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***Be the best you can be***

**RESPECT. RESPONSIBILITY. RESILIENCE**



Teacher of Science

Recruitment Pack

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[www.cumbriaeducationtrust.org](http://www.cumbriaeducationtrust.org)



**CONTENTS**

**Welcome to our Multi-Academy Trust**  3

**About Cumbria Education Trust**  4

**Our Strategic Priorities** 5

**Supporting our Students and Staff**  5

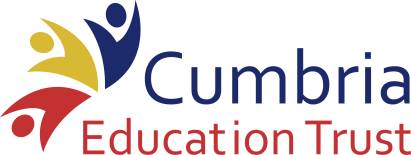
**About Workington Academy**  6

**Who and What we are Looking for** 7

**The Role & Main Responsibilities** 8-10

**Living and Working in Cumbria** 11

**Application & Interview Process** 12

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**Welcome from the Trust**

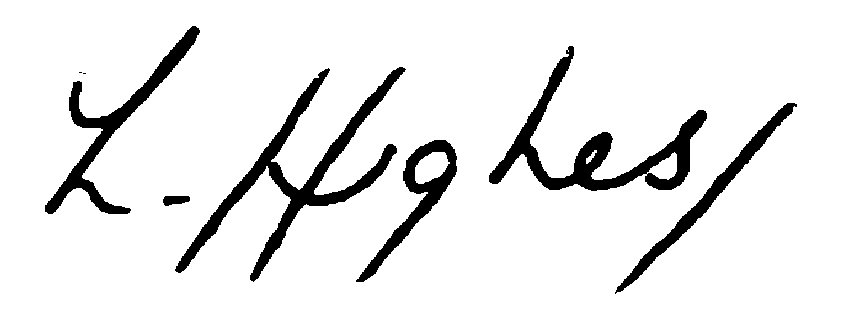
On behalf of Cumbria Education Trust, and the staff and students at Workington Academy, I would like to thank you for your interest in our academy. I hope we are providing you with all the information you need to find out more about this exciting opportunity.

Workington Academy has been part of the Cumbria Education Trust since September 2015 during which time we have made some significant steps towards providing an inspiring education for all our students.

With approximately 800 students on roll, Workington is proud of its ‘family feel’, which provides a nurturing yet focused environment for all students. Each student is at the heart of everything we do and we pride ourselves on being truly inclusive, encouraging all our young people to believe in themselves and achieve the very best. Our new teacher will share this ethos and our focus on achieving success for every student by offering an outstanding education.

If you are interested in this opportunity to work within our Science department and would like to find out more about the academy and the role please make contact with the Headteacher, Mr Bird, and arrange a visit to the academy.

Yours sincerely



**Lorrayne Hughes**

CEO - Cumbria Education Trust



**YANWATH**

Primary School

**WELCOME TO OUR MULTI-ACADEMY TRUST**

## OUR VISION

To enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring learning experience.

## OUR VALUES

At the heart of our organisation are the principles of:

• **Respect  
• Responsibility  
• Resilience**

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**OUR STRATEGIC PRIORITIES FOR 2017/18**

1. Improving pupil/student outcomes in all Trust schools/academies.
2. Ensure the central services offered by Cumbria Education Trust are highly effective and improving.
3. Implement an effective growth and income generation strategy.
4. Improving our year-end financial position.

**OUR PURPOSE**

To deliver outstanding educational provision and ensure all pupils/students receive high quality teaching and learning opportunities.

**OUR AIM**

For each Cumbria Education Trust academy to demonstrate consistent year-on-year improvement.

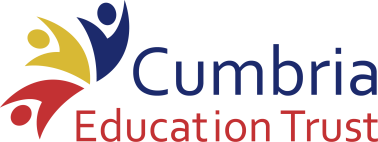
We believe in the importance of working with others to share knowledge and best practice and we want all our pupil/students to develop a thirst for knowledge. We are passionate about putting young people first and equipping them for success in the future. By adhering to our values and striving to achieve our aim, we can enable every young person to reach their potential.

Cumbria Education Trust is a small, but growing local multi academy trust working with primary and secondary academies. Our aim is to work collaboratively, to challenge and support a small group of academies and provide an excellent education for the young people of Cumbria.

The Trust works in a supportive partnership with primary and secondary academies with each maintaining their unique identity and ethos. The academies work together to ensure maximum benefit for all students through economies of scale and shared resources.

**ABOUT CUMBRIA EDUCATION TRUST**



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**We are committed to supporting all pupils/students, staff and academies within the Cumbria Education Trust to *‘be the best they can be’*.**

CET strives to be recognised as an employer of choice. We believe that quality of life outside work significantly shapes the way in which staff perform whilst at work, so the need to achieve a healthy work life balance is a very important aspect of our commitment to staff.

We therefore place great importance on developing caring and supportive relationships. Our open door policy provides the opportunity for anyone who is concerned or anxious to ask for guidance of clarification without censure.

