



CITY ACADEMY
BIRMINGHAM

COLLABORATION • OPPORTUNITY • RESPECT • EXCELLENCE

HEAD OF SCIENCE/SENIOR TEACHER

City Academy Birmingham, 23 Langley Walk, Birmingham, B15 2EF

RECRUITMENT PACK

Closing Date:

Friday 13th October 2017, 12.30pm

Interview Date:

Tuesday 17th or Wednesday 18th October 2017

HEAD OF SCIENCE/SENIOR TEACHER

City Academy Birmingham, 23 Langley Walk, Birmingham, B15 2EF

Salary: MPS/UPS +TLR 1 (£7621 – £10,259)

City Academy Birmingham is a small inner city secondary school that is rapidly becoming the first choice of the local community. Formerly known as Perry Beeches III – The Free School, City Academy Birmingham was judged as 'Good' in all categories in January 2017.

As a new school, established in September 2013, City Academy Birmingham has around 500 students on roll from Year 7 to Year 11. This academic year will be the school's most important yet, with the first Year 11 cohort sitting their GCSEs.

City Academy Birmingham is seeking to appoint a Head of Science/Senior Teacher who will be responsible for strategically leading a team of 7 specialist teachers and technicians. The purpose of the role is to secure excellent results and provide students with strong science qualifications to prepare them for the next stages of their education. As a senior teacher in the school, the successful candidate will also be given whole school leadership opportunities and attend extended SLT meetings. This experience will enable the successful candidate to take the next steps in their career.

Every member of our Academy lives by our four core values: Collaboration, Opportunity, Respect and Excellence. The School's continued mission is to break down all educational barriers in order to ensure that all students have the choice to go to university. City Academy Birmingham is looking for a colleague who is guided by a similar moral compass and a passion for social justice.

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If you require further information, Mr Marcus Bernard, Assistant Headteacher, would be pleased to have an informal discussion about the role and the school. It is highly recommended that any individual who is interested in this position should arrange a visit to City Academy Birmingham. Mr Bernard can be contacted on **0121 647 2760** or **mbernard@city-birmingham.academy**.

If you would like to apply for this position, please complete an application form with a covering letter of no more than 2 sides of A4 stating why you would be the ideal person for this vacancy.



Langley Walk, Birmingham B15 2EF
t: 0121 647 2760 e: enquiry@city-birmingham.academy www.city-birmingham.academy
Headteacher: Andy Brant BSc

Ref: MBE/Recruitment/HoDSTIntro

Wednesday 27th September 2017

Dear Applicant,

Firstly, thank you for showing an interest in the post of Head of Science/Senior Teacher.

I am delighted to be the Headteacher of City Academy Birmingham. We are a mainstream, non-selective school built upon the values of collaboration, opportunity, respect and excellence. We work with a tremendous community of parents and students, right in the heart of our proud and vibrant city. Formerly known as Perry Beeches III – The Free School, City Academy Birmingham was judged as 'Good' in all categories in January 2017. Ofsted stated:

"The ethos of high expectation for learning and behaviour is widely shared across staff, pupils and parents, and is a core strength of the school."

"Pupils behave well. They conduct themselves courteously around the school site. Pupils feel safe, and are confident in the support they receive when they feel vulnerable."

"Pupils make good progress, especially in English, mathematics and science."

"The school's strong promotion of the values of tolerance and respect for difference helps to ensure that pupils from a wide range of heritages and backgrounds integrate well."

"Governance has been transformed and now offers highly effective support and challenge to school leaders."

"The leadership of teaching is a particular strength."

Despite the limitations that funding cuts have brought to many schools, we are committed to small class sizes, providing additional learning and enrichment opportunities for all staff and students, and reducing unnecessary teacher workloads. We are unashamedly innovative and forward looking at City Academy Birmingham. Over the last year and a half we have devised a new mastery assessment system and implemented an effective feedback policy that removes traditional teacher marking. We are also proud of an exciting new curriculum model that prepares students for the challenges of the new 1-9 GCSEs.

As a start-up school, established in September 2013, we now have around 500 students on roll from Year 7 to Year 11. This academic year will be our most important



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yet, with our first Year 11 cohort sitting their GCSEs. As Head of Science, your role will be to strategically lead a team of 7 specialist teachers and technicians in securing excellent results and providing inspirational teaching.

Since our opening, the science department has been one of our strongest teams. Student progress within the department has always been very strong and our scientists have led the way in achieving outstanding teaching, learning and assessment practices. Colleagues have embraced our value of collaboration with regular resource sharing and group planning. There is an absolute commitment from all members of the science department and the senior leadership team to ensuring that our first set of GCSE results are fantastic. As a senior teacher in our school, you will also be given whole school leadership opportunities and be invited to attend extended SLT meetings. This experience will enable you to take further steps on your career journey.

