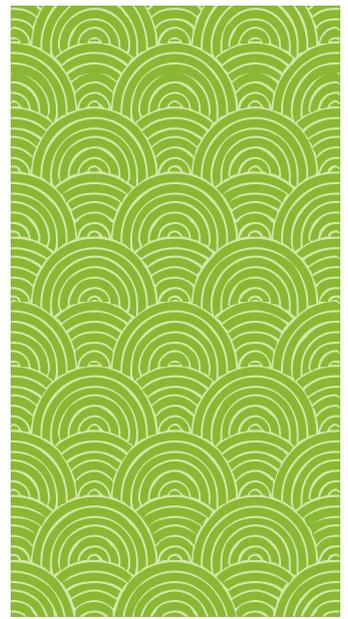




Applicant Information Pack

Position: Teacher





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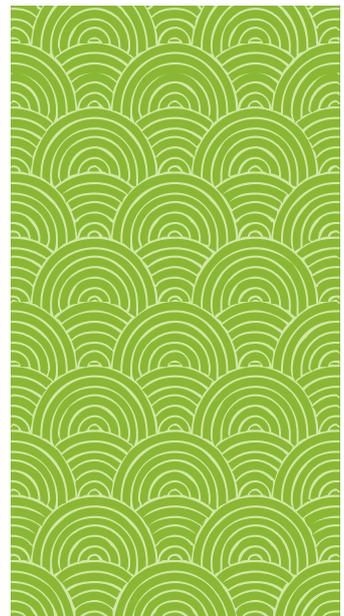
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A message from the Headteacher

Dear Candidate,

Thank you for showing an interest in the position of teacher at REACH School. This is an opportunity for an outstanding, ambitious and dynamic person to join our school during the next phase of its journey. REACH School is an alternative provision school that places the best interests of young people at the heart of everything we do.

At REACH, everyone is committed to providing the best educational experiences and opportunities for our students. We are committed to high quality teaching and learning and achievement for all: for our students to be safe, happy and successful developing into caring, responsible citizens, who participate fully in school life and are proud of their achievements.

At REACH School, we recognise that students who attend our school exhibit a wide range of both educational and emotional needs, which by their very nature can impinge negatively on their progress. With this in mind we will support our students with a carefully planned, well rounded and fulfilling curriculum to prepare them for their further education, and for their future as citizens of the UK.

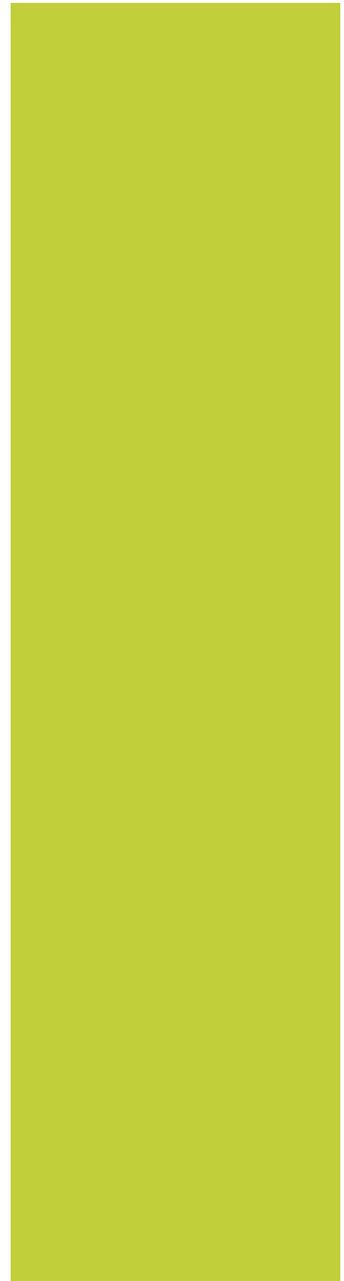
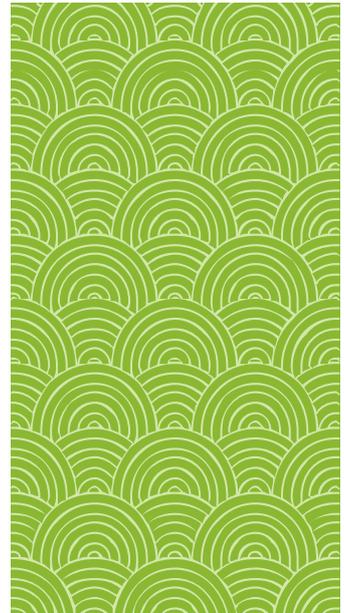
If you are excited by the prospect of playing a significant role in helping us achieve our ambitions; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and clear understanding of providing an outstanding education, then we would love to hear from you. In return, we will guarantee you the very best level of support, focusing on providing you with the right environment.

