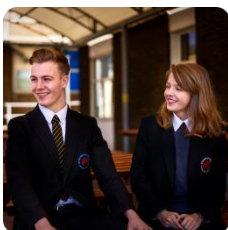# BEACON ACADEMY
Ambitious for excellence in all we do

TEACHER OF COMPUTER SCIENCE

Required for September 2017
Or earlier by negotiation

Information for Applicants

North Beeches Road
Crowborough
East Sussex
TN6 2AS

01892 603000

www.beacon-academy.org
Twitter: @Beacon_Academy

Headteacher: Ms A Robinson

INVESTORS IN PEOPLE | Silver

INVESTOR CAREERS

SPORTS COLLEGES

Science

Contents

<u>**Post of Teacher of Computer Science**</u>

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional and non-selective 11-18 school.

We wish to appoint a well-qualified, hard working, dynamic, innovative and inspirational Teacher of Computer Science. The successful candidate will have unapologetically high expectations as well as genuine ambition. They will consistently plan and deliver lessons that inspire, engage and challenge every student enabling them to be enthusiastic about their learning and to make excellent progress.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1300 students, including over 350 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the south east, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

Despite a record decline in the national GCSE results we find ourselves once again significantly above county and national averages for both GCSE and A Level. Our results place us as a top performing school in East Sussex and nationally. For a more in depth look at our outcomes we have included an information sheet within this pack.
A few highlights from 2016 leavers are:

- For our actual results Beacon Academy is significantly about the national average for attainment and progress 8 overall as +5.3 this takes us into the top 25% of schools nationally.
- Beacon Academy is significantly about the national average for %A*- C English and Mathematics at 75% (national average is 62%) this means Beacon Academy is in the top 20% of schools nationally.
- For our value added our overall attainment and progress 8 Beacon Academy is significantly above the national average of 0 at +0.37. This means that Beacon Academy is in the top 15% of schools nationally for VA.
- Beacon Academy is 14% above the expected value for our % A*- C for English and Mathematics taking us in to the top 5% of schools nationally.
- In 2016 when comparing expected rates of progress, Beacon Academy is placed 2nd in East Sussex

- Over 75% of our students gained an A*- C in English and Mathematics at GCSE (Basics)
- We achieved our highest ever 5 or more A*- C including English and Mathematics of 71%
- We also achieved our highest ever A*- A grades at 22%
- EBACC results at 41%

Our Sixth Form continues to go from strength to strength with consistently outstanding results. Our outgoing students from year 13 secured our best results ever.

- 100% pass rate
- Over 55% gaining A*-B grades at A Level
- Over 50% A* - B including A Level and equivalents
- 81% of students gained A*-C grades
- 80% of students who applied to university secured their chosen courses
- 28% of those went to Russell Group universities

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPDL) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL.

We invest in our staff and this has been recognised through the award in November 2015 of the prestigious Investors in People Silver status. This reflects our leadership, management, communication and training across the school.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Teacher of Computer Science. If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

If you wish to have an opportunity to discuss this post informally, please contact David Callard, Associate Assistant Headteacher on 01892 603000, or email d.callard@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.

Anna Robinson
Headteacher
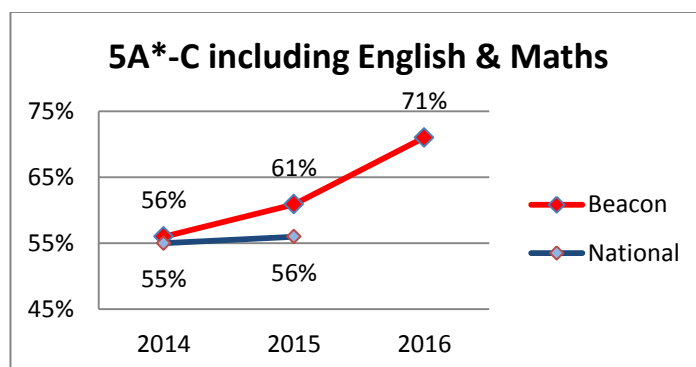
Examination Results

