



Drapers' Academy



Teacher of English

Application Pack

RESPECTFUL

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KIND

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PURPOSEFUL



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Principal's Welcome

Dear Applicant,

I am proud and privileged to be Principal of Drapers' Academy and alongside a committed and passionate staff, work hard to provide the best educational opportunities for all of our pupils, students and their families. Drapers' Academy's vision statement makes clear that our mission is both to maximise academic attainment and support our young people to lead fulfilling lives and we achieve this by ensuring we have the highest expectations of staff, teachers and all of our pupils and students.

Over the past two years the Academy has gone from strength to strength and this was recognised when Ofsted visited us in March 2025. We secured good judgements for all areas and Inspectors noted the following:

- The school is highly ambitious for their pupils
- Pupils follow a broad and well-considered curriculum
- Pupils are safe here and their individual needs are well understood
- The school's high expectations of behaviour are clear and well understood
- Pupils learn what it means to be a pupil of Drapers' and to embody the school's values

We have a hugely experienced and committed staff who are focused on ensuring that all pupils and students succeed and enjoy coming to school. Over the last two years our A level and GCSE results have shown significant increases, and in 2024 our progress at A Level was the second highest in the local authority, and we were in the top 50 schools nationally for improved progress at GCSE.

One of our most important developments over the last three years has been a relentless focus on building a positive culture within the Academy and this is based around our three core values. At Drapers' we are Purposeful, Respectful and Kind. All within our community are expected to adhere to these values to ensure that the Academy is both a great place to learn and a supportive and positive place to work. I believe there are a number of things that make Drapers' Academy special:

- We are one of a decreasing number of schools that are determined to provide a diverse and engaging KS3 curriculum that includes art, music, drama, ICT and Technology including Food Technology.
- All of our pupils have the opportunity to go on an amazing variety of trips and visits. They include trips to France, Germany, theatre trips and a range of educational visits.
- Our links with our two sponsors, the Drapers' Livery Company and Queen Mary University, allow us to provide an incredible range of opportunities that broadens the world of all of our pupils
- This academic year we introduced Yondr pouches for all pupils, so we are now a phone free school.

If you are passionate about education and its power to transform lives, if you are able to both challenge others and respond positively to challenge, I look forward to reading your application.

Good luck and best wishes

Gillian Dineen
Principal





Benefits of Working at Drapers' Academy

We know our staff are key to our success. Whether you are a newly qualified teacher, a returnee to the workplace, support staff or an aspiring school leader, the Drapers' Multi-Academy Trust can support and develop your career. We believe in creating collaborative working environments where our staff can reach their full potential. Our schools are at the heart of our local community and work together to ensure staff feel valued, supported and are able to maintain a healthy work-life balance.

At Drapers' Academy we have a clear vision to deliver high standards of education, and staff are well supported by a committed and supportive Middle and Senior Leadership Team, as well as from our Sponsors, The Drapers' Company and Queen Mary University of London.

Employees of Drapers' Academy enjoy many benefits:

LIFESTYLE WELLBEING



Events: Opportunities for staff to attend celebratory events hosted by our sponsor The Drapers' Company, including events at Drapers' Hall in Central London.

Physical Fitness: As an employee of Drapers' Academy, you will have free access to our on site gym.

Location: Work at our state-of-the-art campus, surrounded by acres of countryside. We offer secure, free, onsite parking, as well as being a short bus journey away from Harold Wood Station (Elizabeth Line).

FINANCIAL WELLBEING



EAP Membership: Free access to the Employee Assistance Programme, provided by the Education Support Network, offering support, information and advice.

Eye-Care: We offer our staff a generous eye-care support scheme, with contributions towards eyesight tests and new spectacles.

Cycle to Work: We are proud to provide our staff with access to the Bike2Work Scheme, offering up to 42% savings on bikes and equipment.

Pension: Membership to either the Local Government Pension Scheme for support staff or the Teachers' Pension Scheme for teaching staff.

