



# ASSISTANT HEAD OF FACULTY - SCIENCE

## Application Pack

The Nicholas Hamond Academy,  
Swaffham, Norfolk

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Swaffham, Norfolk



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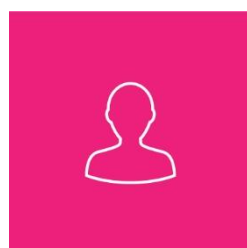
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Improving Education



# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands,



## 02. The Nicholas Hamond Academy Information

The Nicholas Hamond Academy is part of the Academy Transformation Trust family of academies.

As a team, we are dedicated to delivering a high quality education that enables students to make rapid progress and achieve transformational academic targets.

We have high expectations of our pupils and every student matters to us. We work closely with our local community, including parents and carers, who actively support the work we are doing to achieve and maintain the highest possible standards. Our academy is a place to be proud of.

At TNHA we aspire to provide every member of our community with the opportunity to be the 'best that they can be', by offering experiences that encourage the development of high attaining, self-confident, resilient, tolerant and happy young people.

Our ethos is founded on the development of positive relationships with students and parents, outstanding teaching, a personalised curriculum and enthusiasm for learning.

We are 'one team' - students, staff, governors and parents - committed to working together to achieve our aim.

To find out more, please visit [www.tnha.org.uk](http://www.tnha.org.uk)





## 03. Job Description

### Assistant Head of Faculty - Science Secondary Academy

**Job Title –** Assistant Head of Faculty - Science

**Grade -** MPS, TLR 2.1

To support the Director of Science in the development of provision for Science at KS3 and KS4

#### Key responsibilities are:

The post holder will be required to exercise his/her professional skills and judgement to carry out, in a collaborative manner, the professional duties set out below:-

#### Specific Tasks

- > To design and co-ordinate Schemes of Learning at KS3 and KS4
- > To prepare and distribute relevant resources and materials need to deliver the Schemes of Learning
- > To implement a strategy to gather Baseline Data for Year 7 pupils on entry
- > To analyse and disseminate KS3 performance data
- > To use this data to make recommendations for intervention at KS3 and to plan appropriate programmes, e.g. catch up, Not Yet Secondary Ready
- > To review and develop progression mapping for KS2 to KS3 to aid smooth transition



# 04. Person Specification

## Assistant Head of Faculty – Science Secondary Academy

### Information for candidates

The person specification provides an outline of the experience, skills, and abilities we expect the successful candidate to possess. You should match your own skills, experience, and abilities to those listed below and provide examples of how you have demonstrated the criteria. People with disabilities will be offered an interview where they meet the essential criteria alone.

	Essential
Education/ Qualifications	<ul style="list-style-type: none"><li>• Qualified to degree level and above</li><li>• Qualified to teach and work in the UK</li></ul>
Experience	<ul style="list-style-type: none"><li>• Experience of raising attainment in a challenging classroom environment</li><li>• Experience of establishing a high achieving department within a large and complex school environment</li><li>• Experience of leading, coaching and managing staff</li><li>• Experience of delivering consistently outstanding lessons to students of all ages and abilities</li><li>• Experience of implementing behaviour management strategies consistently and effectively</li><li>• Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes</li><li>• Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work</li><li>• Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners.</li></ul>
Leadership	<ul style="list-style-type: none"><li>• Effective team worker and leader</li><li>• Demonstrates resilience, motivation and commitment to driving up standards of achievement.</li><li>• Acts as a role model to staff and students</li><li>• Vision aligned with The Nicholas Hamond Academy's high aspirations, high expectations of self and others</li><li>• Genuine passion and a belief in the potential of every student</li><li>• Motivation to continually improve standards and achieve excellence</li><li>• Commitment to the safeguarding and welfare of all pupils.</li></ul>

## 04. Person Specification



	Essential
Leading the Curriculum	<ul style="list-style-type: none"> <li>• Able to establish curriculum development, assessment, coordination and coaching</li> <li>• Has good communication, planning and organisational skills</li> <li>• High expectations for accountability and consistency</li> </ul>
Leading the Learning	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner and mentor</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise</li> </ul>
Teaching and Learning	<ul style="list-style-type: none"> <li>• Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards</li> <li>• Thinks strategically about classroom practice and tailoring lessons to students needs</li> <li>• Understands and interprets complex student data to drive lesson planning and student attainment</li> <li>• Good communication, planning and organisational skills</li> <li>• Demonstrates resilience, motivation and commitment to driving up standards of achievement</li> <li>• Acts as a role model to staff and students</li> <li>• Commitment to regular and on-going professional development and training to establish outstanding classroom practice</li> </ul>
Other	<ul style="list-style-type: none"> <li>• This post is subject to a Disclosure and Barring Service check.</li> <li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils</li> <li>• Willingness to undertake training</li> </ul>



## 05. How to apply

The Nicholas Hamond Academy,  
Swaffham, Norfolk

### Salary:

MPS, TLR 2.1 £2667

### Closing date:

21<sup>st</sup> May 2018 at 10.am

### Interviews:

To be confirmed

### Start Date:

September 2018

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please contact the academy on 01760 721480  
Katharine.Pike@tnha.org.uk

### Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)



# Forward as one. Improving Education Together.

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