience. Whether you are an experienced teacher or are recently qualified, you will play a key part in the academy's development.

As with our students, we want to grow and develop our teachers, 'step by step': all teachers receive weekly instructional coaching and extended development time.

Our curriculum is based on cutting-edge insights from cognitive science and educational research and we look at the best practice from across the globe to influence our thinking. All staff at One Degree will visit excellent schools regularly and will have the opportunity to take part in high-quality CPD tailored to their needs.



Every decision at One Degree Academy is made upon full consideration of the question “does this aid pupil learning?” This means that all of our developing systems are as simple, transparent and effective as they can be.

Successful candidates will have an opportunity to:

- Play a key role in the founding of our new all-through academy;
- Take on leadership roles and responsibilities as we grow;
- Join an organisation and team utterly committed to teacher development and growing great teachers and leaders - step by step; and
- Receive weekly instructional coaching and feedback, enabling rounded development as a teacher

Successful candidates will:

- Have an unfaltering believe in the ability of all children to achieve through great teaching and a strong culture of high expectations;
- Welcome positive feedback and be committed to the idea of continuous improvement and self-development; and
- Have the skills and dedication to have a positive impact on the lives of our students and on the community of Edmonton.

If being actively involved in the development of a new, all-through academy appeals to you, and if you share our passion for raising the standards of education then we would love to hear from you.

Interested?

If you would like to apply for the post then an application pack can be downloaded directly from our [website](#).

Completed applications should be e-mailed to: jhowlett@onedegreeacademy.org
Closing date for the receipt of completed applications is Monday 19th Feb at 12:00pm
Interviews will be held during the week commencing 26th Feb

Early Applications encouraged - We will process all applications on a rolling basis.

We love welcoming visitors to One Degree Academy. If you would like to arrange a visit to the Academy site or should you wish to obtain further information regarding the Academy or the advertised post, please e-mail the Principal, Aidan Sadgrove, on asadgrove@onedegreeacademy.org

Recruitment Process

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be opening a academy in London, one of the most diverse cities in the world. Our aim is that our workforce will be representative of all sections of society and each employee will feel respected and able to give their best.

Fairness in how we recruit and select our employees plays a significant part in creating an equal opportunities environment. Our aim is that every internal and external applicant who applies for a position within the Academy is considered against criteria, which relates only to the requirements of the job. To that end we are committed to provide equality and fairness for all.

Appointment is conditional upon receipt of references from appropriate referees, which in the view of the Academy are satisfactory.

Safer Recruitment

ODA is committed to safeguarding and promoting the welfare of children and young people in our academy. The Academy will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The Academy makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record this will not automatically debar him/her from employment within the Academy. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

ODA requires all employees to undertake an Enhanced DBS check because of the nature of our work. Applicants are required, before appointment, to disclose all previous convictions, cautions, reprimands or warnings (except those which are “protected” as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013). A failure to disclose a previous conviction, caution, reprimand or warning may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to termination of employment.

Further information can be found at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

One Degree Academy Job Description

Post: Inclusion Lead Practitioner / KS1 Teacher

Responsible to: Assistant Principal / SENCO

Salary: Highly competitive ODA MPS+TLR

Main purpose of the post:

To provide outstanding teaching and learning which ensures the highest attainment of students. To lead staff in removing barriers to learning so that all students can achieve.

To uphold One Degree Academy's **STRIVE** values:

S - Scholarship: Post holder will have a commitment to the idea that all young people, regardless of starting point, can make outstanding progress.

T - Teamwork: Post holder will be committed to working with others to overcome difficulties. They will embody the idea that when one of us succeeds, we all succeed.

R - Responsibility: Post holder will be committed to instilling a sense of social responsibility in students and staff. They will look to take personal responsibility for students' academic and personal progress.

I - Integrity: Post holder will be committed to openness and honesty with the One Degree community in all aspects of their work and will encourage the same in others. They will be passionate about instilling these values in our students and staff.

V - Value: Post holder will work hard to promote the idea that our actions should add value to the world. We 'give back' to our immediate, local, national and global communities, adding our voices to the conversation of humankind. Post holder will see all students as valuable, regardless of complexity, need or starting point.

E - Effort: Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our academy. They will promote the idea that achievement comes step by step.