MENTAL WELLBEING



Wellbeing Committee: We have a staff-led team, with a budget dedicated to providing staff wellbeing initiatives throughout the year. The committee also organise regular social events away from work.

Small Class Sizes: Our class sizes average 25 pupils.

Work/Life Balance: No retrospective book marking.



Faculty Introduction: English

The English Department at Drapers' Academy is highly qualified, creatively-minded and fully committed to developing excellent practice in teaching and learning. Drawing on our academic specialisms and breadth of learning, we aim to encourage an enthusiasm for literature that extends far beyond the classroom, while developing in pupils the skills that will enable them to flourish academically and gain vital experience for life.

Our Key Stage 3 students cover a broad and exciting curriculum using the Mastery Curriculum model, which has the threads of GCSE readiness running through it from Year 7. Each year, pupils study a 19th Century text, a 20th Century text, a Shakespeare play and have exposure to poetry. Lessons also include Mastery Writing to ensure writing is technically accurate and all year groups participate in fortnightly reading for pleasure.

All pupils take English Language and English Literature in their GCSE years. These studies culminate in the sitting of the AQA 9-1 English Language and AQA English Literature examinations at the end of Year 11. Students develop their knowledge of classical literature from the study of 'A Christmas Carol' and 'Macbeth', moving on to a modern play 'An Inspector Calls' by Priestley.

The A-Level English Literature course is exciting and stimulating and leaves students with a detailed knowledge of literary works across the ages, helping to build vital skills for further academic study. The course is structured with thought-provoking and well-chosen texts, allowing for exciting in-depth study of individual works. The Department is successful in encouraging a number of students to read English at leading universities.

Drapers' Academy Key Information

Pupil Numbers

1207

Year 7 - 11: **1019**
Sixth Form: **188**

Pupil Premium

45%

SEND

12%

EHCP: **3%**
SEND Support: **9%**

First Languages

English: **75%**
Lithuanian: **4%**
Romanian: **4%** Polish: **2%**
Other Languages: **15%**

Ofsted 2025

Drapers' Academy was assessed as Good in all areas of inspection by Ofsted, in March 2025. Below are a selection of observations Ofsted made of our school. The full report can be found on our website.

- "Pupils are safe here and their individual needs are well understood. They are fully included and happily welcomed to the school community."
- "The school is highly ambitious for their pupils."
- "Teachers are experts in their subjects and present information clearly."
- "Pupils learn what it means to be a pupil of Drapers' and to embody the school's values of kindness, respect and purpose."
- "The school provides relentless support for attendance."
- "Staff enjoy working at the school. They feel well supported and appreciate the steps taken to reduce their workload. Staff at all levels value their opportunities for professional development."



Job Description

Job Title : Teacher of English

Reports To :	Head of English
Location :	Drapers' Academy, Harold Hill RM3 9XR
Hours :	Full Time, 52 Weeks
Contract Type :	Permanent
Salary :	MPS / UPS
Staff Line Managed :	None

Key Responsibilities:

- To plan, resource and deliver lessons and sequences of lessons to the highest standard, thereby ensuring meaningful learning takes place and pupils make rapid and sustained progress.
- To develop one's own teaching practice to a level of advanced proficiency through the Academy's Instructional Coaching model.
- To fully implement all Academy routines and techniques for creating a culture of high expectations within and outside of the classroom.
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams.
- To contribute to the enrichment and extra-curricular programmes.
- To provide daily pastoral tutoring to a cohort of pupils.
- To contribute to the effective daily working of the Academy.

Teaching and Learning:

- With direction from the Head of Faculty and within the context of the Academy's curriculum and schemes of work, to plan and prepare effective teaching schemes and lessons.
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Plan and teach well-structured, differentiated lessons that are aligned to the agreed curriculum and cultivate every pupil's intellectual curiosity.
- To assess pupils' progress and use the faculty and Academy's whole school assessment policy.
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils in line with the school monitoring and evaluation framework.
- To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress.
- To identify underperforming pupils and groups of pupils and implement effective and timely learning interventions in respect of underperforming pupils.
- To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications.
- To direct and supervise support staff assigned to lessons.
- To implement and adhere to the Academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times.