If you have any questions about our school, or the role itself, please do not hesitate to get in touch with me on 0121 6758989. In the meantime, please visit our school website www.reachschool.co.uk to get a further insight of what we have to offer.

Yours sincerely



Nicola Redhead (Headteacher)





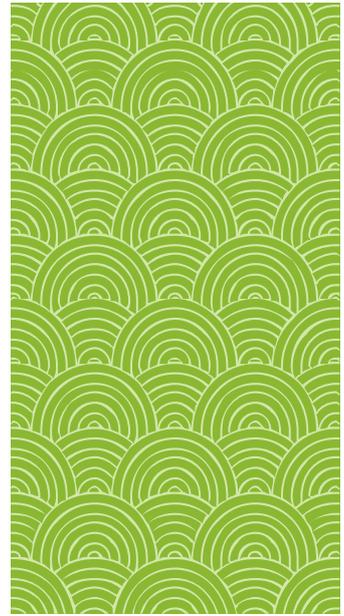
About Us

REACH is an alternative provision school for students in years 9 - 11. Our values are underpinned by a supportive and inclusive ethos, allowing students to thrive and be themselves.

At REACH we aim to raise standards amongst the most vulnerable learners in South Birmingham with quality accredited pathways and personal development programmes. We have created innovative spaces in school to support student's learning and enable us to deliver an appropriate and relevant curriculum specific to the individual needs of our students.

We have the highest expectations of students, and of ourselves. Year-on-year we set challenging targets and goals and then work tirelessly to ensure these are achieved, not just in academic performance but in all aspects of school life.

We understand that positive relationships are crucial to success in life, and to successful learning. Students learn and develop most effectively when they are happy and secure. At REACH we strive to develop an environment in which young people thrive, working to develop trust and mutual respect between everybody within our school and beyond.



Code of Conduct

We RESPECT ourselves, others and REACH School.
We take PRIDE in our achievements and appearance.
We come to school to SUCCEED in learning and are ready to LEARN
We take RESPONSIBILITY for our own actions and learning.
We BELIEVE in our futures.

Our success is tested not by the absence of CHALLENGES but in the way we address them.

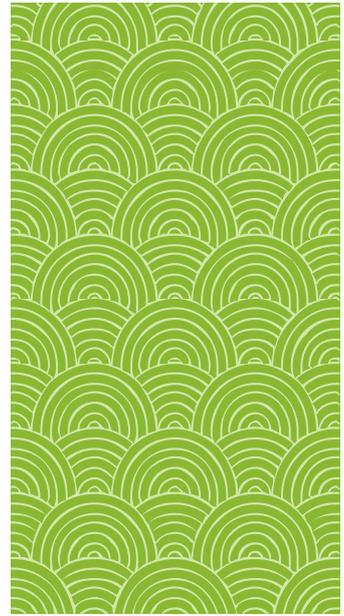
VISION

REACH will raise standards amongst the most vulnerable learners in South Birmingham with quality accredited pathways and therapeutic personal development programmes. At the centre of a mature network of secondary schools REACH will build engagement through the development of innovative environments and tailored support.

We are committed to challenging pupils in ways that increase resilience. By supporting families and providing a bridge for sixteen year olds into appropriate educational or vocational progression, we champion maximised life chances for all young people.

