



ASSOCIATE TEACHER GRADE 4

CANDIDATE PACK

Start date - ASAP



**Sidney Stringer
Multi Academy Trust**



Dear Candidate

Welcome to Ernesford Grange Community Academy and thank you for showing an interest in joining our team. This academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students and enjoying their work along the way.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools; Sidney Stringer Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Radford Primary Academy and Sidney Stringer Primary School.

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff.

Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Developing our staff to be the best they can be in whatever field they choose is incredibly important and a variety of bespoke CPD opportunities is a key component of our continued improvement in high quality teaching and learning as we invest heavily in this aspect of school life. This year we are launching a new, vastly improved CPD package offering a variety of pathways alongside investment in NPQs, Masters accreditations and other external professional development opportunities. When you join the Ernesford team our mission is to keep challenging you to become even better than you ever imagined you could be!

Denise Burrows
Head Teacher
Ernesford Grange Community Academy

Our Vision, Mission and Values

OUR VISION

Excellence for All

OUR MISSION

To work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.

OUR CORE VALUES

Respect . Determination . Kindness

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students.
- SLT actually trust staff to work and do not micro manage everything.
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone.
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school.
- SLT listen to you and actually take on board suggestions on how to keep improving.
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

Associate Teacher

Are you considering a career in teaching and seeking a school who will nurture and develop you? If so then we are keen to discuss what we can offer to ignite your passion for education further.

Here at Ernesford we have a proven track record of developing support staff into successful teachers, either through the Coventry SCITT programme or Teach First and we are committed to continuing this trend. With a strong professional development programme and dedicated guidance and support we are seeking to appoint staff who will be confident and consistent in the classroom delivering pre-prepared lessons for absent colleagues. This is an excellent way to experience the realities of teaching and to develop your classroom practice and presence without the rigours of planning and marking, though we will ensure you are prepared for that if you choose to commit to making teaching your profession.

As a growing school we are looking to expand our team of Associate Teachers and encourage the development of links between Associate Teachers and departments so we can provide a subject specific focus to your development. Staff career professional development is a priority for us and so you will be provided with the same CPD opportunities as our teaching staff.



Job Description

Associate Teacher

Grade: 4

Hours: Full or part time available
Term time only plus 5 days (Teacher Training days)

Ernesford Grange Community Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

JOB PURPOSE

To provide cover supervision in the event of the short-term absence of teaching staff within the school.

- To provide in-class support to other learning activities.
- To assist with lunchtime supervision where necessary.
- To assist with after school and break duties as part of the rota.
- To offer after school enrichment activities.
- To assist with the tutorial programme as a co-tutor.

DESCRIPTION OF DUTIES AND RESPONSIBILITIES

Cover Supervision:

- Supervise whole class to undertake work/activities that have been set by teachers in accordance with the school policy, including introducing and closing the class.
- Take the register in accordance with school procedures.

- Manage the behaviour of students whilst undertaking cover supervision to ensure a constructive environment.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Respond appropriately about process and procedures relating to the learning activity.
- Deal with any immediate problems or emergencies according to the School's policies and procedures.
- Collect any completed work at the end of the lesson, returning it to the appropriate teacher.
- Ensure that communication links with the appropriate teacher are established to ensure continuity is maintained.
- Report back, as appropriate, using the Academy's agreed procedures on the behaviour of students during the class, and any issues arising.
- When not required to cover for absent teachers, other duties will be carried out by arrangement with the Head of Department.

Job Description

Continued

IN CLASS SUPPORT

To assist with various learning activities as directed by a class teacher. Activities will vary according to the subject/age of students but could include working with individual students or small groups, and assisting with the supervision of school visits.

EXAM INVIGILATION

Assist as part of a team in invigilating examinations, either internal or external exams.

TUTORIAL

To assist as a co-tutor in one of the 5 houses.

GENERAL

■ The postholder must carry out his or her duties with full regard to the Sidney Stringer Academy Equal Opportunities Policy.

- To support with after school activities.
- To be available for 2 lunchtime/break time duties each week as directed by the Assistant Head leading on duties.
- The postholder will perform any other duties and responsibilities within the range of the salary grade.

OTHER DUTIES

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.



Person Specification

QUALIFICATION

- At least 5 GCSE's, Post 16 + higher qualifications.

KNOWLEDGE & UNDERSTANDING

- Of the needs and characteristics of young people.
- Of supervision and behaviour management techniques.
- Of the importance of positive role models for young people.
- Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure effective learning.
- Of equal opportunities and anti-discriminatory practice in the context of the school community.

SKILLS & ABILITIES

- A personal presence.
- To communicate effectively – verbal and written.
- To motivate and encourage students to work co-operatively.
- To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively.
- To be a team player.
- To organise and co-ordinate classroom activities.
- The ability to converse at ease with members of the public (including colleagues, pupils and parents) and provide advice and information in accurate spoken English is essential for the post.



ATTITUDES & VALUES

- High expectations of personal performance and of pupils' success.
- Commitment to one's own learning.
- A belief that schools can make a difference.

