



## TEACHER OF SCIENCE

### RECRUITMENT INFORMATION PACK

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November 2016

Dear Candidate

Thank you for your interest in working at Ash Hill Academy.

This is an extremely exciting time to be associated with the school as we converted to an academy in September 2011 sponsored by Delta Academies Trust (formerly School Partnership Trust Academies).

As an academy within the Delta Academies Trust group of schools, we aspire to build upon our strengths, whilst also seeking to deliver transformational change and sustainable improvement. Through working in partnership, we shall seek to provide the best possible opportunities for young people raising achievement, improving well-being and raising aspirations both within school and the wider community.

The academy serves an area in the North East of Doncaster supporting the communities of Hatfield, Stainforth, Dunscroft and Dunsville. As a School Partnership Trust Academy, we work closely with our partner secondary and primary academies in the surrounding area.

The specialisms of the academy are Mathematics and Visual Arts. This along with an innovative and transformational curriculum ensures that students are given the opportunity to exceed their expected progress, developing a wide range of skills in the support of lifelong learning.

Ash Hill Academy has a rigorous focus on learning and teaching, standards and student well-being. This will continue into the new academy. The expectations of our staff are high and we are seeking to appoint creative, enthusiastic and hardworking colleagues.

The successful candidate will have the opportunity to join a dedicated and hardworking staff who shares the common values and ethos of Ash Hill Academy.

I hope that the information provided within this pack gives you sufficient information to be able to apply for the post and I look forward to receiving your application. Should you require any other information or wish to visit the academy, this can be facilitated by contacting the Recruitment Team on 0345 196 0033.

Yours faithfully

**John Higgins**  
**Principal**

## Delta Academies Trust Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust (Delta Trust), the academy sponsor. Our academies pride themselves on being:

- Institutions with high expectations both for the individual and where there will be a collective responsibility, for raising community aspirations.
- Caring schools, based upon social responsibility, honesty, equality and consideration for others.
- Highly successful schools where self-help, self-determination and self-improvement are encouraged.
- Innovative and energising learning centres which develop lively and enquiring minds for both students and staff.
- Schools which promote inclusion rather than exclusion and by working in partnership with local agencies and offering a personalised curriculum for all, will strive to adopt a zero exclusion policy.
- Schools where courtesy, co-operation, enterprise and initiatives are paramount and where tolerance rather than intolerance is practised.
- Schools which are the centre of the community as a resource, in its services to others and in promoting community and social cohesion.
- Centres of educational excellence, where no individual is left behind and where all students of any age or background are provided with the support to become responsible and successful citizens.



## THE SPONSOR

### Delta Academies Trust

Delta Academies Trust is a not for profit charitable organisation that sponsors a chain of academies under a single funding agreement with the Secretary of State for Education.

The overall aim of Delta Trust is to foster learning communities which promote and provide excellence in teaching, learning and relationships through high expectations and adherence to traditional values and standards. At its core, Delta Trust values high quality educational provision for families firmly rooted in the priorities of the local community.

Delta Trust believe in supporting schools as the preferred choice for educational provision within their local community, consequently, we believe all students should have a distinctive offer relevant to their needs and the community in which they live.

We believe in the autonomy of local schools and provide challenge and support on their journey of school improvement.

In our partnership we currently sponsor a range of Secondary, Primary, Infant, Junior and all through academies.

Our partnership of schools encompasses academies and schools that are currently judged across the whole Ofsted effectiveness range, and across the widest possible range of contexts, phase and geographical location, including urban and rural schools and those of religious character.

We want to recruit colleagues who are comfortable with our vision and values and hope that the summary given above encourages you to read further. More details about the Delta Trust, its members and what we are doing can be found at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

## Why work for Delta Academies Trust?

- Delta Trust are **highly committed** to developing all staff within their roles and creating pathways for further career progression.
- Work alongside professionals in a fast-paced and **dynamic environment**.
- Develop your skills alongside **like-minded colleagues**.
- Each Delta Trust Academy retains its **autonomy** and **unique identity** while committing to a climate of **mutual support** and **partnership** with the Delta Trust group of Academies.
- **Career Development** – Delta Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. Delta Trust offer a central CPD programme involving a range of training which includes Ofsted training, safer recruitment, pediatric first aid and Evolve training. The programme, called Blue Sky, also has a clear strand of Teaching and Learning and an innovative and exciting Leadership and Development programme.
- **Pension** - Every Delta Trust employee has access to a Local Council pension fund.
- **Discounted gym membership** - Some of our academies have set up discounted gym membership with local leisure centres. Please check with your Academy regarding this.
- **Cycle to work scheme**
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Mobile Select scheme** - Mobile Select gives employees the opportunity of having the latest mobile phone and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

## INTRODUCTION

Ash Hill Academy is part of the Delta Academies Trust which is an educational charity which is led by Paul Tarn as Chief Executive.

