



Olive Academies

# Key Stage 3/4 English Lead

Olive AP Academy – Thurrock

- £33,075 - £45,037 + TLR2a
- Teachers' Pension Scheme
- OA benefits package

To arrange an informal discussion or to visit the academy, please phone 01708 853781

[Apply now](#)

*Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.*

# About Olive AP Academy – Thurrock

Based in the heart of Thurrock, our academy specialises in alternative provision and supporting the social and emotional educational needs of young people. Olive AP Academy - Thurrock supports up to 94 pupils for whom traditional teaching methods have not worked. Students, ranging in age from 11 to 16, join us following permanent exclusion from a mainstream school or due to having medical needs that prevent them from attending a mainstream setting.

Our academy is a nurturing, inclusive community where students are able to grow and develop. We strive to ensure success for all our learners academically, socially and morally. We build a curriculum around the needs of our students and are proud that our Year 11 students leave with qualifications on par with their mainstream peers and transition into education, training or employment.

Having a working beauty salon, kitchen and hospitality area, construction area, science laboratory and fitness suite onsite allows for a hands-on approach to the curriculum and the development of transferable skills for the future.

Alongside our ever-growing curriculum, we offer our students additional qualifications in non-traditional subjects such as sailing, climbing, extreme mountain biking, bushcraft and first aid.

All students receive therapeutic support and this can range from a set or personalised programme, counselling, speech and language intervention or small group activities around self-worth and wellbeing.

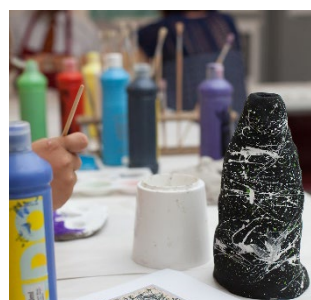
We pride ourselves on encouraging positive mental health and wellbeing and are pleased to have received a National Wellbeing Award, which acknowledges the support we provide for staff, students and families.

Working in alternative provision can be challenging, but joining the Olive family is one of the most rewarding and positive career developments you will make. If you have the experience and enthusiasm to support us on our journey, I would love to hear from you.

Thank you for your interest.

**Anna Timms**

*Head of Academy*



"I like the variety in my job. **Every day is different** and brings new challenges. I have **great working relationships** with my colleagues and I feel **appreciated.**"

"Everything is possible at Olive."

"I'm **proud to be part of a team** which provides students with positive experiences, **creating memories** that they can talk about in the future."

"Being part of Olive Academies means **making things happen** – supporting children who have felt let down by education, giving them the **skills to be successful** and watching them grow."

"I like that I have the **freedom to be creative** within education."

# Job description

We are looking for an experienced Key Stage 3/4 English Lead who will:

- develop a **dynamic English curriculum** across KS3/4 to engage all our students
- demonstrate the **highest quality of teaching, learning and assessment**
- **inspire our students** and share a genuine passion for learning
- be **committed to tackling disadvantage** and improving every student's wellbeing and life chances
- plan and **teach interactive, exciting English lessons** which engage all our KS3 and KS4 students, including those facing barriers to learning and those with social emotional, and mental health needs
- have **up-to-date knowledge of KS3/4 English curriculum** - with confidence in teaching GCSE's and a desire to teach in a creative way to engage reluctant learners
- share our determination to develop and **deliver a broader curriculum** for our students
- work closely with colleagues to produce high-quality learning resources and **plan learning activities**
- **link lessons** to the PHSE curriculum, the world of work, British values, and SMSC where appropriate
- **use data** about each student to inform classroom practice and planning.
- assess and give students **regular feedback** in line with the OA marking and feedback policy
- facilitate good progress and positive outcomes - **inspire, motivate and challenge our students**
- **direct the work of other staff** in the classroom to maximise their impact on learning
- **set expectations** and maintain a positive and safe learning environment
- use the 'Dare to be Olive' approach to ensure that **high expectations for behaviour** are maintained
- **act on child protection concerns immediately**; read, understand, and implement OA's safeguarding policy and procedures, and Keeping Children Safe in Education
- be a role model for our students, showing **leadership, resilience, and empathy**
- **coach a group of students**, mentoring them through their time at the academy
- work with parents, carers, local schools, and outside agencies to **ensure each student's needs are best met**
- fulfil wider **professional responsibilities**
- **support the trust's values and ethos** by contributing to the development and implementation of policies, practices, and procedures
- **work closely with our headteacher, our staff, parents/carers and our students** to deliver our strategic vision and help make our ambitious plans for the academy a reality

*Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of academy to carry out appropriate duties within the context of the job, skills and grade.*

# Person Specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

## Qualifications and Training

First degree or equivalent	A	Essential
DfE recognised qualified teacher status or Qualified Teacher Learning and Skills status	A	Essential
Evidence of CPD which enhances classroom practice	A	Desirable

## Experience

Evidence of recent successful classroom practice	A	Essential
Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice. Lessons are consistently judged to be good or better	A, I	Essential
Effective and systematic behaviour management - experience of using de-escalation techniques in a school setting; experience of maintaining clear boundaries and using sanctions, praise and rewards	A, I	Essential
Experience of using assessment data to ensure effective student progress, raise standards and achieve outstanding pupil outcomes	A, I, T	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others	A, I	Essential
Experience of SEMH pastoral /student support	A, I	Desirable

## Knowledge

Detailed knowledge of the KS3/4 English curriculum	A, I	Essential
A solid understanding of a range of teaching and learning strategies and a good understanding of current pedagogical thinking	A, I	Essential
An understanding of disadvantage and working in challenging environments	A, T, I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A, T, I	Desirable
Up-to-date knowledge of specialised curriculum for children with SEMH	A, T, I	Desirable

## Skills and Abilities

Strong analytical, strategic, interpersonal and thinking skills	A, T, I	Essential
Ability to teach KS3 and KS4 across subject, age and ability range	A, T, I	Essential
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I, R	Essential
Ability to reflect and self-evaluate	A, I, R	Essential
An understanding of expeditionary learning	A, I	Desirable
A track record of being an excellent classroom teacher with the ability to model best teaching and learning practice across the academy	A, I, R	Desirable

## Personal Aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
A commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

# **Transform young lives with Olive Academies Trust**

Thank you for your interest in working with Olive Academies.  
We look forward to receiving your application.

[Find out more and apply.](#)

[f](#) [in](#) [t](#) [oliveacademies.co.uk](#)