Key Stage 5 – A Levels & Equivalents

	2014	2015	2016[+]
	Beacon	Beacon	Beacon
A*-A	21%	24%	23%
A*-B	39%	47%	50%
A*-C	76%	77%	79%
A*-E	99%	99%	100%

Key Stage 5 - A Levels only

	2014		2015		2016[+]	
	Beacon	National	Beacon	National	Beacon	National
A*-A	17%	26%	21%	26%	24%	26%
A*-B	38%	52%	47%	53%	55%	53%
A*-C	73%	77%	75%	77%	81%	74%
A*-E	99%	98%	99%	98%	100%	98%

Key Stage 4 – GCSEs & Equivalents

	2014		2015		2016[+]
	Beacon	National	Beacon	National	Beacon
A*-A	23%	-	16%	-	22%
Basics (English & Maths A*-C)	63%	58%	69%	58%	75%
5 A*-C including English & Maths	56%	55%	61%	56%	71%
Attainment 8	-	-	4.91 C	4.81 C-	5.31 C+
Progress 8	-	-	0.19	0	0.38
English A*-C	72%	67%	80%	65%	80%
English Expected Progress	81%	70%	84%	69%	85%
English More than Expected Progress	50%	32%	40%	30%	43%
Maths A*-C	65%	67%	74%	63%	82%
Maths Expected Progress	68%	65%	82%	66%	85%
Maths More than Expected Progress	29%	29%	42%	30%	54%
EBacc	24%	24%	30%	24%	40%
Overall Attendance	94.3%	94.9%	94.4%	94.8%	95.0%

5A*-C including English & Maths

[+] Provisional figures correct at time of publishing
- National figures unavailable

Expected rates of progress

National Comparisons

For our actual results Beacon Academy is significantly about the national average for attainment and progress 8 overall as +5.3 this takes us into the top 25% of schools nationally.

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East Sussex comparisons

Attainment
In 2016 Beacon Academy achieved 71% which places us at 5th in East Sussex for attainment.

Progress
In 2016 when comparing expected rates of progress, Beacon Academy is placed 2nd in East Sussex

School Admissions

November 2016	November 2015	November 2014
First Preferences = 185	First Preferences = 176	First Preferences = 160
Second Preferences = 38	Second Preferences = 30	Second Preferences = 29
Third Preferences = 29	Third Preferences = 13	Third Preferences = 18
Later first preferences = 3		
Total: 255	**Total: 219**	**Total: 207**

The above data conveys a 16% increase in first preference applications and a 23% increase in total applications.

Staff Testimonials

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop by professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects, Associate Assistant Head of Academy focusing on Progress and Achievement and in my current role as Senior Assistant Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Keith Slattery: Senior Assistant Headteacher

I started working at Beacon Academy in May 2014. My previous role working with vulnerable young people in Kent gave me the skills and experience I needed to apply for the post.

The interview tasks were tough and competition was high, but thankfully by the end of the day, I was informed that I had been successful and would start my new role in a month's time. From the day that I started, I was made very welcome by staff at Beacon and have joined a fantastic team who support each other and work hard to improve the outcomes for the students in our care.

The most rewarding part of my role is building successful relationships with students and their parents in order to support them with any difficulties they may be experiencing at home or in school. I feel settled and confident within the school. I am still learning and being faced with new challenges every day, but challenges that I enjoy and working within a school that recognize the importance of the Student Support role alongside teaching and learning to support the whole child's wellbeing.

Krysten Hicklin: Student Support Services Manager Year 7

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I've received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.
Imogen Mepham: Teacher of Mathematics

Having joined Beacon Academy as an NQT in September 2014, I have been fortunate enough to work alongside a supportive and passionate staff body, led by an exceptional senior team. The School's vision is clear: every student deserves to reach or extend their potential, and every staff member should enjoy and take pride in their role. There is an emphasis on Teaching and Learning, with a wide array of CPD events, and, opportunities to observe and share outstanding practice. The school has high standards on behaviour, which ensures that students can achieve and excel. Ultimately, it is an environment where teachers can teach, and students can learn.
Toby Horrocks: Head of History

At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life

The ICT / Computer Science Department

The ICT / Computer Science Department is a growing and evolving department within the Academy. We have three members of staff who work within the department full-time. This year all students at KS3 follow a combined computing and ICT curriculum, operating currently on a rotation with Technology and Music. The content we deliver at KS3 is constantly being updated and improved to help students of all abilities progress with their computing and ICT skills and application.