With an aim which seeks year-on-year improvement, we also recognise the need to reward effort and good results. One of the ways we do this is through our commitment to staff with individually tailored CPD programmes. These are geared to maximising not merely job satisfaction, but the chance to significantly increase expertise, confidence and leadership skills.

We exercise a ‘people first’ approach at all times so that staff feel part of a community; confident to both support and yet challenge one another and where everyone regardless of position or seniority, feels valued and able to make a contribution.

Although each of our schools and academies has its own unique ethos, they all share a common vision and values. These values are central to the life of the schools and underpin all the Trust’s activities.

All our schools and academies share a commitment to the achievement, personal development and well‐being of the children and young people within the Trust.

We operate with a student-centred approach which values relationships and respect for others:

* **Inspiring learning** – creating a happy, positive and vibrant learning environment for ALL pupils/students.
* **Achieving success** – enabling every pupil/student to reach their potential by providing high quality teaching.
* **Creating opportunities** – broadening children’s experiences and opportunities.
* **Empowering communities** – working in partnership with the local community to bring education alive for all.

**SUPPORTING OUR STUDENTS AND STAFF**

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**ABOUT WORKINGTON ACADEMY**

As an academy, we recognise the importance of the continued focus on working towards, achieving and maintaining excellent outcomes, but the focus on enrichment and experience will also remain at the heart of what the academy offers.

Our ultimate aim is to be outstanding in all areas, so that every young person has the very best start in life so that they can be resilient, respectful and take responsibility, while striving relentlessly to be the best that they can be.

*To find out more about our academy, please visit* <http://www.workingtonacademy.org/>

Workington Academy is an 11-18 academy located on the picturesque west coast of Cumbria. Part of Cumbria Education Trust, the academy opened in 2015, following the merger of Southfield Technology College and Stainburn School and Science College, moving to its brand-new building in March 2017.

At Workington Academy there is a clear expectation upon every student to be the best that they can be in all that they do. This extends to our community and you will find that the staff and students work together to achieve the very best outcomes.

As an academy and community, we pride ourselves on our core values: Respect, Responsibility and Resilience. You will find these at the very heart of all that we do with and for our community.

In an ever-demanding world of work and opportunities we believe that students need to be equipped with not only the very best qualifications for their progression, but they also need to be supported and encouraged to become caring, engaging and responsible citizens.

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**WHO AND WHAT WE ARE LOOKING FOR**

**Personal characteristics required for roles at CET:**

* To believe in and promote CET’s vision and values in everything you do.
* Ability to plan, manage and implement change.
* A capacity for hard work.
* Eternal optimism and resilience in the face of challenges.
* The ability to inspire.
* The ability to remain calm under pressure and in stressful situations.
* Initiative.
* Strong organisational and time management skills.
* The ability to set priorities.
* Strong communication skills.

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| **POST TITLE:** | **Science Teacher at Workington Academy** |
| **RESPONSIBLE TO:** | **Curriculum Leader** |
| **SALARY RANGE:** | **MPS / UPS** |

**JOB DESCRIPTION**

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| **Responsible for** | * Delivering high quality teaching & learning to ensure that all students reach their full potential |
| **Duties & Responsibilities as a Teacher** | * Support the aims and objectives of Cumbria Education Trust, modelling trust values in your professional conduct. * Create a stimulating, inclusive and well managed learning environment that enables students of all abilities to learn and thrive. * Be a supportive and effective member of the department and academy community. * Follow policy regarding planning, teaching, assessment, reporting and recording in relation to your students and classes. * Ensure that work is appropriately differentiated to support progress and is well matched to the needs of your students. * Attend meetings and undertake supervision duties as required. * Be a Form Tutor to an identified group and support the year team with pastoral care, behaviour and attendance as appropriate. * Actively participate in the development and production of programmes of study, schemes of work, lesson planning and resource preparation alongside departmental colleagues * Attend parents’ evenings, open days and celebration events as required |
| **Duties & Responsibilities as a Teacher of Science** | * Deliver programmes of study as directed by the Head of the Science and set out in the departmental schemes of work * Teach KS3, GCSE and A level Science, preparing students for the next stage of their education or training * Attend departmental meetings and make a positive contribution to the science team * Act in accordance with the duties for a classroom teacher as laid down in the most recent School Teachers’ Pay and Conditions Document. * Follow policies and procedures expected of teachers in the science department |
| **Other Duties** | * To take reasonable care for the health and safety of her/himself and other persons who may be affected by her/his activities and, where appropriate, safeguarding the health and safety of all other persons under her/his control and guidance, in accordance with the provisions of the Health and Safety Legislation and the School’s own policies. This will involve liaising with the Health and Safety Officer in areas of emergency such as fire drills. * To exercise proper care in handling, operating and safeguarding any equipment, systems or appliances provided or issued by the School for the post-holder’s individual or shared use in the performance of his/her duties including computer equipment. * To be involved in the appraisal procedures either in the role of a reviewee responsible for continually seeking to develop professionally and/or in the role of a reviewer responsible for supporting the work of colleagues as they seek to develop professionally. * To positively promote the academy and actively support its aims and objectives. * To undertake any other tasks which may reasonably be regarded as being within the nature of the duties and responsibilities of the post defined above, subject to the proviso that any significant and permanent changes shall, after satisfactory negotiation by both parties, be incorporated into a revised job description in specific terms. |
| **Assessments & Reports** | * Providing or contributing to oral and written assessments, reports and references for students. |
| **Performance Management** | * Participating in statutory arrangements for appraisal. |
| **Review, further training and development** | * Reviewing from time to time methods of teaching and programmes of work * Participating in arrangements for training and professional development. |
| **Educational Methods** | * Advising and co-operating on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching, assessment and pastoral arrangements. |
| **Discipline, Health & Safety** | * Maintaining good order and discipline among students and safeguarding their health and safety. |
| **Staff Meetings** | * Participating in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements. |
| **Public Examinations** | * Participating in all arrangements for public examinations. |