- To participate in preparing pupils for external examinations.
- To fully participate in the Academy's quality assurance (QA) and performance management processes.
- To promote the spiritual, moral, social and cultural development of all pupils.

Academy Culture:

- To support the Academy's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- To help create a strong Academy community including the Academy House system, characterised by consistent, orderly behaviour and caring, respectful relationships.
- To help develop a school/Faculty culture and ethos that is utterly committed to achievement, good discipline and respect.
- To be alert and active on issues relating to pupil welfare, safeguarding and child protection.
- To support with break duties as part of pastoral responsibilities.
- To support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

The above duties are neither exclusive nor exhaustive and the post holder may be required to carry out such other appropriate duties as may be required by the Principal within the grading level of the post, the competence of the post holder and the context of the duties of the post holder.

This job description is subject to annual review.



Drapers' Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance, an online check, and other relevant employment checks.



Drapers' Multi-Academy Trust

Vision

Drapers' Multi-Academy Trust strives for educational excellence, community engagement, and holistic development across its schools, ensuring that every child has the opportunity to succeed and flourish.

Mission

Empowering excellence, embracing diversity

Our mission at Drapers' Multi-Academy Trust is to provide a transformative educational experience that empowers pupils to reach their full potential. Through collaboration, innovation, and a commitment to inclusivity, we strive to create a nurturing environment where every individual is valued and supported. By leveraging the rich heritage of the Drapers' Company and the academic expertise of Queen Mary University London, our schools cultivate dynamic learning environments that inspire every pupil to achieve their goals. Our overall ambition is to nurture resilient, compassionate, and globally-minded citizens who will thrive in an ever-changing world.

Values

We are an inclusive and ambitious Trust, benefitting from the support of our Sponsors. Through a culture of respect and collaboration, we aim to enhance the educational outcomes and life chances of our pupils and increase the number of learners benefitting from the Trust's resources and expertise.

Sponsors

Our sponsors are highly experienced and passionate about education.

The Drapers' Company

www.thedrapers.co.uk



Drapers' Multi-Academy
Trust

The Drapers' Company have been involved in education for over 500 years. They support a range of extra-curricular activities and link the Academy to a wider community across London. A mentoring programme allows pupils to have greater access to employment opportunities and provides informal coaching and support.

Queen Mary University of London

www.qmul.co.uk

Queen Mary, University of London, is one of the country's leading higher education institutions and is a member of the Russell Group of top universities. The university provides support and expertise to both staff and pupils, particularly in the Academy's specialist areas of science and maths. Student ambassadors from the university regularly visit the Academy providing support to pupils and an insight into higher education. There are regular visits to their main campus based on the Mile End Road for pupils to experience life at university. As a co-sponsor, Queen Mary, University of London guarantees a place to all Academy Sixth Form students who achieve the required entry grades.



Drapers' Academy

Total Capacity

1,250 Children

Building Floor Size

10,000 sq metres
(2½ acres)

Year 7 - 11

1050 Pupils

Sixth Form

200 Students

Grounds

23 Acres

Sports Pitches

3 Grass Pitches
All weather Astroturf
Netball and Hard Courts

Indoor Climbing Wall

Exercise Suite and Gymnasium

Theatre and Dance Studio

Year 7 Dedicated Area

Exclusive Sixth Form Area



Drapers' Academy

Settle Road, Harold Hill RM3 9XR

Principal

Ms Gillian Dineen

Chair of Governors

Mr Simon Gaskell



www.drapersacademy.com

01708 371 331 • Drapers' Academy, Settle Road, Harold Hill RM3 9XR

Transport

The local train stations are Harold Wood and Romford. These trains are run by Greater Anglia.

There are several local bus routes with a stop at the top of Settle Road. These are the 174 and the 496.