At KS4, we currently offer students the opportunity to either choose the Computing GCSE or a Cambridge National ICT Qualification. At KS5 we currently offer Cambridge Technical ICT, however we are looking to introduce A Level Computer Science from September 2017. The successful candidate would be expected to teach across the key stages from KS3 to KS5.

Departmental Information

Departmental Staffing Structure	- Head of Department: Chris Courtney - Teachers of ICT and Computer Science: Alex Hemming and Yanni Moller

Curriculum	KS3: Varity of key skills in both ICT and Computer Science.
	
	KS4: OCR Computer Science
	   : OCR Cambridge Nationals in ICT level 2
	
	KS5: OCR Cambridge Technicals Level 3
	   : A level Computer Science(Starting Sept 2017)

2016 Results KS4 and KS5	<table><tr><td></td><td>Beacon</td></tr><tr><td>D* - D</td><td>89%</td></tr><tr><td>D* - M</td><td>96%</td></tr><tr><td>D* - P</td><td>100%</td></tr></table> Following the ECDL (European Computer Driving License) based on Grading Distinction* to Pass <table><tr><td></td><td>Beacon</td></tr><tr><td>D* - D</td><td>60%</td></tr><tr><td>D* - M</td><td>100%</td></tr><tr><td>D* - P</td><td>100%</td></tr></table> Following the Cambridge Technical in ICT Level 3 (2012 Specification) based on Grading Distinction* to Pass

2017 KS4 predicted outcomes			
		Beacon	
	D* - D	85%	
	D* - M	95%	
	D* - P	98%	

Following the ECDL (European Computer Driving License) based on Grading Distinction* to Pass