Within a bigger educational family, REACH grows out of the need for a continuum of provision providing swift access to learning for young people at risk of being out of education or those who have already fallen outside of mainstream settings. As part of an assessment process, wherever possible we will reintroduce learners, fully or partially, to healthy mainstream education. Benefitting from the powerful collaboration of the maintained schools of South Birmingham we are building on a track record of successful fresh starts following short-term interventions as well as discrete long-term alternative education pathways.

Reaching out to all our learners, we will
Educate them in the widest sense so that they can
Achieve their potential and progress on to appropriate pathways.
Challenging our learners in a variety of different ways that increase resilience, we will have
High expectations of student and family engagement, which in turn will bring success.



Job Advert

Key Stage 4 Teacher (All subject specialisms)

MPS1 – UPS3

Required for September 2019.

We are seeking to appoint an enthusiastic and highly motivated teacher to join our school from September 2019. The role would be suitable for an experienced member of staff who has QTS or NQT who has recently qualified. There is a tailor-made whole school professional development programme to enable you to further develop your career at REACH School. All subject specialisms will be considered. An ability to teach more than one subject would be advantageous. The successful candidate will teach across the school which provides education for students in years 9 - 11.

REACH school offers a continuum of provision, providing swift access to learning for young people at risk of being out of education or those who have already fallen outside of mainstream settings. Benefitting from the powerful collaboration of the maintained schools of South Birmingham we are building on a track record of successful fresh starts following short-term interventions as well as discrete long-term alternative education pathways. You would be joining a supportive, committed and experienced team who work hard to deliver innovative and enjoyable lessons. In return for your hard work you will receive exceptional support and training.

If you have a strong desire to help students to achieve the best they can, regardless of their starting points, whilst fulfilling your own potential, then we would be very pleased to hear from you.

REACH School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to continuously promote a culture of safeguarding amongst our workforce.

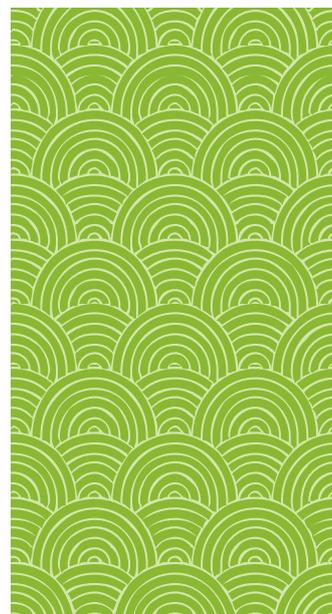
All successful applicants will be required to complete an enhanced DBS check which must be maintained throughout the period of employment.

Further details and an application form can be obtained by contacting Lorna.Bennett@reachschool.co.uk or visiting our website www.reachschool.co.uk

Closing date for applications: 9.00am Monday 29th April 2019

Interviews will take place on: Wednesday 8th May 2019

We are an Equal Opportunities Employer.



Job Description

Post: Key Stage 4 Teacher

Responsible to: Deputy Headteacher

Salary: MPS 1 – UPS 3

The key task of all teachers is to deliver high quality teaching and learning in the classroom; ensuring good quality planning, marking and record keeping.

All teachers are form tutors and may be responsible for the delivery of a planned Personal Social Education programme if required.

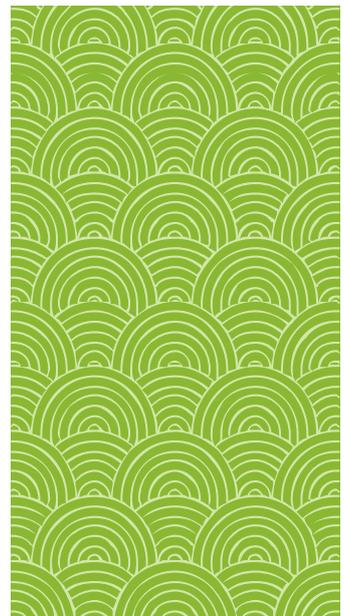
Key responsibilities as a post holder

Demonstrate knowledge and understanding of the whole school, including:

- a. school aims, priorities, targets, policies, procedures and development plan.
- b. relationship of the priorities relevant to this post to those of the school.
- c. statutory requirements and legislation relevant to the post.
- d. characteristics of high-quality teaching, learning and support.
- e. main strategies for improving and sustaining high standards for all groups of pupils.
- f. use of ICT in advancing learning, personal development and well-being.
- g. implications of the Code of Practice for Special Educational Needs.
- h. new developments in education.
- i. key documents such as Keeping Children Safe in Education, Working Together to Safeguard Children and the Ofsted framework.

