



**THE STOCKWOOD
PARK ACADEMY**

WHY WORK FOR THE STOCKWOOD PARK ACADEMY?

ABOUT US

- £30 million state of the art building will well-equipped classrooms
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Freshly brewed coffee for staff on arrival to the academy every morning in your own 12oz Bamboo reusable cup
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- All teaching staff receive a laptop to use whilst in employment

SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226** or j.powell@advantageschools.co.uk

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.



HERE'S WHAT OUR STUDENTS HAVE TO SAY

"Stockwood can be very eventful in a good way. I have lots of fun times with both staff and students"

"I like The Stockwood Park Academy because I learn challenging topics and the teachers are supportive."

OUR LEADERSHIP



Dear Applicant,

Welcome to The Stockwood Park Academy – an outstanding learning community where we believe all students can achieve their very best and strive for excellence in everything they do.

One of our primary drivers as an Academy here is that we try to add value in all that we do – we are here to help improve the life chances of our learners, to ensure they realise our “Strive, Achieve, Believe!” motto.

The academy is part of Advantage Schools - a family of schools, sharing our practice and beliefs to produce young people who achieve more than they ever thought possible.

I joined as Head of School in January 2020, and take great pride in the strides that we – staff, students and parents – have made. The academy is served by a team of dedicated staff who work to ensure every child's needs are met. There is an equal focus on the development of the whole child, alongside ensuring that they fulfil their academic potential.

We are proud of the work we do to serve our community and achieved gold in the RACE Charter Mark (February 2023). TSPA is an environment that encourages excellent attendance, punctuality and attitudes to learning and behaviour.

Traditional values and manners matter to us! It is highly important to me that every student gains a taste of academic and personal success throughout their time at The Stockwood Park Academy no matter their starting point.

I believe that education opens the door to endless possibilities – this was a message given to me by mother, and something I have tried to instil in my son – and I want all the students at the academy to have same opportunity to aspire to the highest level of academic achievement possible.

Together we will make this happen.

Mumin Humayun
Principal

We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people, even those who are less motivated
- Love the processes of learning and teaching and are keen to continually develop their own skills
- Recognise that teaching can be a demanding job but react positively to those demands rather than complaining
- Will subscribe to the ethos of the trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people
- See break duty as an opportunity to talk to children
- Are quick to praise and slow to criticise and are not afraid to admit to seeing themselves as potential leaders of the future



INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues. A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

**“EDUCATING
CHILDREN,
SERVING THE
COMMUNITY,
ACHIEVING
EXCEPTIONAL
OUTCOMES.”**

STUART LOCK CEO



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ABOUT THE STOCKWOOD PARK ACADEMY



Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our academy a vibrant and exciting place with a positive ethos that runs throughout the academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.



Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

Recent additions include Phoenix (our inclusion support unit), a gym and a reflection room for staff and students.

TEACHER TESTIMONIAL

MICHELLE LEA-WATTS, DIRECTOR OF ENGLISH

Since joining The Stockwood Park Academy in September, and even prior to my arrival, I have been absolutely staggered by how friendly this school is. While I could describe how colleagues have been exceptionally supportive, I think it's most important to note just how lovely our students are because it is so refreshing to join a school and feel welcomed by the young people. This has a lot to do with the trusting nature of our students, but also the warm approach to behaviour management advocated and encouraged by the leadership.

As an English teacher it has also been amazing to see a school which has not only said it will raise the profile of reading, but is acting upon its word. All students regularly receive books as gifts and the emphasis on reading for pleasure is very strong. The renovations to the academy library and investment in specific reading programmes have made it clear that reading is valued here and is a priority. I have found the leadership team to be highly involved at all levels with a great presence throughout the academy – from break duty to teaching; there's a strong sense that we are all working together which is not always the case in other schools.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.

VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, to an onsite car wash, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



Refer a friend £500 bonus scheme



Support for all staff with an experienced licensed counsellor



Cycle to work scheme



We are in the process of a big benefit review. Watch this space!

CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues. Additionally, we offer a wide range of CPD training through various platforms, including The National College, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

At The Stockwood Park Academy, we believe that daily high-quality teaching, grounded in high expectations and disruption free classroom environments are the key to success for our students. We believe in an evidence-based approach to teaching and use the evidence research to support our development.

TEACHING AND LEARNING AT TSPA

At TSPA all lessons, centre around our 5 Principles of Effective Teaching (Retrieval practice, presenting new materials, guided practice, shed loads of practice and the best possible ending to your lesson). We recognise the importance of a high quality, challenging curriculum which must underpin what happens in the classroom and the value of feedback at all stages of teaching and learning. We are proud to make use of key strategies found in 'Teach Like a Champion' and 'Walkthrus' as they provide practical methods to implement Rosenshine's Principles of Instruction. We do not encourage unnecessarily elaborate approaches to lesson planning and delivery. We trust that our teachers are experts in their subject areas and allow them to design and deliver lessons to a high standard.

