GREENSHAW LEARNING TRUST

BROADWATER SCHOOL
BY INCREMENTS CONQUER

Drama & English Teacher

Recruitment Pack

ALWAYS LEARNING

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Thank you for your interest in joining our school.

This is a unique and exciting opportunity for an inspirational Drama and English teacher to join Broadwater School and further contribute to the life chances of young people in the school and across the Trust.

In recent years Broadwater's popularity has grown in the local community and we are oversubscribed in every year group. The success of Broadwater has been fully supported by the local community and we appreciate the positive relationships we have with our families and other stakeholders.

Our standards are exceptionally high, classrooms are disruption free, pupils are hardworking, polite, and genuinely want to make a difference for themselves and those around them. There can be no doubt that working in a school where Teachers teach, and students behave allows for a stress-free working environment and promotes positive well-being for all within our community. Please don't just take our words for this, it's essential to come and see the reality.

Our latest Progress 8 score was 0.34 and we know that the school will continue to improve on this year on year.

Ofsted described the school as an 'exciting place to be' and visitors often remark on how Broadwater looks and feels like a 'happy' school. Our school principles of 'Work Hard; Be Kind; Make a Difference' are central to all that we do.

Our school is committed to ensuring everyone is treated with respect, challenged to have high expectations and ambitious to reach their potential regardless of their starting point. This applies to staff and students alike.

Our Personal Development programme was judged as 'outstanding' by Ofsted in 2019 and we are particularly proud of our extracurricular provision which can be found on our website. Every teacher is involved in ensuring this provision is 'beyond outstanding'.

Broadwater converted to an Academy and joined the Greenshaw Learning Trust in September 2020. This has been an exciting period and has given both students and staff a wealth of opportunities.

The Greenshaw Learning Trust website www.greenshawlearningtrust.co.uk provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

Please do also look at our school website https://www.broadwater.surrey.sch.uk/ which gives a flavour of the school. Everyone who comes to look around comments about the positive ethos and exciting atmosphere. We welcome visitors at any time of the day, so if you would like visit and get a feel for the school prior to submitting your application, you would be very welcome. Please email my PA Sonya Turpin s.turpin@broadwater.surrey.sch.uk to schedule a visit.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

The Greenshaw Learning Trust is a successful multi academy trust and currently comprises twenty-four schools: seven in South London, five in Berkshire, one in Surrey, eight in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us soon including a secondary school in Plymouth.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

The school websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information Karen Carling k.carling3@broadwater.surrey.sch.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

If you would like to work in an incredibly supportive school with a highly visible SLT, disruption free learning and the best CPD opportunities then we would love to receive your application.

Lizzi Matthews
Headteacher

Greenshaw Learning Trust – 'Always Learning'

The GLT is a successful multi academy trust that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all 'Always Learning'.

Each school in the GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 2,600 people and educates over 17,300 students. We have approval to open a new secondary special school in South London and we are planning to grow further over the coming months and years. Further information about our schools can be found **here**.

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer Contributions to Local Government or Teachers Pension Scheme
- Cycle to work scheme
- Gym membership scheme
- Employee Assistance Programme
- Eye Care Voucher scheme
- Childcare Voucher Scheme
- Car Benefit Scheme
- My Health discounts

Terms and Conditions

Line Managed by:	Head of Department
Line Management:	
Contract:	Permanent
Salary:	Salary calculated in line with MPS/UPS pay scale
Hours of Work:	32.5
Place of Work:	Broadwater School
Medical Examination:	The appointment is subject to a satisfactory medical report.
Superannuation:	Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.
Holiday Entitlement:	
Probation Period:	New employees are required to complete a six-month probationary period.
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check.
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance.

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Resources:
Drama: We have 2 fantastic drama spaces; a black box studio and the main hall stage both with professional lighting and sound equipment which we introduce students to at KS3. This space is used for rehearsals, performances, and lessons. At KS3 every student uses an Actor's notebook for written work and silent starters, KS4 they use an exercise book.

Every classroom has visualiser, lectern and mini- white board.

The team work on and embed the latest Drama/English pedagogy into our continually developing shared lesson bank. Each lesson has been designed with a retrieval segment to start the lesson, the main body of the lesson focuses on I Do, We Do, You Do, with students completing at least 20 minutes of silent independent work.