Exercise professional judgement and skills

- a. Actively contribute to the achievement of the school goals, aims, targets and plans.
- b. Implement any specific statutory requirements relating to the area of responsibility.
- c. Promote the delivery of high-quality teaching to maximise impact on learning and student progress.
- d. Support the implementation of the key documents named above.
- e. Make excellent use of ICT in advancing learning and in effective management and administration.



Key responsibilities relevant to the role

Work as an effective member of the teaching staff, supporting school leadership.

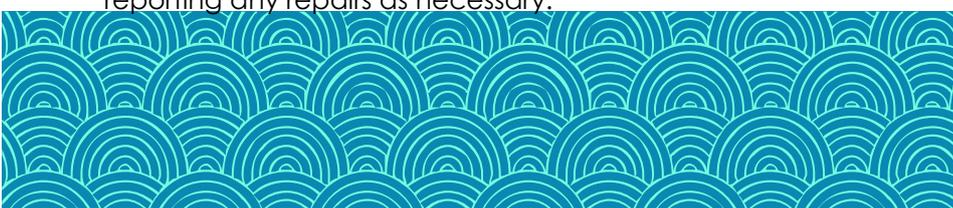
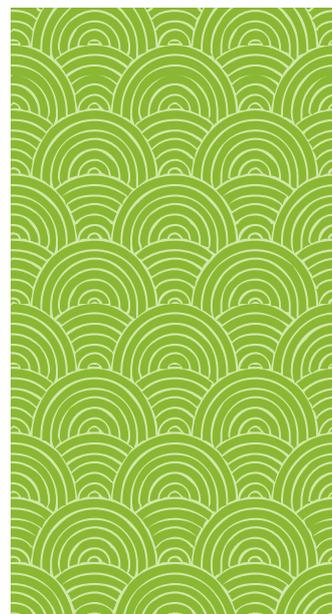
- a. Lead on named area(s) of responsibility, whilst knowing, supporting and engaging with the work of the whole school.
- b. Contribute to all aspects of school life, including, amongst others, planning, monitoring, evaluation, policies/procedures, examination analysis, display and health and safety.
- c. Ensure all students, irrespective of background enjoy equal access to a broad, balanced and appropriate curriculum which enables them to achieve.
- d. Devise, review, update and lead the implementation of relevant schemes of work with appropriate assessment activities.
- e. Lead by example in the classroom.
- f. Support the maintenance of good order and discipline, including readiness to learn.
- g. Identify barriers to learning and develop intervention strategies to address these, working with others as necessary inside and outside the school.

Responsibilities of all teachers

Ensure all elements of both parts of the DfE Teacher's Standards are met.

1. Planning, teaching and student management

- a) Teach subject(s) across the full age and ability range.
- b) Provide additional support as necessary for all groups of pupils to ensure strong and sustained progress in line with national expectations.
- c) Prepare students for internal/external assessments, using schemes of work as directed.
- d) Ensure tasks challenge and motivate pupils and offer high levels of interest.
- e) Evaluate own teaching critically to improve impact and effectiveness.
- f) Ensure excellent discipline is maintained in the classroom. Use a variety of teaching methods to enable students to acquire and consolidate knowledge, skills and understanding.
- g) Participate in the development of schemes of work and share curriculum resources.
- h) Keep and maintain clear records to check that work is understood and completed.
- i) Prepare and present informative Progress Reports to parents/carers.
- j) Plan for, and make best use of, teaching assistants and success ambassadors to support learning.
- k) Maintain a well organised, orderly and stimulating learning environment, safeguarding equipment and facilities and reporting any repairs as necessary.