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| **PERSON SPECIFICATION** | **EXPERIENCES REQUIRED** |
| **Qualifications** | * The successful candidate should be qualified to degree level in Science. * The successful candidate should have a relevant teaching qualification (PGCE, Cert Ed, Bed). * A Post-graduate qualification would be desirable. |
| **Experience and Skills** | * The ability to teach the full age and ability range is required. * A thorough knowledge of and enthusiasm for Science is required. * A commitment to the provision of quality and equality of opportunity in the teaching of Science is required. * Excellent written and oral communication skills in a variety of contexts (students, parents, colleagues etc) are sought. * The successful candidate will be required to work effectively in a closely knit team. * Commitment to continuous review and curriculum development is sought. * Candidates should have a forward-looking approach to teaching and have drive, initiative and the ability to respond quickly to further developments in education within school * Committed to the safeguarding of children and young people. * Competence and experience in the use of ICT in the teaching of Science is desirable. * Experience of or a willingness to make a significant contribution to extra-curricular activities is highly desirable. * An understanding of the changing school environment and national issues will be an advantage. |

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As a place to live, Cumbria takes some beating, from the stunning beauty of the coast, to the challenge of the Lake District, and the history of Hadrian’s Wall, Cumbria offers something for everyone. As a place to live, we believe Cumbria takes some beating.

A predominantly rural county, Cumbria is home to some of England’s highest mountains and some of England’s biggest lakes.  Cumbria is a big county with big opportunities for those who choose to live and work here. The county is famous worldwide for its stunning scenery. Perhaps less well known are its bustling market towns filled with shops and brimming with life. The county is home to scores of galleries and artists’ studios, with a packed annual programme of performances and festivals – not just music and comedy but wool, print and ceramics. Cumbria also boasts a strong reputation for food and drink, and boasts a cluster of Michelin-Star and award-winning restaurants, including the world-renowned L’Enclume.

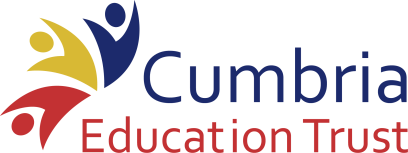
With excellent transport links, both road and rail, connecting the county with the cities of Newcastle, Glasgow, Edinburgh, Preston and Manchester, Cumbria is an exceptional place to live and work.

The county offers a wide variety of housing for all budget and household sizes. Typically, semi-detached houses sell for circa £170,000 and detached properties sell for around £300,000.

For anyone looking to relocate Cumbria provides excellent value for money, as well as offering an outstanding quality of life for all who choose to live and work in the county.

**LIVING AND WORKING IN CUMBRIA**

To find out more about Cumbria Education Trust please visit our website: **www.cumbriaeducationtrust.org**



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Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and we will check the suitability of staff to work with children. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable). Please see CET’s Safeguarding and Recruitment Policies for further details.

Thank you for taking the time to read through this pack. We hope that it has given you enough of a flavour of CET and the post.

To apply please complete an application form and in addition please outline, in approximately 1000 words, the following:

* Your reasons for applying
* Your evidence of outstanding practice and success that would qualify you for the role of Teacher of Science.
* Your subject specialisms and to what Key Stage.

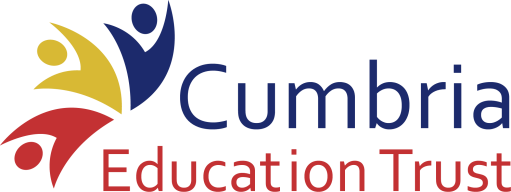
The closing date for applications is: **12:00 noon on Monday, 23 April 2018.**

Successful shortlisted candidates will be contacted by email and interviews will be held on **Monday 30 April 2018.**

**If you would like the opportunity to have a conversation prior to completing an application, please contact   
Des Bird, Headteacher on 01900 733922 or email: dbird@workingtonacademy.org**

**APPLICATION & INTERVIEW PROCESS**



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**a:** Longtown Road, Brampton, Cumbria, CA8 1AR **t:** 016977 45300

**e:** [office@cumbriaeducationtrust.org](mailto:office@cumbriaeducationtrust.org) **w:** [**www.cumbriaeducationtrust.org**](http://www.cumbriaeducationtrust.org)