All members of Delta Trust share the same broad ethos, values and principles and recognise that 'Together we are stronger'. Delta Trust prides itself on being institutions with high expectations for both the individual and for raising community aspirations. We are a group of caring schools based upon social responsibility, honesty, equality and consideration for others.

Our academy is built upon effective partnerships between school, students, families and the community from the point of admissions through to further and higher education and work-based learning.

In our strive for excellence, we continue to develop our relationships with our family of schools to make sure that children are properly supported when they transfer to the academy in Year 7, and that they continue to make good progress.

Building links with the local community and local businesses is also a key priority for the academy.



## ACADEMY'S VISION AND VALUES

### Our Values

Ash Hill Academy is about success – success for all and positive change for communities.

Our academy has a common set of values which are shared across the Delta Academies Trust. Ash Hill Academy prides itself on being:

- A school with high standards and expectations
- A caring and highly successful school
- A learning centre which develops lively and enquiring minds
- A highly inclusive school which promotes a zero exclusion policy by working in partnership with local agencies and supporting a personalised curriculum for all students
- A school where courtesy, co-operation, enterprise and initiative are paramount
- An innovative and energising centre for both students and staff

At the centre of the community both as a resource, in its service to others and in promoting community cohesion.

### Our Vision

The vision at Ash Hill Academy is to provide inclusive life-long learning opportunities that enable all individuals to achieve their potential. We will inspire creativity, celebrate diversity and share our successes. We will work together to form a cohesive, socially responsible community working towards a sustainable future for all.

### A cutting edge curriculum

Our curriculum is at the cutting edge of educational developments. The Academy's teaching is tailored to the needs of each individual student. By working with each student to help them understand how they learn best, our Academy will develop a learning approach that is personalised to each student. Students will also have more choice about what they study, where and when.

### Post 16 Provision

Our Sixth Form partnership is an exciting new development. We offer our students a wider choice of subjects by working in partnership with other Delta Trust Academies. There are more opportunities in vocational areas and for work-based learning than ever before. We also support our students who wish to move onto further or higher education and training.



## **21st Century Provision**

The learning of all students is enriched through the use of the latest technology. ICT enables the academy to ensure every student has the opportunity to study the subjects that our right for them, and to give them more choices about how, when and where they study.

## **Supporting students**

We aim to provide an environment which encourages the very best levels of learning and achievement from students and to do so the academy will promote the highest standards of behaviour and respect from everyone – students, staff, parents/carers and visitors.

## **Inclusion**

Ash Hill Academy is an inclusive school which caters for the needs of all its students whether they have special educational needs, disabilities or are gifted and talented. Our principle is that of enabling students to achieve their full potential, whatever their starting point.

By promoting inclusion rather than exclusion and by working in partnership with local agencies and offering a personalised curriculum for all, we strive to adopt a zero exclusion policy.

## **Involving Parents**

Parents have a say in how the academy is run through their representation on the Governing Body. In addition, we welcome the views of our parents at our half termly Parents Forum meetings. The relationships with our parents/carers are important in underpinning the foundations of our academy.

## SPECIALISMS

### Visual Arts/Mathematics

Our specialisms in Mathematics and Visual Arts with Applied Learning provide a wide range of opportunities for all our students. The specialism in Visual Arts and Applied learning will build upon previous successes by becoming a centre of excellence which will provide greater opportunities for vocational and work-related learning.

The Mathematics specialism embeds numeracy across the curriculum to support the learning of all students ensuring that they are equipped and ready for the world of work.

Our specialisms have enabled us to build upon our community links, providing specialist workshops for various groups including local care homes. Also, our specialisms have enabled us to work closely with our family of schools.



## SCIENCE DEPARTMENT

We are seeking to appoint for January 2017, a well-qualified, enthusiastic and resourceful teacher of Science to join the Science Department and teach across the age and ability range in this 11 – 18 academy.

The Science team consists of 6 teachers, ably supported by 2 excellent technicians. Science is taught in a well-equipped complex consisting of 7 laboratories, preparation rooms, staff room, offices and storerooms. All of the laboratories are fitted with a desktop computer and interactive whiteboard. This enables our staff to use a range of strategies to engage students and develop their knowledge.

Students in Years 7 / 8 follow a two year Key Stage 3 course and choose their Key Stage 4 course to start in Year 9. In Years 9 - 11, students follow either GCSE double award or GCSE triple award pathways.

In Key Stage 3, the students are assessed using the APP framework and skills / knowledge / application tests. This gives opportunities for students to experience a variety of learning activities, with a particular emphasis on practical skills. In Key Stage 4 students develop skills using the AQA GCSE courses and Edexcel BTEC courses. The Science Department has been achieving above national average levels at KS4 for a number of years.