- l) Contribute to, and promote, extra-curricular activities.
- m) Participate in cross-curricular developments relevant to the curriculum area.
- n) Act as form tutor and actively participate in year group activities.
- o) Plan for, and make best use of teaching assistants to support learning

Other professional requirements

- a. Actively promote the REACH school ethos and values.
- b. Maintain a working knowledge of teachers' professional duties and legal liabilities e.g. Keeping Children Safe in Education, Special Educational Needs code of practice, equalities legislation and data protection.
- c. Establish effective working relationships with colleagues and set a good example in the fulfilment of the role.
- d. Support colleagues and promote positive professional relationships to foster a helpful, collegial, happy, working environment.
- e. Represent the school in a professional manner in all dealings with parents/carers, students, governors and other agencies as may be required.
- f. Undertake an active role in general areas of the school to support the promotion of a calm, purposeful school climate.
- g. Undertake supervision duties at break, before and after school as required.
- h. Take responsibility for own professional development in relation to subject area, school policies and practices.
- i. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.

This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment.

The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.



Person Specification

Post: Key Stage 4 Teacher

Responsible to: Deputy Headteacher

Salary: MPS1 – UPS3

Qualifications:

- Qualified Teacher status.
- First or subsequent degree.
- Recent and relevant professional development.

Experience:

- Up to date knowledge and understanding of a curriculum area (preferably two areas).
- Relevant and successful recent teaching experience of a curriculum area (preferably two areas).
- Proven record of high quality teaching and classroom management.
- Experience of strategies that have impact on raising individual student and whole school standards.
- Ability to meet the needs of all students.

Skills:

- Demonstrate a thorough understanding of the requirements needed to carry out the main responsibilities.
- Ability to communicate effectively, both orally and in writing to parents/carers and others.

Personal Qualities:

- Good communication skills for a variety of audiences, both verbally and written.
- To have high expectations of staff and students.
- The ability to be able to work well under pressure and to respond quickly and appropriately to situations, which may arise in a school.
- To have a real commitment to raising the achievement of all students.
- To be able to motivate staff and students.
- To have a constant and consistent professional approach to all matters and members of the school community.
- To have a sense of humour and perspective.



Application details

Completed application form and DBS declaration must be received by deadline in the advert.

Applications may be submitted to:

Email documents to: **caroline.regan@reachschool.co.uk**

or post/ hand deliver documents to: REACH School, 9 High Street, Kings Heath, Birmingham, B147BB

Completing the application

Candidates are asked to complete all the standard information required on the application form and to submit a supporting statement addressing the job requirements.

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are aware of the need to respond within the timescale set. In all cases two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

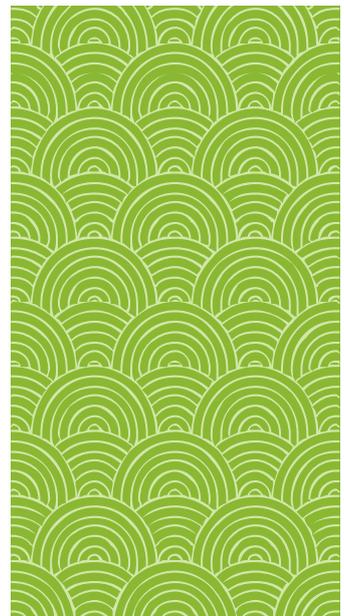
Prior to appointment, formal checks will be made in accordance with the current requirements relating to child protection this will include an enhanced DBS check.

Feedback

Please note that we do not confirm receipt of applications.

Selection process

Candidates who are shortlisted will be contacted and invited in to participate in the selection process. We do not inform candidates if they have not been shortlisted.





Address

REACH School,
9 High Street, Kings Heath, Birmingham, B14
7BB

Telephone

0121 675 8989

Email

Contact us by email
to: caroline.regan@reachschool.co.uk

REACH School

*"Reaching all Educating to Achieve through
Challenge with High expectations"*

