



Teacher of Science

RECRUITMENT INFORMATION PACK

Melior Community Academy
Chandos Rd
Scunthorpe
DN17 1H

TEACHER OF SCIENCE RECRUITMENT INFORMATION PACK

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November 2016

Dear Applicant

Post: Teacher of Science

Thank you for your enquiry requesting further details and an application form for the post of Teacher of Science at Melior Community Academy.

The successful candidate will be inspirational and forward-thinking, as well as an outstanding classroom practitioner with a passion for ensuring students experience the highest quality education every day.

This is an exciting time to join Melior Community Academy and a real opportunity to make a difference. We have recently converted to academy status and are now working in partnership with the School Partnership Trust Academies.

We are extremely proud of our academy and our achievements. At Melior Community Academy all teachers and support staff are seen as members of a team who work extremely hard to provide a quality education for our young people ensuring that they achieve their full potential. We are seeking to appoint someone with the professional characteristics to join us in our drive to raise standards in the pursuit of excellence.

Please find enclosed an application form, job description and person specification.

If you would like further information about the role, please do not hesitate to contact me. Visits to the school are welcomed. I look forward to receiving your application in due course; the closing date for receipt of applications is 12 noon, **Friday 9th December 2016**.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Z. Bidmead', with a stylized flourish at the end.

Zoe Bidmead
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatrust.org.uk**

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **Career Development** - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include Ofsted training, safer recruitment, pediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**
- You will have access to **private medical Insurance** (Prices are provided on request)
- **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.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

The Core Team

The Core Team consists of a range of specialists, staff who are committed to working alongside colleagues within our academies to ensure that they have the support they need to succeed. These Specialists include; Senior Leaders, National Leaders of Education, Academic Subject Experts (Directors) for most areas including Primary and Business Support Services. Positions within the core team offer career progression and a range of opportunities.

Our Teaching School Alliances provide initial teacher training as well as on-going professional development courses and opportunities. Curriculum leaders, special needs specialists and support staff from the Trust regularly meet and are deployed to provide the support for school improvement. This mechanism of support is flexible and capable of expansion.

The Trust benefits from a range of expertise in Finance, Data, ICT, Facilities and Health & Safety, Human Resources and Governance and Compliance. The Core Team delivers centralised services supporting the non-teaching operations of our academies and ensures consistent working practices and best value for the group. Core services include:

- Financial management, centralised purchasing and payroll
- Governance and Compliance
- HR
- Legal support
- ICT strategy
- Curriculum design
- Post 16 leadership
- Business services
- Facilities management
- Continued Professional Development
- Audit services
- Data and Sims support



The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobseast@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, 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 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>

**MELIOR COMMUNITY ACADEMY
TEACHER OF SCIENCE**

**Full Time / Permanent
MPS / UPS
Required as soon as possible**

Required as soon as possible, a suitably qualified Teacher of Mathematics. We are looking for an enthusiastic, creative and innovative professional.

Melior Community Academy is a specialist 11-16 inclusive academy.

The successful candidate will:

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

The position would be suitable for an NQT or a more experienced teacher.

Visits to the academy are warmly welcomed by appointment through the academy on 01724 868666.

Closing Date: Friday 9th December at 12 noon

**An application pack can be downloaded from
recruitment.deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095
or email
jobseast@deltatrust.org.uk**

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

TEACHER OF SCIENCE JOB DESCRIPTION

Salary: MPS
Responsible to: Learning Leader of Science
Responsible for: N/A

Purpose of the job:

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

Duties and Responsibilities

- To promote and be committed to the academy's aims and objectives.
- To maintain and contribute to the development of academy policies.
- To promote and be committed to securing high expectations for learning and the raising of achievement.
- Work within academy 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 house 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

Other specific duties

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 the Principal or designated leader to undertake work of a similar level that is not specified in the job description.

AREAS OF RESPONSIBILITY AND KEY TASKS

PLANNING, TEACHING AND CLASS MANAGEMENT

Teach allocated students by planning their teaching to achieve progression of learning through:

- identifying clear teaching objectives and specifying how they will be taught and assessed
- setting tasks which challenge students and ensure high levels of interest
- setting appropriate and demanding expectations
- setting clear targets, building on prior attainment
- identifying SEN or very able students
- providing clear structures for lessons maintaining pace, motivation and challenge
- making effective use of assessment and ensure coverage of programmes of study
- ensuring effective teaching and best use of available time
- monitoring and intervene to ensure sound learning and discipline
- using a variety of teaching methods to:
 - i. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - ii. use effective questioning, listen carefully to students, give attention to errors and misconceptions
 - iii. select appropriate learning resources and develop study skills through library, I.C.T. and other sources
- ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- evaluating their own teaching critically to improve effectiveness
- working effectively within a staff team to ensure the success of all students

DEVELOPING INDEPENDENT LEARNING SKILLS

- Take account of students' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy
- Encourage students to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively

- Use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning
- Manage parents and other adults in the classroom

MONITORING, ASSESSMENT, RECORDING, REPORTING

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor students' work and set targets for progress
- Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving
- Prepare and present informative reports to parents

OTHER PROFESSIONAL REQUIREMENTS

- Have a working knowledge of teachers' professional duties, standards and legal liabilities
- operate at all times within the stated policies and practices of the academy
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Endeavour to give every child the opportunity to reach their potential and meet high expectations
- Contribute to the corporate life of the academy through effective participation in meetings and management systems necessary to coordinate the management of the academy
- Take responsibility for their own professional development and duties in relation to academy policies and practices
- Liaise effectively with parents and governors
- Take on any additional responsibilities which might from time to time be determined.

Any additional responsibilities in line with Teachers' Pay and Conditions as negotiated with the Principal.

**PERSON SPECIFICATION
TEACHER OF SCIENCE**

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with Qualified Teacher Status for Science	*		A/C
An excellent classroom practitioner	*		I/R
Understanding of health and safety issues and good practice	*		A/I
Knowledge of relevant curriculum developments in Science across the secondary age and ability range	*		A/I/R
A knowledge of the Professional Teaching Standards	*		A/I
EXPERIENCE			
Teaching of Science at KS3 and KS4	*		A/I/R
Teaching of Science at KS5		*	
Organising extracurricular activities		*	A/I
KNOWLEDGE/QUALIFICATIONS			
SKILLS			
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
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
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 holder will hold an enhanced DBS	*		C

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

ACADEMY'S STATISTICS PAGE

Melior Community Academy Facts and Statistics		
Type of Academy	Community	
Age Range	11-16	
Location	Scunthorpe	
Co-educational or single sex	Co-educational	
Number of students on roll	709	
Attendance	93.7%	
Date academy established	January 2013	
Number of teaching staff	58	
Number of associate staff	41	
% of pupil premium students	49%	
% of students with SEND	40%	
% of students with EAL	5%	
GCSE results 5+ A* to C (and equivalent including English and Mathematics)	2014 P8	-0.64
	2015 P8	-0.44
	2016 P8	-0.19
	English A* - C	54%
	Maths A* - C	59%