Specific duties:

Strategic direction and development of the academy

- To work with the Senior Leadership Team to develop the overall direction of the academy.
- To keep up to date with cutting-edge pedagogy and research and to share this with staff.
- To work in partnership with the Principal and members of the leadership team in the cycle of planning, implementation, review and evaluation of the academy Development Plan.
- To drive the development of the academy's SEND provision.
- To contribute to the setting of highly ambitious targets for pupils and staff, and to be accountable in their delivery.

Teaching, Learning and Assessment

- To teach engaging and effective lessons that motivate, inspire and transform pupil outcomes.
- With direction from the leadership team in the academy, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age-level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Leadership and Management

- To share in and support the leadership of the academy and to bring out the potential for leadership in others.
- To challenge and support others in developing professionally, both formally and informally.
- To act as a coach and/or line manager to staff where appropriate and to organise induction.
- To help lead the academy through external accreditations where appropriate.
- To ensure own continuing professional development including attending training opportunities.
- To organise the day-to-day running of classes including the efficient management of academy resources.
- To organise and lead INSET for staff and workshops for parents/guardians, as appropriate.
- To work within the Senior Leadership Team to present an accurate and coherent account of the academy's performance to a range of audiences, enabling them to play their part effectively.
- To be able to stimulate students and colleagues through a positive, active and supportive attitude.
- To organise opportunities for pupils, and to lead assemblies, where appropriate.

SEN

- Identify and adopt the most effective teaching approaches to learning for students with SEN,
- Empower, support and lead others to remove barriers to learning.
- Maintain and further develop existing systems for identifying, assessing and reviewing SEN students
- Disseminate outstanding practice in SEN across the academy
- Lead and develop the ODA inclusion suite of intervention programmes and monitor their impact.
- Work with others to set challenging targets for raising achievement among pupils with SEN.

Pastoral Care

- To help promote and safeguard the welfare of all students.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.
- To ensure that a high standard of care and good order for all students is maintained through the development and implementation of behaviour systems.

Communication and Community Links

- To fully support the life and work of the academy.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To provide information to the Governing Body to enable it to meet its responsibilities.
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

Other

- Undertake and when required, deliver or be part of the appraisal system and relevant training and professional development.
- Undertake other various responsibilities as directed by the Principal.
- Plan and lead after academy clubs on a regular basis.

Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies practices and procedures.
- Help to create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help to develop a academy culture and ethos that is utterly committed to achievement.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professional in and beyond the academy, covering lessons and providing other support as required.

This document provides an outline of the responsibilities that this role involves. However, the post-holder must be available to perform such duties at such times and such places as may be specified by the Principal and which may be reasonably requested as being commensurate with the role and duties undertaken.

Person Specification

Requirements	Essential (E) or Desirable (D)
Education	
Good Honours Degree	E
Qualified to teach and work in the UK	E
Experience	
Experience of delivering outstanding lessons to KS1 or 2 students	E
Experience of raising that attainment of all pupils in a diverse and challenging classroom environments	E
Experience of using a range of strategies to build positive and nurturing relationships with pupils	E
Evidence of improving standards of teaching and learning through curriculum development and work outside of the classroom	D
Experience of delivering an effective phonics program	D
Experience of seeing tasks, plans and ideas through to completions	D
Experience of problem-solving	E
Experience of communicating effectively in a wide variety of forms to a range of audiences	D
Experience of managing change	D
Behaviours and Attitudes	
Genuine motivation to continually improve standards of teaching in the quest for outstanding student outcomes	E
Alignment with One Degree's vision and values and a strong commitment to delivering it	E
Passion for SEND and removing barriers to learning	E
Genuine belief in the potential of every student's ability to make outstanding progress	E
High expectations of students, self and others	E
Ability to use data and evidence to analyse outcomes, identify issues, draw conclusions, inform actions and reinforce success	E
Well-developed ICT skills	E
Strong interpersonal, written and oral communication skills	E

Takes personal responsibility for their own actions	E
Work collaboratively with colleagues to improve practice and outcomes for students	E
Ability to enthuse and inspire others	E
The ability to thrive in a 'no excuses' culture and take responsibility for student outcomes	E
Commitment to the safeguarding and welfare of all pupils	E
Highly professional approach to work	E
A passionate desire to make a difference and to close the achievement gap	E
Drive to make things happen	E
A good sense of humour, energy and enthusiasm	E
Evidence of commitment to equality and diversity	E