



Robert Barclay Academy

Education for a changing world

Part of Scholars' Education Trust

#Leadersnotfollowers

Vision:

In our school community, we have high aspirations for every individual. We firmly believe it is our duty to provide the very best all round educational experience and prepare students for a happy and successful life in an ever changing world!



TEACHER APPLICATION PACK

Head of Food Technology

TLR 2a £2,667 - September 2018 (Full /Part time)

MPS/UPS plus London Fringe Allowance and up to £1500 relocation bursary

Further Scholars' Education Trust benefits are also available (see within)



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Dear Candidate,

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are looking for an enthusiastic Head of Food Technology to join our very successful and cohesive department. The successful candidate will be dedicated and creative, an effective teacher and have ambition to develop their leadership skills further. We work collaboratively within the school and with the other schools across the Multi-Academy Trust and ensure that, whether you are relatively new into teaching, or more established, **you are fully supported** to ensure that you will be a success.



You will be joining the school at an exciting time: we are continuing our journey of rapid improvement. Since becoming part of the Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations. Sixth Form A-Level results also placed us in the **top 25% of all schools nationally** for value-added.

Our students are our biggest asset; they are polite and well-mannered, well presented and take a pride in their school. Teaching and Learning is at the heart of everything that we do. We were particularly pleased with the feedback from a Local

Authority Review (March 2016) “...**lessons are exceptionally well planned, with good resources and effective differentiation for various groups of students**”. We continue to challenge ourselves and demand the best from our students in order that every student makes the progress they deserve.

Our ultimate aim is, of course, to be outstanding in every area. Quite simply, we want to ensure that ‘hand on heart’, we are providing the best education for our students. They deserve it, and **we want to ensure it is better here than anywhere else**. It is this mission that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working Creative Arts Department. Your support and leadership will **make a real difference** to continue the journey of success of the department.

As an ‘outward-facing’ school, we work closely with Sir John Lawes School, Harpenden, Samuel Ryder Academy, St. Albans and the Alban Teaching School Alliance and we are a PiXL school, with the benefits of training, ideas and resources all these strong connections bring. **I believe in the power of collaboration** in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an ‘Outstanding’ MAT.

This pack contains lots of information about the school and the department. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

Ced de la Croix,
Headteacher



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‘Step into Leadership’ Package

Robert Barclay Academy is a forward thinking and supportive school which understands that our staff are crucial to our future success. We have a strong ‘Wellbeing’ culture and try to ensure that we balance workloads whilst expecting the best from each and every member of our community.

We can offer:

- * Professional Bursary of up to £1500 to support your relocation.
- * Alban Teaching School Alliance Leadership Programmes are available annually.
- * Dedicated Leadership Mentor as well as direct line-manager.
- * An opportunity to be part of the Wider Leadership Team (which meets with the SLT once per half term).
- * All our staff enjoy tailored Continuing Professional Development (CPD) pathways.
- * Opportunity to contribute to the whole-school strategy for Teaching and Learning including HertsCam, Evidence for the Frontline and other initiatives.
- * A school where ‘well-being’ is placed at the heart of decision-making.
- * You will be part of the wider group of schools within Scholars’ Education Multi-Academies Trust, meaning that you have promotion opportunities, access examples of outstanding practice and advice and a ‘team’ approach to education.
- * Opportunities to meet regularly with the Head of Food Technology from the other Trust schools and develop your leadership skills.
- * **Favourable school entry criteria for any of the Trust schools and other benefits.**

We are committed to supporting you, whatever the stage of your career.



Introduction

Food Technology is a well established and popular subject in the Creative Arts department within the school and is now proving to be a very popular choice at GCSE.

Examination Results

Our results have improved considerably at GCSE over the past 3 years under the guidance of our previous Heads of Department.

GCSE Results

In 2015, 80% of students attained A*-C. In 2016, this rose to 81%. In 2017, we experienced a dip (42%) due to some coursework issues. However, based on recent Trial Exams we are predicting 71% Grades 9-4 and a Progress 8 score within Food Technology of -0.12. Whilst these results show the department has vastly improved and is moving in the right direction, we recognise that this does not reflect our true potential as we strongly feel that the outcomes are lagging behind the good quality and teaching that is now firmly in place.