Finally, it is of the utmost importance that we find the right person to join our diverse, dynamic and determined team. We think it is important that you come and visit us prior to any interview, so that you can get a real understanding of what we are about and where you could potentially be working. We never hide anything and will be proud to show you our school during a regular operational day. Please come and meet my team and me by contacting our colleague Marcus Bernard (Assistant Headteacher) on 0121 647 2760 or mbernard@city-birmingham.academy.

Yours sincerely,

Mr Andrew Brant
Headteacher
City Academy Birmingham

Application Process

To apply for this position, please complete:

- A Perry Beeches Academy Trust application form
- A cover letter no more than 2 sides of A4 outlining your experience and why you feel you would be a suitable candidate for this position.

These documents should be emailed to mbernard@city-birmingham.academy or posted to Mr M Bernard, City Academy Birmingham, 23 Langley Walk, Birmingham, B15 2EF.

The deadline for the submission of applications is Friday 13th October 2017 at 12.30pm.

It is our intention that interviews will be held on Tuesday 17th or Wednesday 18th October 2017.

The interview will consist of:

- A tour
- Teaching a lesson
- An interview with members of the Senior Leadership Team
- An assessment task

Guidance for each component of the interview will be provided before the day of interview.

Any questions should be directed to Mr Marcus Bernard, Assistant Headteacher.

Job Profile

Head of Science and Senior Teacher

Location: City Academy Birmingham, 23 Langley Walk, Birmingham, B15 2EF

Reporting to: Deputy/Assistant Headteacher Curriculum

Function of the post

The post holder will take overall responsibility for the planning, monitoring and curriculum in Science that will lead to expected or better progress within the department. This will involve developing a team that delivers high quality teaching, learning and assessment that enables all students to achieve in a supportive, innovative and encouraging environment. In addition, all senior teachers will be given a wider school responsibility, this will be determined by the successful candidate and the senior leadership team (SLT). The successful candidate will also be a member of the extended leadership team. As with all school leaders, the Head of Science must model and demonstrate our four key values: Collaboration, Opportunity, Respect and Excellence.

Principal Accountabilities:

1. Responsible for raising standards within Science to ensure students achieve expected or better progress in all year groups and particular student groups as directed by your line manager.
2. Monitor and develop the curriculum to ensure that all students are engaged, motivated and progress.
3. Ensure high standards in the quality of teaching and learning, student behaviour, engagement for learning and assessment which is in line with academy policy and effective practice.
4. Provide motivation, inspiration and high expectations of staff that support the continuous development of the department, increasing staff performance which leads to improved student outcomes, whilst ensuring high levels of staff welfare.
5. Responsible for ensuring compliance with health and safety regulations and maintaining a safe environment for students, staff and visitors to the department.
6. Undertake department evaluation activities including performance data analysis, lesson observations, learning walks and regular work scrutiny to inform effective planning.
7. Create and implement a department strategic plan that is challenging and ambitious, reflecting the priorities and actions defined within the school evaluation and improvement plans.
8. Make a positive contribution to the strategic aims, values and ethos of your subject area, City Academy Birmingham and the wider managing Trust.

9. Take professional responsibility to act as an exemplary role to others in line with the duties and expectations of a senior teacher, promoting the values, culture and ethos of the school that promotes a positive and motivational environment.

Teachers' Standards (England):

Lead the Science teaching programme of the school strategically and act as a role model for innovative and engaging teaching, building on teaching techniques that reflect latest research and best practice in child learning and development. Ensure your practices and all teachers perform at a level that is consistently good or better across the current Teachers' Standards (England).

Equality and Inclusion:

At City Academy Birmingham we believe everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and respected. We are committed to eliminating any form of discrimination be it direct, indirect, harassment or victimisation, and to support this the school has a number of policies you should be familiar, and compliant, with.

You will behave in a manner that is consistent with fair and equitable treatment and take responsibility for your own learning and engagement with equality issues and actions, considering the impact of your actions to ensure there is no detrimental effect on achieving equality of opportunity. Any breaches may lead to termination of employment.

Safer Recruitment:

City Academy Birmingham and the managing Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. We will ensure all our recruitment and selection practices reflect this commitment.

New members of staff will be required to apply for Disclosure and Barring Service certification as part of our staff recruitment process. Further information about the Disclosure and Barring Service is available from the DBS website at www.homeoffice.gov.uk/dbs. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1075, applicants for teaching posts are among those who are not entitled to withhold information about any previous criminal conviction.