The successful candidate will also have the opportunity to teach the Oracy programme leading towards an English-Speaking Board level 1 qualification.

Curriculum:
Students are examined through AQA, and our schemes allow each students to gain a wealth of knowledge and understanding in the subject to prepare them for GCSE Drama and English.

Assessments are completed during the school assessment windows, with time built into the schemes of learning for students to work on their individual gaps of knowledge.

All Year 11s attend a weekly period 6 for all subjects and a morning period 0 for English. This time is used for exam practice and to support students with essential exam topics.

Extra-Curricular:
We offer every student the opportunity to be a part of the school production which we perform at the end of every school year. As a performing arts department we are very lucky to have a team of staff to support our successful productions, designing costumes, set and props. We create and rehearse our production in our challenge hour time after school in which the students get to work with likeminded others passionate about performing arts.
We also run 2 other exciting drama clubs at the beginning of the year for KS3 which are then entered into the Surrey Festival of Musical Theatre and The Arts which is hosted at Broadwater in May. The performances consist of a wide variety of performances across Ks1, 2, 3, 4 & 5 showing an array of talented young performers. It has been an incredible opportunity for our students but also staff to get fully involved with. It allows freedom of creativity and development to contribute to raising achievement in drama.

Drama trips are on the agenda every year, this year we have taken the whole of year 7 to see the brand-new west end show 'Marvellous', year 9 and 10 saw 'Noughts and Crosses' and the GCSE students watched 'Blood Brothers' at the New Wimbledon Theatre. We work closely with Godalming College performing arts department to support the transition of our GCSE students to higher education and invite them in to perform their A level devised pieces to inspire our students.

Job Description

Key Accountabilities:	Key Tasks:
Teaching and Learning To secure and sustain effective teaching of the relevant subject for individuals, groups, and classes. Develop the quality of teaching, assess the standards of students' achievements and set targets for improvement.	• Use school policy and National Curriculum requirements to set clear targets for improvement of students' achievement and monitor students' progress towards those targets. • Use appropriate teaching and learning strategies to communicate clear learning objectives and expectations including, where appropriate, in relation to literacy, numeracy and other school targets. • Recognise the level that a student is achieving and make accurate assessments independently, against attainment targets, where applicable, and performance levels associated with other tests or qualifications relevant to the subject taught. • Plan effectively to ensure that students have the opportunity to meet their potential, notwithstanding differences of race and gender and taking account of the needs of students who are underachieving, very able, not yet fluent in English, making use of relevant information and specialist help where available. • Plan effectively, where applicable, to meet the needs of students who are Pupil Premium or those with Special Educational Needs and, in

	collaboration with the SENDCO, make an appropriate contribution to the preparation, implementation, monitoring and review of Individual Education Plans. • Take appropriate account of ethnic and cultural diversity to enrich the curriculum and raise achievement.

	• To work with the Headteacher and Senior Leadership Team to promote inclusion, and equality of opportunity for both students and staff. • To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students. • To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust. • To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)

General	• To participate in school initiatives where every person is expected to contribute to learner's progress. • To participate in the school's professional learning programme as agreed. • To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	• Qualified Teacher Status and hold a recognised degree • Excellent classroom practitioner • Capable of delivering innovative successful teaching & learning.	Further CPD or Educational qualification
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Innovative and enthusiastic • Trustworthy • Reliable • Able to develop and maintain good relationships with staff, parents and students. • Focused on the need of the student • Ability to be a good ambassador • Ability to use initiative • Creative thinking	
Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements		
	• Sound understanding of the Secondary Curriculum • Knowledge of monitoring and assessment • Understanding of strategies for raising student performance • Widely read around pedagogy	
	• Communicates at a level and in a manner appropriate to the situation. • Able to plan, organise and prioritise effectively • Proven ICT skills	

The Recruitment Process

1. Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website https://www.greenshawlearningtrust.co.uk/join-us/staff. The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than 9.00am 24th May 2023 Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised on 24th May 2023 Shortlisted applicants will be invited by telephone to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

3. Interview Process

Interviews will be held on w/c 25th May 2023. Applicants will also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

5. Taking up post

The successful applicant will take up the post as soon as possible.

6. Additional information

For further information, please contact Karen Carling HR Manager, k.carling3@broadwater.surrey.sch.uk 01483 520634.

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.