EXPERIENCE

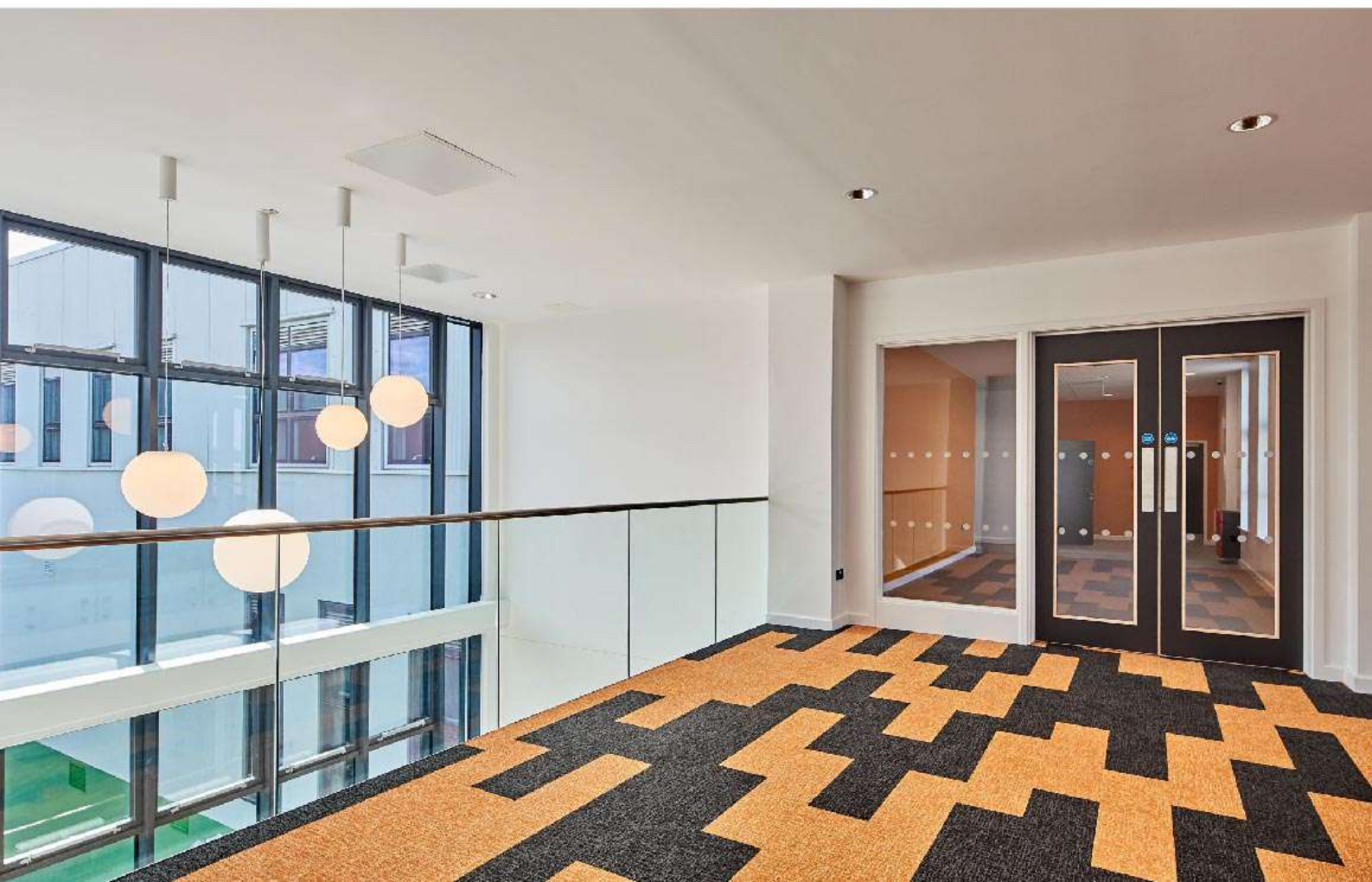
- Of working with groups of young people, preferably of secondary age.
- Of resolving problems and handling challenging situations.
- Of managing behaviour effectively.
- An EXCELLENT attendance record.

SPECIAL REQUIREMENTS

- This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A DBS Disclosure will be required prior to appointment.

The benefits to being a colleague within Sidney Stringer Multi Academy Trust

- 100% attendance - 1 day off following year.
- Staff Development- new leadership challenge programme and subsidies for Masters' degree
- Chromebooks for teaching staff and class sets for lessons.
- Social committee with subsidised events.
- Revision sessions paid for.
- Occupational health and counselling support
- Cycle Scheme
- Long service awards
- Potential to work across more than one school / phase if appropriate





How to Apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary School and Sidney Stringer Academy.

FUTHER INFORMATION

For further information, including a visit to the school if desired, please contact:

Alister Beasant, Deputy Headteacher:
abeasant@egacademy.org.uk

For further details, an application form, and to apply, please visit our Website:
www.sidneystingertrust.org.uk

Please return completed application forms to the recruitment team at:
recruitment@egacademy.org.uk
[No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: Interview upon applications

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.

OUR VISION

Excellence for all

OUR CORE VALUES



RESPECT



DETERMINATION



KINDNESS