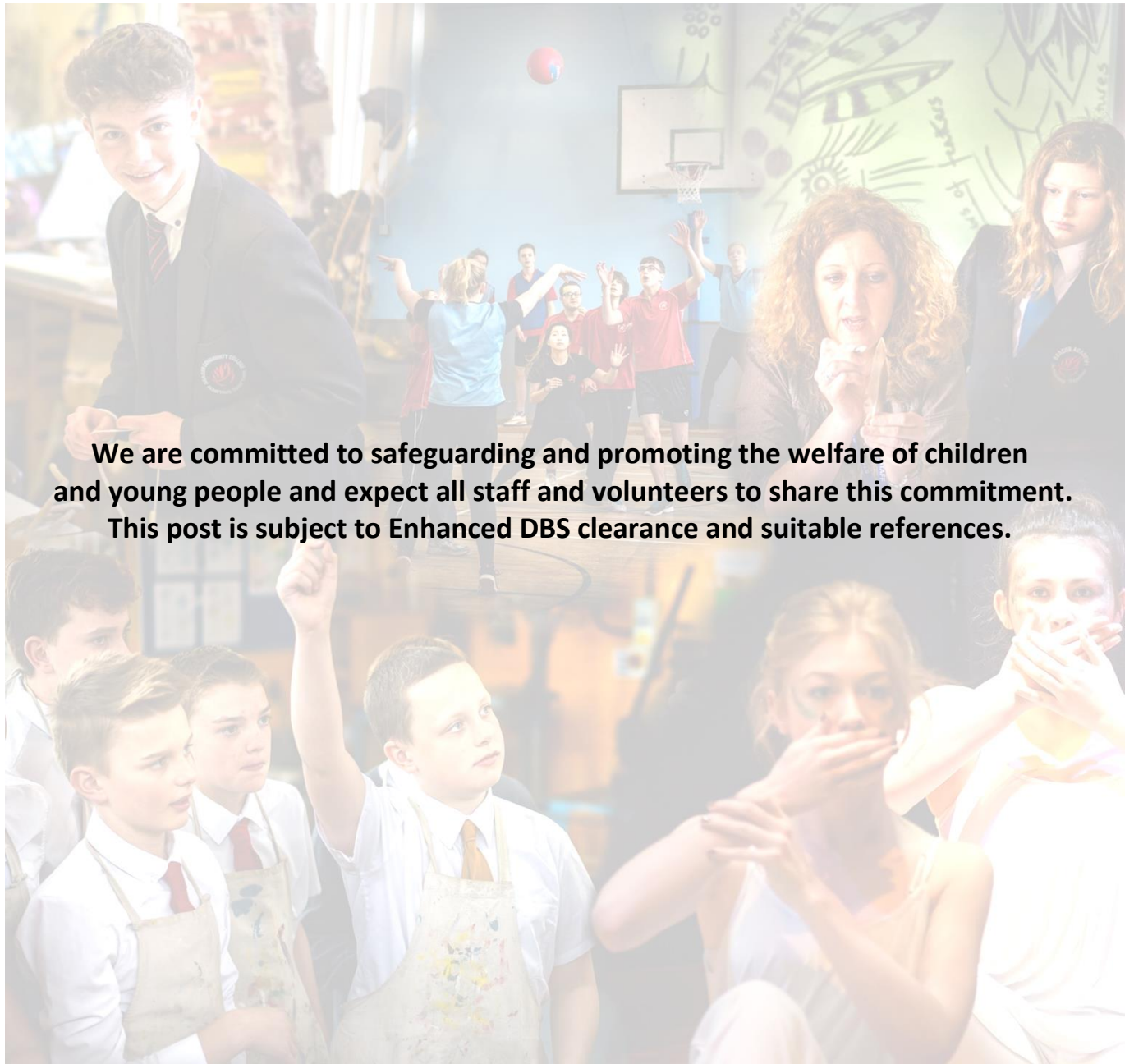| Facilities	Six dedicated ICT suits on the main site Two dedicated ICT suits on the sixth form site State of the art creative learning centre, equipped with an immersive space, 3D projection, and interactive tables.
Resources	All ICT suits are controlled by Impro. In excess of 450 teaching PCs. Two suites of Macs
Key areas for development	The subject is constantly evolving as the requirements for ICT and CS education are changing all the time. Improved achievement of students in the following groups: Pupil Premium, FSM, Ever 6 and SEN. Improving the attainment of student with the lowest prior attainment within KS4

Job Description

JOB TITLE:	**TEACHER**
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO:	Head of Subject / Department.
ACCOUNTABLE FOR:	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	KEY TASKS
1. THE LEADERSHIP OF LEARNING To contribute to the development of the department schemes of work and implement through classroom teaching	a) To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work. b) To adopt a variety of strategies to engage all students (including ICT and use of the Creative Learning Centre) and be responsive to advice. c) To promote good student behaviour d) To mark, evaluate and give regular appropriate feedback on students work e) To assess students' progress and report to parents periodically in accordance with the Academy guidelines
2. THE LEADERSHIP OF PEOPLE To communicate effectively with members of staff in the department, to develop a collegiate working environment	a) To contribute to department meetings with creativity and energy b) To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported c) To contribute to House meetings and Year team meetings
3. THE LEADERSHIP OF RESOURCES AND POLICY To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives	a) To contribute to the development of curriculum materials b) To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications • Graduate & Qualified teacher • Strong academic background	**Qualifications** • Evidence of commitment to professional development
Experience • Secondary teaching experience or practice across both Key Stage 3 and 4 • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation	**Experience** • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Sees this as a post to further promotion • Experience of teaching the most able at Key Stage 4 and 5 • Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
Philosophy *Commitment to:* • The principle that 'The Children come first' • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort	**Philosophy** • An understanding of Academy status and its benefits flexibilities this status brings for the school. • Consistently good teaching with examples of developing outstanding practise. • An understanding of Computer Science as part of the whole curriculum
Skills *You will need to* • Be an effective Teacher • Be and effective Communicator • Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre')	

Personal Qualities

We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is subject to Enhanced DBS clearance and suitable references.