



TEACHER OF SCIENCE  
RECRUITMENT INFORMATION PACK

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**November 2016**

Dear Applicant

**Post: Teacher of Science**

I am delighted that you have shown an interest in working at Garforth Academy, a School Partnership Trust Academy. Garforth Academy is a vibrant and inspiring place to learn and to work. We are always looking for colleagues who are already outstanding in their field, or have the potential to become outstanding, to join our staff team and make a contribution to the lives of our young people.

Garforth Academy has a well established reputation for excellence in education for our students and we continue to be one of the highest performing and most successful schools in the north of England. We want all of our students to achieve their potential and we make sure that there are no limitations or barriers to reaching the highest possible standards of academic, social and personal development.

We have a hugely talented and committed staff team, with a range of well qualified and dedicated professionals to make sure that our curriculum, guidance, care and support meets the different needs of every young person and we pride ourselves on having high expectations which ensures that our students are well organised, caring and supportive of each other and also personally ambitious. Our strong tradition of success is built on a firm foundation of strong pastoral care and we ensure a climate for learning which is calm, well ordered and secure, and focused on achievement and success.

Garforth Academy enjoys the many benefits of being a member of the School Partnership Trust Academies; a group, or 'family' of schools of different age ranges and contexts. This enables good practice, expertise and resources to be shared between our group of schools and ultimately enables us to offer greater collaboration between each other and a wider range of learning opportunities and extra-curricular opportunities for our students. We are commended by Ofsted as an 'Outstanding' school, and receive regular national recognition from the DFE, HMI and the School Network for our excellent provision. As part of the School Partnership Trust Academies we are also one of only a handful of Academies accredited with Teaching School status and we have been awarded National Support School status, both of which enable students and staff to work alongside learners and colleagues from all walks of life, we currently have international partnerships with schools in South Africa and India and are developing a wider international network of schools across the USA and Europe.

We pride ourselves on very close, open and positive relationships with parents and carers, expect them to be fully involved in supporting the learning of their son or daughter, we are very active in our local and wider community, and as a Specialist Academy for Performing Arts and Applied Learning, we provide many first class specialist facilities for both students at our Academy and also our partners across our communities. Above all, we are committed to working together as a team. We believe that by working together we can ensure opportunity and success for everyone. Every young person has unlimited potential and together we can make sure that this potential is fulfilled.

I look forward to receiving your application.

Andy Woodhouse  
Principal

## School Partnership Trust Academies Vision and Values

Our vision is based on the values and the principles of the School Partnership Trust Academies, 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

## School Partnership Trust Academies

School Partnership Trust Academies 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 the SPTA 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, the SPTA values high quality educational provision for families firmly rooted in the priorities of the local community.

SPTA 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 SPTA, its members and what we are doing can be found at **[www.schoolpartnershiptrust.org.uk](http://www.schoolpartnershiptrust.org.uk)**

## Why work for SPTA?

- The SPTA 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 of the School Partnership Trust Academies retains its **autonomy** and **unique identity** while committing to a climate of **mutual support** and **partnership** with the SPTA group of Academies.
- **Career Development** - The SPTA offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The SPTA offer a central CPD programme involving a range of training which includes Ofsted training, safer recruitment, paediatric 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 employee of the SPTA has access to a pension scheme
- **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.
- **Care First counselling service** – all employees at SPTA have access to Care First 24 hour telephone counselling support service.
- **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

## Garforth Academy's Core Purpose

- An academy with high standards and high expectations
- A caring and highly successful academy

The overall aim of the Academy is to foster an 11-19 educational community which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values and standards.

In particular, education at the Academy is designed for students to:

- Develop lively, enquiring minds with an ability to analyse, evaluate and discuss rationally
- Develop and practice self-discipline
- Apply themselves to tasks and challenges spiritually, mentally, emotionally, morally, and physically.
- Have respect for religious and moral values
- Use number and language effectively
- Be prepared for the opportunities and responsibilities of adult life and responsibilities of adult life employment
- Understand the world in which they live and the interdependence of individuals, groups and nations.
- Identify and fully use their abilities and experiences and develop perseverance.
- Achieve the appropriate knowledge and understanding, skills and attitudes and qualifications to pursue their chosen career.
- Contribute to the community and develop a sense of service to others.