In Years 12 and 13, students may follow A2 and A/S courses in Biology, Physics and Chemistry. Our Key Stage 5 students mainly come from our own academy. However, our recent partnership with other local academies has strengthened numbers and we also teach students from other academies.

The successful candidate will be joining a forward-thinking and dynamic department committed to raising achievement in Science for all learners. They will have the qualities to drive standards of teaching and learning, which will excite and engage all learners.

## THE APPLICATION PROCESS

Further details about the work of Delta Academies Trust (formerly School Partnership Trust Academies) including academies it currently sponsors can be found at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

Completed applications should be returned to [jobssouth@deltatrust.org.uk](mailto:jobssouth@deltatrust.org.uk) or by post to Delta Academies Trust, Education House, Spawd Bone Lane, Knottingley, WF11 0EP.

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

### QUERIES

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0033

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at [recruitment.deltatrust.org.uk](http://recruitment.deltatrust.org.uk)



**ASH HILL ACADEMY  
TEACHER OF SCIENCE**

**Permanent / Full Time  
MPS / UPS  
Required for January 2017**

We are seeking to appoint a Teacher of Science who is ambitious, determined and committed to positive outcomes for young people.

The successful candidate will be:

- An outstanding practitioner
- Have the knowledge and experience, or ambition to teach across the whole range of age and ability within the academy
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

Delta Academies Trust is committed to pursuing the very best for every student to ensure that “no individual is left behind”.

Visits to the Academy are warmly welcomed by appointment through the recruitment team.

**Closing Date: Wednesday 30<sup>th</sup> November at 12 noon**

An application pack can be downloaded from  
[recruitment.deltatrust.org.uk](http://recruitment.deltatrust.org.uk)

or by contacting our recruitment team on

0345 196 0033

or email

[jobssouth@deltatrust.org.uk](mailto:jobssouth@deltatrust.org.uk)

The Academy is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

‘Together we are stronger’

## **JOB DESCRIPTION TEACHER OF SCIENCE**

**Grade:** MPS/UPS

**Accountable to:** Leader of Learning

**Accountable for:**

- Achievement – 11-19 for classes taught
- Quality of teaching and learning
- Behaviour and safety of students in the classroom and around the Academy
- Provision for social, moral, spiritual and cultural development

**Job purpose:** Teachers make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

### **Duties and Responsibilities**

**Set high expectations which inspire, motivate and challenge students**

- establish a safe and stimulating environment for students, rooted in mutual respect.
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

**Promote good progress and outcomes by students**

- be accountable for students' attainment, progress and outcomes.
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- guide students to reflect on the progress they have made and their emerging needs.
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching.
- encourage students to take a responsible and conscientious attitude to their own work and study.

**Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings.
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

### **Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time.
- promote a love of learning and children's intellectual curiosity.
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- reflect systematically on the effectiveness of lessons and approaches to teaching.
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

### **Adapt teaching to respond to the strengths and needs of all students**

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development.
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

### **Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- make use of formative and summative assessment to secure students' progress.
- use relevant data to monitor progress, set targets, and plan subsequent lessons.
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

### **Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the Academy's behaviour policy.
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

### **Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the Academy.
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- deploy support staff effectively.
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.

- communicate effectively with parents with regard to students' achievements and well-being.

**Other specific aspects of the role**

- To undertake any other duty as specified by the Principal not mentioned in the above.
- To comply with any reasonable request from a leader to undertake work of a similar level that is not specified in the job description.
- To adhere to the Academy No Smoking Policy.
- To dress appropriately according to the Academy policy.
- To seek win-win opportunities in all situations.
- Required to undertake coaching with a small group of students



## TEACHER OF SCIENCE PERSON SPECIFICATION

	Ess	Des	MOA
<b>KNOWLEDGE/QUALIFICATIONS</b>			
Graduate with Qualified Teacher Status for Science	*		A/C
Ability to teach good or outstanding lessons	*		I/R
Understanding of health and safety issues and good practice	*		A/I
Knowledge the new teaching standards	*		A/I
<b>EXPERIENCE</b>			
Teaching of KS3/4/5	*		A/I
Teaching of GCSE and BTEC Science	*		A/I
<b>SKILLS</b>			
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I
Effective behaviour management	*		A/I
An ability to demand high standards	*		A/I
Work independently and be a team player	*		A/I
An ability to develop good working relationships with students and staff	*		A/I
Effective time-management	*		A/I
The ability to meet deadlines	*		A/I
Good ICT skills	*		A
<b>BEHAVIOUR AND OTHER RELATED CHARACTERISTICS</b>			
Commitment to self and team development	*		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A professional responsibility to promote and safeguard the welfare of children and young people	*		A/I
Willingness to undertake coaching with a small group of students	*		A/I
The holder will hold an enhanced DBS	*		A/I

Key: MOA=Method of Assessment, Des=Desirable, ESS=Essential, A=Application, I=Interview and assessment, R=Reference, C=Certificate