

Every child,
every chance, every day.



Every child deserves the best possible start in life



Recruitment Pack
Teacher of Art, Design &
Technology

Hall Cross
Academy



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

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Our Aims

and Strategic Objectives

A message from the CEO

Dear Applicant,

Thank you for taking an interest in developing your career with Exceed Learning Partnership. We are a Multi-Academy Trust currently serving 8 primary academies in Doncaster with ambitions to grow over the forthcoming year.

As a trust we are passionate about improving the life chances of the children and families we are serve. When any of us choose to work in education, I think we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created Exceed Learning Partnership in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster, particularly the most disadvantaged pupils. Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations, all pupils can and will succeed.

This is our ultimately goal within our Trust – making sure all our academies are exceptional places of learning where everyone thrives.

In our Trust we believe that colleagues need the freedom to develop and perform to the highest standards, dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

In our Trust we are delighted to welcome colleagues who share in our vision to help our academies to thrive. We support our staff in their learning, with the latest research and innovation, as well as contribute to their growth by sharing our experiences. All of us within Exceed Learning Partnership continue to grow our expertise so that we can make a difference to the lives of our pupils. We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make!



Beryce Nixon
Chief Executive Officer
and National Leader
of Education



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www.exceedlearningpartnership.co.uk

Our Ethos



Children within our Trust will always be our main priority, with personalised learning as our starting point, making the challenges of 'Helping Children Achieve More' a reality.



Every child will have the opportunities to expand their horizons, and build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.



The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in an Exceed Learning Partnership School, must be spent productively. Once wasted, it is gone forever and cannot be given back.

Every Child | Every Chance | Every Day



Our Vision

To equip young people with the knowledge, skills and mind-set to thrive and then take on the world!

Every child developing:

- a greater understanding of themselves as a learner
- recognise what their strengths are
- how they can share their strengths with others
- understand what steps they need to undertake for their continual learning journey

Pupils will be encouraged and inspired to believe in themselves, build dreams and aspirations and strive to achieve these.

At Exceed Learning Partnership we believe in social justice through exceptional schools, creating and sustaining the best schools in which to learn and work by pursuing social justice for all.

Every child will be given the same opportunity to succeed, whatever his or her prior attainment.

A key feature of the Exceed Learning Partnership will be a learning curriculum which builds the characteristics of Learning across all schools within the trust. This will focus on our learning philosophy skills:

**Resilience, Motivation,
Collaboration, Creativity,
Investigation, Teamwork
and Evaluation.**



Our Vision

Inspire

Embodied in the Trust motto, “Every Child, Every Chance, Every Day”, all members of our organisation aim for excellence in their individual professional roles, in our innovative, evidenced-based practice and in our pupils so that we can all fulfil our potential in whatever we aspire to do or be!

Include

At Exceed Learning partnership we are concerned with achieving equitable, diverse and quality education for all pupils. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

Integrity

We respect the individuality of our academies and their communities and always act with integrity. By allowing high levels of autonomy wherever possible, we are able to nurture personalised learning approaches and focus on developing holistic people.

Exceed

Excellence and enjoyment should be an entitlement for all children and adults working in our Trust. We are developing cutting-edge, research-informed and highly engaging pedagogies that ensure high levels of progress and rapid development of staff; leading to the highest levels of achievement for all!



Our Aims

and Strategic Objectives



SO1. Outstanding Professionals

To develop winning teams of Governors, leaders, staff and other stakeholders who are forward thinking, highly skilled, open, hardworking and determined to enable success for others



SO2. Innovative Systems Enabling Creative Schools

To create innovative and sustainable schools that are creative, vibrant, safe, compliant, financially healthy, well-resourced and exceptionally well governed and led



SO3. Strong Partnerships and Communities

To work closely with our local communities and parents to secure the best outcomes and opportunities for our learners.

To develop a network of partnerships across all our academies, our local area and across the country which are powerful in supporting the development of all.



SO4. Exceptional Learners

To develop learners who are highly successful with attributes, skills and qualifications for a fulfilling life.

To ensure all our learners have a high-quality school experience and enjoy an abundance of opportunities.

People Vision

We create exceptional, inclusive and enjoyable places to work

We are passionate about our purpose and inspire each other to deliver high performance

We act with integrity and our Values drive our behaviours and decision-making

We strive to exceed in all we do and learn from every opportunity

...to deliver on our motto



Every Child.
Every Chance.
Every Day.



A Message for the Candidate

Dear Applicant,

Thank you for showing an interest in this role; I wish you the best of luck with your application.

As you will see from our website, Hall Cross Academy is an historic institution with our vision set firmly on the future and securing the best opportunity for every one of our students.

Joining Exceed Learning Partnership, I believe, secures the school's future and will ensure that it continues its recent success, remaining oversubscribed and be a place where staff genuinely enjoy working.

Every successful applicant will enjoy a comprehensive induction programme and will have the opportunity to experience a bespoke CPD programme to enable them to continuously improve.

In addition, as a Trust, we will follow both NJC and teacher pay scales, which are published at a local and national level.