## Garforth Academy's Performance Indicators

The success of the Academy will be evidence by:

- Good behaviour on the Academy campus
- Strict adherence to Academy uniform requirements
- Punctuality and attendance
- A high level of self-discipline
- The integrity of staff and students
- Good manners and consideration for others
- Access to the National Curriculum and other curricular areas, so as to offer a broad and balanced curriculum at all stages; KS3 & 4 and post 16
- Academic rigour and success in all courses, achieving results above the national average
- The involvement of students in the process of assessment.
- Provision of a range of differentiated strategies by each department
- Conduct off campus which reflects well on the Academy, especially in extra-curricular activities.
- A superb presentation of the campus and absence of vandalism and graffiti



## THE APPLICATION PROCESS

Further details about the work of 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 [jobswest@deltatrust.org.uk](mailto:jobswest@deltatrust.org.uk) or by post to Delta Academies Trust, Education House, Spawd Bone Lane, Knottingley, WF11 0EP.

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.

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

### 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 0095.

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 <http://recruitment.deltatrust.org.uk/>



## **GARFORTH ACADEMY TEACHER OF SCIENCE**

**Full Time  
Temporary to 31<sup>st</sup> August 2017  
MPS/UPS  
Required for January 2017**

Garforth Academy converted to an academy on the 1st November 2010 sponsored by the School Partnership Trust Academies, an educational organisation which in partnership with its schools delivers the best possible outcomes for young people and families in the local communities in which they serve

We are seeking to appoint a new Science Teacher for January 2017

The successful candidate will:

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

This post would suit either a newly qualified, or more experienced teacher looking for an opportunity to develop their career in a forward thinking and ambitious school and department.

We look forward to you joining our dedicated and supportive team.

Visits to the academy are warmly welcome through an appointment with the academy. Please call 0113 212 7127 to arrange a visit.

**Closing Date: 12 noon Friday 2<sup>nd</sup> December**

**An application pack can be downloaded from**

**<http://recruitment.deltatrust.org.uk>**

**or by contacting our recruitment team on**

**0345 196 0095**

**or email**

**[jobswest@deltatrust.org.uk](mailto:jobswest@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'**

## **GARFORTH ACADEMY JOB DESCRIPTION Teacher of Science**

### **MPS/UPS**

**Responsible to:** Head of Faculty

**Responsible for:**

Carrying out the professional duties set out in the Teachers' Pay and Conditions Document as directed by the Principal within the context of the job description set out below.

**Purpose of the job:**

To teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

**Duties and Responsibilities**

- To promote and be committed to the school's aims and objectives
- To maintain and contribute to the development of school policies
- To promote and be committed to securing high expectations for learning and the raising of achievement
- Within school and subject policies, to;
  - Effectively teach National and School Curricula
  - Set appropriate homework
  - Mark work, assess, record and report student progress
  - Provide a stimulating learning environment
  - Have due regard for maintaining health and safety and security in the area s/he uses
  - Contribute to department and school enrichment programmes
- To be a member of a pastoral team and, if required, a form tutor carrying out the associated responsibilities
- To assist with the effective operation of subject and year teams by, individually and with others:
  - Developing schemes of work, resources, teaching and learning strategies
  - Contributing to team review, monitoring and evaluation, and the development of working practices
  - Participating in working groups and projects
  - Taking part in other professional development activities
- To undertake any other duty as specified by the School Teachers Pay and Conditions Document not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description

**GARFORTH ACADEMY**  
**PERSON SPECIFICATION**  
**Teacher of Science**  
**MPS/UPS**

	<b>Ess</b>	<b>Des</b>	<b>MOA</b>
<b>KNOWLEDGE/QUALIFICATIONS</b>			
Graduate with qualified teacher status for Science	*		A/C
An awareness of current issues in Science		*	A/I
An excellent classroom practitioner	*		I/R
Have a good understanding of health and safety issues and good practice	*		A/I
<b>EXPERIENCE</b>			
Teaching of Science	*		A/I
Teaching a range of ability groups at KS3 & KS4		*	A/I
Teaching of AS and A2 Level Chemistry or Biology		*	A/I
<b>SKILLS</b>			
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour management	*		A/I/R
An ability to demand high standards	*		A/I/R
Work independently and being a team player	*		A/I/R
An ability to develop good working relationships with students and staff	*		A/I/R
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
The post holder will require an enhanced DBS	*		C

Key:

A = Application, I = Interview and assessment, R = Reference, C = Certificate