Students and Curriculum

Key Stage 3

In Years 7 and 8, students follow the Key Stage 3 Design and Technology Curriculum. All classes are mixed ability and benefit from smaller class sizes. Students currently study Food Technology, Resistant Materials and Graphics on a rotation.

Key Stage 4

We currently offer Food Technology, Resistant Materials, and Graphics at GCSE and within Food Technology we currently follow the Eduqas syllabus. Design Technology is a popular option with almost two thirds of students choosing this as one of their examination courses. Students start GCSE Food Technology in Year 9 so they have 3 years to complete the course. The students have 5 hours a fortnight in Years 9 to 11.

Key Stage 5:

The uptake of Design Technology is currently increasing at Key Stage 5. We are keen to further develop this with the possibility of introducing courses in Food Technology Graphics, and/or Textiles in the future to complement the success currently enjoyed at this level in Media, Art, Film Studies and Photography.

Resources

Design Technology is well resourced with large and spacious classrooms, all of which include various working spaces and computers, which provide opportunities for creative and engaging learning experiences for our students. We have two large specialist up-to-date Food Technology rooms, a separate computer suite for whole class work and specialist equipment, including a laser cutter and 3D printer, both of which are highly popular with our students. Food Technology is supported by a dedicated Food Technology Technician and there are also two part time Design Technology Technicians in addition to a Visual Arts Technician and an Art Technician who provides support both in lessons and preparing materials, displays and resources.

Extra-Curricular

The Faculty encourages students to participate in creative arts outside of lessons and we have been awarded the Artsmark Gold award on five consecutive occasions. Examples of this include:

- An annual 'Masterchef' competition run by a Masterchef finalist and ex-student.
- Participation in the Broxbourne Schools' Photography Competition, which we regularly win. (Winning five out of six categories in 2015!).
- Regular trips to galleries and exhibitions.



Head of Food Technology

Full/Part Time - TLR 2a £2,667 MPS/UPS *plus London Fringe allowance and up to £1500 for relocation.*

Salary - All bands

Other Scholars' Education Trust benefits are also available.

Start date: September 2018

Robert Barclay Academy is part of Scholars' Education Trust (formerly Sir John Lawes Academies Trust). We are looking for an excellent Head of Food Technology to provide professional leadership and management.

The successful applicant will have a clear vision for the faculty and the strategic leadership skills to deliver significant improvements. You will be an outstanding practitioner who has the vision, energy and drive to further improve standards of achievement and ensure teaching is of the highest quality across all key stages.

The Academy is part of Scholar's Education Trust creating a formal link with Sir John Lawes School (OFSTED Outstanding). We offer an innovative induction programme and professional development programme both at Robert Barclay Academy and across the Trust, recognising that our staff are the key to our success.

If you are interested in joining us at this exciting time, further details and an application pack is available from HR@scholarseducationtrust.co.uk or on 01727 859382.

Closing date for applications: Monday 19th March 2018

Date of Interview: To be confirmed

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Scholars' Education Trust is an equal opportunities employer. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



Head of Food Technology

Aim and main purpose of the job

To provide: professional leadership and management of a faculty; to secure high quality teaching; effective use of resources; and improved standards of learning and achievement for all students.

Teaching and Managing Pupil Learning

The Head of Food Technology will:

- Be able to teach across the full range of age and abilities
- Act as a role model in leading subject staff in their own high quality teaching
- Set expectations and targets for staff and students in relation to standards of achievement and the quality of teaching
- Engage all subject staff in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies
- Lead curriculum development to ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum programme
- Review teaching and learning, monitoring the progress of all students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success

Assessment and Self-Evaluation

The Head of Food Technology will:

- Agree, monitor and evaluate subject student progress targets in KS3, KS4 and post 16 public examinations to make a measurable contribution to whole school targets
- Establish and implement clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement
- Use data effectively to identify students who are underachieving and, where necessary, create and implement an effective intervention plan
- Assist the designated SLT link in evaluating the standards of leadership, teaching and learning, consistent with the procedures in the school self evaluation policy and to use this analysis to take action to improve further the quality of teaching

Relationships with Parents and the Wider Community

The Head of Food Technology will:

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about the curriculum, targets and attainment
- Communicate effectively, both orally and in writing, with parents and governors



Food Technology Teacher

Managing Staff and Own Performance

The Head of Food Technology will:

- Prioritise and manage their own time effectively
- Take responsibility for their own professional development
- Share good practice resulting in a tangible impact on student learning
- Form constructive relationships with staff including team working and mutual support
- Actively implement the key aspects of the school's behaviour management policies
- Be a form tutor
- Make a contribution to the wider school life including specialist Food Technology enrichment activities
- Contribute to faculty planning and developments

Strategic Leadership

The Head of Food Technology will:

- Contribute fully to a faculty development plan which contributes positively to the achievements of the school development plan
- Contribute to the development of whole school strategic planning and policies through membership of the School Improvement Groups

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.



Personal Qualities	Essential	Desirable
Knowledge and Understanding		
* Good awareness of current educational developments	✓	
* Clear understanding of current issues related to the subject	✓	
* Ability to plan lessons effectively	✓	
* An understanding and commitment to the ethos of the School	✓	
* Evidence of high level classroom skills	✓	
Skills, Qualifications and training		
* Qualified Teacher Status	✓	
* Courses of further study relevant to the post	✓	
* Qualification in the relevant subject	✓	
* Evidence of active involvement in professional development	✓	
* Excellent organisation skills	✓	
* Excellent ICT skills	✓	
* Clear evidence of leadership		✓
Attributes		
* Excellent record of attendance	✓	
* Ability to work well in a team	✓	
* A sense of humour	✓	
* Ability to think originally and creatively	✓	
* Positive attitude	✓	
* Energy and enthusiasm	✓	
* Warmth and sensitivity	✓	
* Excellent rapport with students	✓	
* Commitment to the School and the students we serve	✓	





Benefits of Working for Scholars' Education Trust

There are many benefits of working within Scholars' Education Multi-Academies Trust:

1. The MAT operates Y6-7 entrance criteria for children of staff to the Trust Secondary Schools (Sir John Lawes School, Harpenden; Samuel Ryder Academy, St. Albans; Robert Barclay Academy, Hoddesdon).
2. RBA Professional Bursary of £1500 to support relocation.
3. Childcare Voucher (salary sacrifice) scheme membership.
4. 10% reduction in fees at 'Best Friends' independent Nursery (up to age 4) based in St Albans.
5. Comprehensive training and a commitment to high-quality CPD across the MAT.
6. Support from colleagues from 'Outstanding' and 'Good' schools across the MAT.

How to Apply

Candidates should submit the following:

1. **Completed Application Form**
2. **Personal letter of application** A short letter which indicates your experience and impact to date and what you can offer our Academy.
We regret we cannot accept CVs.



The forms are available in electronic format and can be downloaded from our website:

For further details, assistance or an informal discussion, please contact:

Central HR

Scholars' Education Trust
c/o Samuel Ryder Academy
Drakes Drive
St. Albans
Herts AL1 5AR

Please email completed applications to: HR@scholarseducationtrust.co.uk

Please note that references may be requested prior to interview for those who are shortlisted.

Applications should be emailed no later than 12.00pm on the deadline date - Monday 19th March 2018

We look forward to hearing from you!



Selection Process

1. Straight-Forward Application Process

Complete the Application Form

2. Short Covering Letter of one or two sides of A4, including:

- * Your experience of Food Technology teaching to date and what you have learned
- * Your leadership experience or potential
- * Why you want to teach Food Technology
- * How you feel you can make a difference at RBA

Send these documents to:

HR@scholarseducationtrust.co.uk

2. Interview

Interviews will be held shortly after the closing date. You will be asked to:

- Deliver a lesson
- Meet with our students
- Attend a formal interview



Up until Friday 16th March 2018	Potential candidates have the opportunity to visit the school in action or to contact the school in order to have informal discussions, should you so wish.
Midday Monday 19th March 2018	Deadline for Applications. All shortlisted candidates will be contacted by email and invited to interview. Details about date and time of final interviews will be given.
TBC	Formal interviews will take place at Robert Barclay Academy. All candidates will be contacted – both successful and unsuccessful.