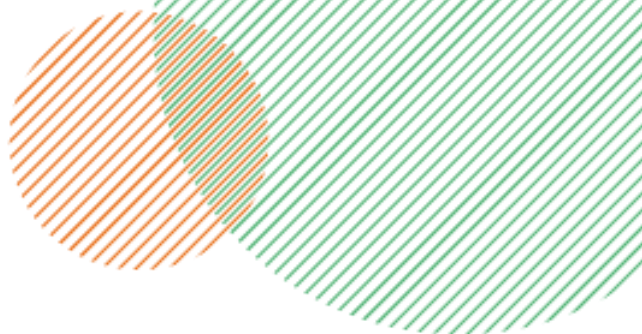
I look forward to receiving your application.

Yours sincerely,

Simon Swain
Principal



Job Description



Post Holder	Teacher
Main	MAIN SCALE TEACHER
Responsible to	Head of Department

General Responsibilities

All staff at Hall Cross Academy need to act together as a cohesive team: for this reason, all staff have common sections to their job descriptions. Obviously, each person will execute these general requirements with relevance to their own area of responsibility.

1. To implement and support the aims of the Academy.
2. To support the implementation of the Academy development plan.
3. To work towards high standards in teaching and learning.
4. To actively maintain order and discipline.
5. To support the implementation of Academy policies.
6. To maintain practices which ensure the highest standard of pastoral care.
7. To attend meetings as and when required.
8. To liaise with parents where appropriate.
9. To actively seek opportunities for personal development.
10. To undertake such activities as can be reasonably expected by the Principal.

Subject Teacher Responsibilities

1. To support all initiatives agreed by the department and the Academy.
2. To encourage students to achieve the highest standards of work possible.
3. To make sure that all students have an equal opportunity to succeed.
4. To ensure that the learning environment is neat and well-organised.
5. To ensure that high quality resources are used within the classroom.
6. To ensure that a variety of teaching methods and styles are used.
7. To undertake accurate and relevant assessment of students.
8. To work with the department to produce up-to-date and relevant schemes of work.
9. To undertake the role of form tutor, responsible to a Phase Leader.
10. To support initiatives developed by the pastoral team.

The job description is to be performed in accordance with the provisions of the Academy Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is also subject to the conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment.

Job Specification

1. QUALIFICATIONS AND TRAINING

	Essential	Desirable
Qualified teacher status	✓	
Degree	✓	
Recent participation in a range of relevant In-service training	✓	
Willingness to further CPD	✓	

2. TEACHING EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

	Essential	Desirable
A clear philosophy on how and why the subject should be taught	✓	
Subject knowledge sufficient to challenge all students and achieve high outcomes	✓	
Awareness of the strategies available for improving the learning and achievement of every student	✓	
Experience of implementing the principles and practices in behaviour management and strategies that support learning	✓	
Understanding of secondary curriculum and assessment	✓	
Knowledge of structure and content of National Curriculum	✓	
Understanding and knowledge of current educational issues	✓	
Awareness of effective learning and teaching strategies in a secondary school and wider learning community	✓	
Knowledge and understanding of secondary school improvement strategies	✓	
Awareness of professional development needs of self and others	✓	
Ability to communicate effectively in a variety of situations	✓	



3. PERSONAL SKILLS AND QUALITIES

	Essential	Desirable
Effective written and verbal communication skills	✓	
Excellent interpersonal skills	✓	
Able to demonstrate confidence and commitment	✓	
Ability to inspire adults, students and young people to engage in life-long learning	✓	
Ability to work independently and collaboratively as a member of a team	✓	
Reliability and integrity	✓	
Good personal organisation skills	✓	
Good attendance and punctuality	✓	

4. FURTHER REQUIREMENTS

	Essential	Desirable
Application forms should be completed in full	✓	
Letters should be clear and concise	✓	
Clear educational philosophy	✓	
Should address the criteria identified in the person specification	✓	
Appointment is subject to DBS clearance.	✓	

5. REQUIREMENTS FROM CONFIDENTIAL REFERENCES

	Essential
Written reference(s) only	✓
Confirmation of professional and personal knowledge, skills and abilities	✓
Positive recommendation from current employer	✓
Good health and attendance record	✓



How to apply

A separate application form is also attached (please note that applications must be submitted on the appropriate form; CVs alone cannot be accepted).

If you think you have the qualities and want to be part of a high-performing team, dedicated to providing the best possible educational opportunities for the young people of Doncaster, then please send your completed application form to:

Email: recruitment@hallcrossacademy.co.uk

Closing date for applications: 29 April 2024 at 9:00am

The Directors and Governors of Exceed Learning Partnership are committed to safeguarding and promoting the welfare of children and applicants will undergo child protection screening appropriate to the post, including checks with past employers. The role is exempt from the Rehabilitation of Offenders Act 1974 and therefore candidates will be subject to an enhanced DBS certificate, the role is engaged in regulated activity and will therefore require a children's barred list check. Shortlisted Applicants will be required to complete a self-disclosure

If you have not heard from us within three days of the shortlisting date, then unfortunately on this occasion your application has been unsuccessful.

The Exceed Learning Partnership



Hall Cross Academy



Rosedale Primary School



Willow Primary School



Exceed Learning Partnership

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