Right to Work:

British and European Law states that a person cannot be employed to this post if they do not have permission to live and work in the UK. Please advise if you require any guidance or further information on this.

Health and Safety:

To ensure an effective and safe environment that promotes the welfare of children and staff, the post holder will be aware of the risks in the work environment and their potential impact on their own work and that of others. As appropriate, ensure staff are aware of their



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responsibilities and procedures for the health, safety and wellbeing of staff, pupils and visitors to the School.

Data Protection:

You will be responsible for conducting activities in compliance with the requirements of the Data Protection Act and the Employment Practices Data Protection Code 2002, especially concerning confidentiality, treatment of personal information and records management.

Person Specification

Essential requirements are those, without which, the candidate would not be able to do the job. It is expected that the post holder will have the knowledge and qualifications indicated or equivalent qualifications and experience.

Desirable requires are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

There are always expectations that may mean a candidate would be suitable for the role despite not meeting all essential/describable criteria. In such circumstances we would encourage you to call the school to discuss the matter with a member of our senior leadership team.

	Essential	Desirable	Evidenced
Knowledge and Qualifications	<p>Qualified Teacher Status</p> <p>Relevant degree or equivalent professional qualification</p> <p>Evidence of continual professional development that is relevant and appropriate to the post</p> <p>Current knowledge of safeguarding legislation and government guidance relevant to the post</p> <p>Current knowledge of the national curriculum, qualifications, research, initiatives, and technologies for Science</p> <p>Understanding of assessment for learning and its use to raise standards</p>	<p>Relevant professional or academic qualifications at Master's level or higher</p>	<p>Application/CV</p> <p>Documentary evidence</p> <p>Interview</p>
Skills	<p>Relevant skills to challenge and differentiate teaching and learning for students of all abilities</p> <p>A skilful communicator with strong, interpersonal and presentation skills, both verbal and written, that naturally adapts</p>	<p>Networking skills that build a professional learning community and enables good practice to be shared for the benefit of the school</p>	<p>Application/CV</p> <p>Interview</p> <p>Presentation</p> <p>References</p>

	<p>to a diverse audience, e.g. parents and carers, staff, students and the wider community on a wide range of issues</p> <p>Excellent planning and organisational skills, including time management, for the effective delivery of teaching and learning and to identify priorities and meet professional targets</p> <p>Significant current evidence of subject specific skills relevant to the post that demonstrate expertise in the field</p> <p>Data analysis for the effective monitoring and assessment of student performance and target setting</p> <p>Evidence of a skill set that enables innovation and the leadership and management of change in the context of the post</p>		
Experience	<p>Developing a meaningful curriculum and learning experience together with demonstrable evidence of high quality classroom teaching that is engaging for all students, supports student progress and where there is good classroom organisation and class management</p> <p>Teaching relevant subjects across the age range and ability ranges at key stages 3 and 4, including preparing students for external examinations</p> <p>Relevant recent experience of implementing successful curriculum development and</p>	<p>Evidence of collaborating and building effective relationships with parents, carers and the wider community to enrich teaching and learning for the wellbeing of students</p> <p>Experience of department evaluation activities such as performance data analysis, lesson observations, learning walks and work scrutiny</p>	Application/CV Interview References

	<p>innovation within the subject area/s</p> <p>Demonstrable evidence of providing professional support to improve pedagogic practice and development of other colleagues</p> <p>Evidence of monitoring and evaluating student progress that supports continued improvement</p>	Experience of participating in extra-curricular activities	
Personal Attributes	<p>Ambition, inspiration and motivation to lead improvement amongst colleagues that enhances the learning experience and outcomes for all students, at all abilities</p> <p>Enthusiastic, approachable and optimistic, with the presence to inspire confidence and trust</p> <p>Strong working ethos with a high level of commitment to school improvement and the whole school community</p> <p>Welcomes accountability to a wide range of groups, forms constructive relationships with all and understands the importance and value of engaging with parents, carers and the wider community</p> <p>Committed to enabling the academic, spiritual, moral, social, emotional and cultural development of students, recognising and valuing the richness and diversity of students needs and the school communities</p> <p>An ability to be creative and use imagination and initiative to create a safe, fun, happy,</p>		Interview Presentation References

	<p>challenging, stimulating and effective learning environment</p> <p>Self-reflective and responsive to feedback from a range of sources that help to identify and inform future decision making</p> <p>Adaptable and sensitive to dealing with issues appropriate to the situation</p> <p>Believes it is our duty to remove educational barriers to ensure that students have opportunities and choices in their future</p> <p>A morale compass that is driven by collaboration, opportunity, respect and excellence.</p>		
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