CLASSROOM ROUTINES

All of our classrooms have visualisers and classroom countdown timers. We expect lessons to be purposeful with opportunities for guided and independent practice. Our teachers regularly show what excellence looks like with the expectation that students are given the opportunity to produce work of a similar high standard.

FEEDBACK

Our feedback policy utilises Live Marking to support teachers in recognising common strengths and areas of the curriculum where students require extra support or reteaching. We assess our students regularly but are considerate of the impact this has on our teacher's workload. We recognise the value of feedback for our teachers too. Teachers work closely with our internal teaching coaches where feedback and professional dialogue is central to the ongoing development of each of our colleagues. Faculty areas also have regular opportunities to work collaboratively as part of our generous directed time policy.



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Teacher of RE

We have a great opportunity for an experienced and self-motivated Teacher of Religious Studies to join our wonderful department. We are seeking a teacher with the enthusiasm and passion for Religious Studies, who will be required to teach across KS3 and KS4, and KS5 to the whole range of student abilities.

The Stockwood Park Academy are proud of the unrivalled education experience offered and you will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body and enterprising students. Our academy has state of the art facilities, fit for all your teaching needs.

If you want to grow and develop in a fast paced, dynamic and successful Academy, come and join us at The Stockwood Park Academy!

Key Duties

- Be able to develop, plan and deliver effective and high-quality learning experiences to all students
- Be an aspirational professional who is enthusiastic, influential and committed to working in pursuit of success for the academy and its learners.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.

The successful candidate will have

- Experience of teaching Key Stage 3 and Key Stage 4. (Admirable to be able to teach KS5)
- A 'can do' attitude, and a commitment to inclusive education.
- Good behaviour management skills and good understanding of the Religious Studies curriculum and KS3 and KS4.
- Resilient hardworking, experience of a diverse, fast-paced multi-cultural school with good behaviour management.
- Ability to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.
- Aligned to school vision and values
- Aligned to the schools approach to T&L; use of the TSPA Playbook.
- Excellent communication and team-working skills
- Passion, creativity and energy towards your subject area and educating young people.

Job Specifics

Start date: 1st September 2026

Salary: AST 1-12 £33,026-£51,526 dependent on experience

Job Role: Full time, Permanent

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



Job Description

Class Teacher for Secondary

PURPOSE OF POST

The appointed candidate will be qualified and experienced in Secondary teaching. We are looking for candidates with a passion for securing pupil success, and proven track record of working with children.

Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated pupils. They should be good communicators and should be able to engage effectively.

Following the role and professional responsibilities of teachers. This job description is set within that framework and on the National Standards for Qualified Teachers and is aligned with teacher's expectations for Performance Management.

Responsibilities	Key Tasks	Task Evidence
Teaching and curriculum delivery	<ul style="list-style-type: none"> Set goals that stretch and challenge pupils of all backgrounds and prior attainment. Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils. Plan and prepare lessons to meet the learning needs of all pupils. Teach lessons in alignment with The Stockwood Park Academy playbook and to ensure approaches to teaching are supported by robust research evidence and professional judgement. Use teaching time and resources effectively Set/mark appropriate, challenging work and monitor completion. Record and report on the progress and attainment of pupils. Set and monitor the completion of appropriate homework. Work with colleagues within the school and wider trust to develop, implement and review effective curriculum plans, schemes of work, course materials and assessments To work with other teachers and staff to identify, develop and if appropriate deliver staff training To remain up to date with national trends in education and in RE teaching and to implement developments in curriculum design and delivery to reflect these, promoting the value of disciplinary scholarship Promote and contribute to high standards of literacy and to proactively teach disciplinary literacy as appropriate to RE Where appropriate, to mentor staff new to teaching, staff undertaking teacher training programmes and other staff as appropriate To target and monitor individual pupil progress and use data proactively to identify and drive individual and group improvement to maximise achievement To propose actions based on data related to pupil learning to 	<p>Planning file. Lesson observations.</p> <p>Work sampling.</p> <p>Tracking date and pupil report</p>



