



Job Description and Person Specification

Reports to:	Head of English
Start date:	September 2017
Salary:	MPS/UPS (£26,139 to £42,077)

The Role

The Teacher of English will work with the Head of English and key stakeholders in ensuring Avanti House School provides an outstanding education for all pupils, rooted in the inclusive and distinctive Avanti Schools ethos of *educational excellence, character development and spiritual insight*.

Avanti House is an all-through 4-19 school which opened in 2012. It comprises a two-form entry primary school and a six-form entry secondary. When full, in around 2020, it will provide education for 1680 students; projected currently to be the largest Free School in the UK.

Currently the secondary phase has students in years 7 –11. It is anticipated that the sixth form will open with between 90 and 140 students (internal and external). Although the secondary phase is currently, temporarily located in a site in Pinner, we have secured full planning permission for a new £20 million build on Whitchurch Fields in Stanmore, Harrow. The school will move there, once built in 2018.

Avanti House is part the growing family of Avanti schools. This Teacher of English is a critical role, based at the secondary site. The key responsibilities laid out here are those, which will be assumed by the successful candidate upon appointment. Specific responsibilities are likely to change over time as the senior team grows and changes.

Avanti schools are Hindu-designated faith schools. However, the Teacher of English at Avanti House School will not be from any specific faith background; applications are welcome from practitioners of any faith and from those of none. They will, however, be expected to be in full sympathy with the unique ethos and vision of the School.

The successful candidate will likely to have experience as a school teacher in a good or outstanding school or schools.

Key responsibilities:

- **Vision Implementation:** Work with Head of English on the effective implementation and coordination of the vision, ethos and strategy for the school, within the context of the Avanti Schools Trust vision.
- **Key Stage Leadership:** Liaise with the Head of English and take full leadership and management for an agreed key stage.
- **Learning Leader, Assessment and Tracking:** Work with Head of English on pedagogical development, standards of teaching and learning within the subject of English. (S)he will also assist the Head of English in target setting, tracking, intervention and reporting to parents and other stakeholders – across all phases.
- **Infrastructure, Health and Safety:** Work with Head of English on the effective provisioning and use of technology and other infrastructure within English and also on all aspects of safety risk management.



- **Business Links and Careers:** Contribute towards developing links across local and regional business & industry – including careers advice for students with a focus in English.

Standards in the Subject

- **Outstanding Practitioner:** As a teacher would be expected lead from the front as an outstanding practitioner in your own right.
- **Safety, Risk Management and Safeguarding:** Put the highest standards of safety and safeguarding above all else, you will adhere to and support systems and procedures that assess and risk manages activities within the faculty.
- **Outstanding Teaching, Learning and Assessment/Reporting:** Work alongside the Head of English and other faculty colleagues to ensure the highest standards of teaching and learning across the faculty; to this end contributing to a highly effective programme of coaching, mentoring, classroom based research and development.

Contribute to the self-evaluation of teaching and learning across the faculty, through scrutiny, monitoring, review and evaluation.

- **Outstanding Outcomes:** Contribute towards ensuring the achievement of standards at Key Stages 3, 4 and 5 that reflect those that would be achieved by students working in the top 10% of schools with a similar intake (FFT: SE10)
- **Stakeholder Engagement:** Maintain strong, positive and highly effective working relationships with parents/carers, the local and regional community, agencies and stakeholders, the secondary phase of Avanti House, other schools and the Governing Body.
- **Pastoral Support:** To act as a Form Tutor and to carry out the duties associated with that role. To contribute to the school's pastoral programme and other cross-curricular areas according to school policy.



Person Specification (A Application, R References, I Interview)

Qualification Criteria

- **Essential:** Qualified to Bachelor degree level in English or allied subject (A)
- **Essential:** QTS qualified (A)
- **Essential:** Right to work in the UK. (A)

Experience

- **Desirable:** Three years teaching experience in one or more good or outstanding schools – demonstrably delivering high standards in English (A/R)

Leadership

- **Essential:** Genuine passion for lifelong learning (R/I)
- **Essential:** A belief in the unique potential of every student. (R/I)
- **Essential:** Able to self-start, work independently and collaboratively as part of a team- whether led or leading. (R/I)
- **Desirable:** Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation. (R/I)
- **Essential:** Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, long hours, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative. (R)
- **Essential:** Resilience and motivation to support the Head of English in leading the faculty through day-to-day challenges while maintaining a clear strategic vision and direction. Extremely positive and solutions-driven when faced with seemingly insurmountable challenges. (R/I)
- **Essential:** Commitment to the safeguarding and welfare of all students. (R/I)

Skills, Vision and strategy

- **Essential:** Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work within the framework of the Trust's Ethos Handbook. (I)
- **Essential:** Clear vision and understanding of how to implement and sustain a high quality teaching and learning within science. (A/R/I)
- **Desirable:** Up to date on national changes to the educational landscape (statutory and guidance) in English(I)
- **Essential:** Excellent organisational skills and ability to delegate. (R/I)
- **Desirable:** Excellent skills in the use and application of technology (R/I)
- **Essential:** Able to use of data to inform and diagnose weaknesses that need addressing. (R/I)



Selection Process

Avanti House School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share this commitment. All successful candidates are required to have a DBS check.

References will be taken up for all short-listed candidates prior to interview.

We welcome applications from both men and women of all ages from any background and from candidates with disabilities. This position is not suitable for a job share.

The closing date for receipt of applications (hard copy or electronic) is **8:00am on Tuesday 18th April 2017.**

Applications can be down loaded at www.avanti.org.uk/avantihouse/

Completed applications should be signed and posted to the school FAO Ms. Justine Reilly (PA to the Principal) - secondary site, Beaulieu Drive, Pinner – address is on accompanying letter.

Alternatively the application may be emailed directly to simon.arnell@avanti.org.uk but it will be required to be signed by the shortlisted candidate on the day of interview

Applications submitted by post must reach the school by the closing date above and should be written for the attention of: Mr S Arnell – Principal

It is anticipated that shortlisted candidates will be contacted by email, no later than **Thursday 20th April at 5:00pm.**

For shortlisted candidates' interviews will take place on Week beginning **24th April 2017**. In addition to tasks and the selection panel interview, you will also be asked to deliver a presentation and to face both a student panel and lead a student council meeting.

Any appointment subsequently made will be subject to the receipt of satisfactory references and other pre-employment checks.