	the Senior Leadership Team	
Pastoral Care and Supervision	<ul style="list-style-type: none"> • Form Tutoring • Contribute and uphold the school culture to ensure a safe and purposeful environment for pupils, rooted in mutual respect • Have high expectations of pupil behaviour, working within the school behaviour policy to use praise, sanctions and rewards consistently and fairly • Provide guidance to pupils on social and behavioural issues. • Supervise pupils in lessons, transitions, breaks, moving around the school and off-site. 	<p>Lesson observations.</p> <p>Planning file and behaviour logs</p>
Communication and Liaison	<ul style="list-style-type: none"> • Inform parents of half-termly curriculum plans. • Plan and lead parent consultation sessions at parent evenings, with a focus on curriculum issues and pupil progress. • Liaise with parents and outside agencies to support pupils. • Provide relevant information to other schools as necessary. • Provide information for trustees if necessary • Attend staff meetings and professional development sessions and to work collaboratively with colleagues. • Work in partnership with support staff and provide clear guidance for additional adults in the classroom to support learning. 	<p>Parent meetings. Communication to parents.</p> <p>Liaison meetings/transfer forms. Committee/staff meeting minutes. Communication books.</p>
School culture	<ul style="list-style-type: none"> • To be responsible for promoting and safeguarding the welfare of pupils and for raising any concerns in line with School procedures • Make a positive contribution to the wider life and ethos of the school • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Communicate effectively with parents with regards to pupils' achievements and well-being • Encourage pupils to take a responsible and conscientious attitude to their own work and study • Attend agreed professional development courses/school and trust training • Participate in staff development conversations and reviews. • Adhere to GDPR, H&S and EDI responsibilities 	INSET/Training record.

Expectations of teachers paid on the Advantage Schools Pay Scale at points 7 to 12 (equivalent to Upper Pay Scale)

Advantage Schools Teacher Pay Scale (7-12) is the equivalent to Teachers on the Upper Pay Scale who are expected to accept additional responsibilities that make a substantial and sustained contribution to the success of the school. This includes:

Significant contribution to the implementation of work-based policies and practice.

- Consistently exemplifying high quality enactment of The Stockwood Park Academy Playbook within teaching
- Ensuring all pupils achieve in line with school expectations, with many exceeding them.



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- Play a proactive role in the professional development of colleagues within the school and wider trust. This may take the form of coaching/mentoring colleagues, modelling practice to colleagues within and beyond the classroom, and/or contributing to or leading on structured professional development sessions
- Taking full advantage of professional development opportunities and using the outcomes effectively to improve pupils' learning.

This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Principal to undertake any other duties commensurate with this role.



Person Specification

Candidates will be assessed on the following:

Essential	Desirable
<p>Qualifications/training:</p> <ul style="list-style-type: none"> • First degree • Qualified Teacher Status • GCSE maths and English at Grade A* to C or equivalent • An enhanced DBS certificate 	<p>Evidence of continued engagement in professional development, including safeguarding training</p> <p>Subject related degree at 2:1 or higher</p> <p>Master's degree</p>
<p>Knowledge and experience:</p> <ul style="list-style-type: none"> • Successful, recent experience of teaching within Secondary education • A track record of achieving successful outcomes for pupils at all prior attainment levels • Knowledge of the principles of assessment and the role assessment plays in informing teaching and learning • Experience of collecting and analysing pupil data to set, monitor and achieve pupil performance targets • Experience of successfully supporting pupils as a form tutor or in a pastoral role • Experience of working constructively to achieve team objectives Knowledge of developments curriculum models for your subject, including knowledge of the National Curriculum • Computer literate 	<p>Experience of contributing to curriculum planning, creating and delivering engaging and challenging programmes of study</p> <p>Experience of peer observation and peer coaching processes</p>
<p>Skills & Aptitude:</p> <ul style="list-style-type: none"> • Ability to consistently provide a high quality, welcoming and supportive learning environment for all pupils • An ability to communicate clearly and accurately both orally and in writing • A willingness to work constructively with parents, encouraging an interest in their child's education • Ability to communicate effectively with colleagues, making a positive contribution to a • team, whilst valuing and respecting the expertise and the contribution of others • Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development 	



<p>Personal:</p> <ul style="list-style-type: none">• Willingness to work efficiently and effectively within the school framework for teaching and learning, codified in The Stockwood Park Academy Playbook• Responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults and for raising any concerns• Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults• Willingness to continuously update skills and knowledge• Emotional resilience and a flexible approach accommodating changing priorities and working patterns• Awareness of health and safety requirements relevant to the job• Well organised and efficient• Ability to work on own initiative• Ability to work as part of a team within a busy environment – good team player• Excellent verbal and written skills• Enthusiastic with a positive approach to new ideas and developments• Flexible to meet the changing needs of the school• Energy, drive and enthusiasm to support change in the future development of the school• Self-motivated• Demonstrate commitment• Approachable and compassionate• Aspirations for the future	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.