The Sutton Academy



Recruitment Pack





Together Students Achieve

Welcome from the Principal



Thank you for your interest in this post. I hope you find this information pack helpful. If you would like to know more about us before you apply please see our website

www.thesuttonacademy.org.uk

The Sutton Academy opened in September 2010 and is on a successful improvement journey to good and outstanding.

I have a clear vision for all students in our academy to achieve their best academically, whilst nurturing their talents and passions.

We strive for the highest possible levels of achievement for all our students and are committed to providing the highest standards of teaching and learning. In return we have very high expectations of student behaviour and their commitment to their learning.

Our students benefit from a modern learning environment with outstanding facilities. This helps to create a vibrant and positive learning community which is friendly, caring and purposeful.

We are aspirational for our students and see it as our duty to ensure that all our students have the best life chances possible and eventually leave the academy well prepared to take their place in the world of the future as confident and responsible adults who are empowered to make real choices in their lives.

A.M Sherman

Alison Sherman
Principal

Why Choose Us?

If you choose to pursue an application to work at The Sutton Academy it is because you are motivated to work within a supportive, collaborative and dynamic team which consistently strives to achieve the best outcomes for our students. We believe in providing opportunities for all - both staff and students. Our expectations are high for everyone within our community, recognising the fact that only through this teamwork can we all achieve our aspirational goals. Staff come to work to teach lessons that ensure students make excellent progress. Parents choose our school because of the expectations we have of ourselves and our willingness to go above and beyond for everyone within our community. Likewise the high expectations that we place upon ourselves as professionals, we also extend to our students whether it be with their progress, uniform or behaviour throughout the school and community.



If you are looking for a school that will challenge whilst supporting you, then our CPD package will ensure you develop your skills, whether it be in the classroom or as a leader influencing colleagues.



Why work at The Sutton Academy?

"I couldn't have chosen a better place to begin my teaching career, I cannot image a workplace where I could feel more supported, encouraged and appreciated. Reading about TSA online I had a strong idea it was where I wanted to work and my interview day confirmed this completely. Meeting the friendly and approachable staff coupled with the bright, vibrant pupils I was sure this was the place for me. As an NQT I have been offered fantastic support and weekly training to encourage my development as a teacher."
- NQT English



"The school has an excellent support system in place to make sure all aspects of the job specification are met. This ranges from NQT master classes on a weekly basis down to one to one support from mentors. The different opportunities that The Sutton Academy have offered in order for me to develop my teaching practice has really opened my eyes to the wider role of a teacher and possible routes for progression in the future. The Head makes sure she speaks to all new staff to ensure they are coping well with the job role and to make sure that any further support is offered to aid the role or even help with a specific group."
- NQT Mathematics

Learning at The Sutton Academy

We encourage and support all children to achieve their full potential at The Sutton Academy. We make this possible by placing great emphasis on an orderly and happy working environment where high expectations are the norm. Our lessons are challenging, engaging and inspiring. Our students actively work together and independently enabling them to make good progress.

We have a highly skilled and dedicated team of teachers here at The Sutton Academy. They plan lessons very carefully to meet the needs of individual children. They have high expectations which challenge all pupils to achieve their best.

The curriculum is designed to create learning pathways that meet the aspirations, talents and needs for each individual and blends the traditional with the creative.

Our Key Stage 3 (Years 7 & 8) is designed to accelerate learning and progress, developing learners who have the knowledge, skills and enquiring minds that will enable them to achieve to their full potential in Key Stage 4.

The national curriculum is followed ensuring a broad and balanced range of subjects with an emphasis on developing literacy and numeracy.

Our Key Stage 4 programme, studied in Years 9,10 and 11, offers an extensive choice of options, including a full range of academic GCSEs and English Baccalaureate subjects.

Students are taught in groups arranged by need and ability, based upon rigorous analyses of all available data. This enables staff to stretch and support all students to help them achieve exceptional progress.

Our sixth form provision offers continuity from Year 11 with clear progression pathways. We offer a wide range of academic A Level courses as well as more vocational Level 3 qualifications; some students choose a blended pathway of both academic and vocational courses.

Clear regular target setting, assessment and reporting systems underpin all aspects of learning throughout the Academy so that students understand the progress they are making and how to make further improvements.



Enrichment

At The Sutton Academy we believe enrichment is an entitlement and we expect all students to attend our extensive range of activities.

In addition to trips, residential excursions and international opportunities, there is a menu of activities that take place at lunchtime and after lessons as well as during holidays.

Enrichment offers students the opportunity to develop new interests, become more knowledgeable and skilled in an area boost self-confidence, and benefit from doing something away from the pressure of passing examinations.

The objective of enrichment is to

* Widen students' intellectual experiences
* Improve independent learning skills
* Develop love of learning
* Offer students the opportunity to pursue their talents and interests
* Have fun and relax.

What others say about The Sutton Academy

'Teachers ask for our opinion and act on our advice – "Together Students Achieve" was my idea' – Year 8 student.

'Very young, passionate and motivated staff who seem to go above and beyond.' – Year 11 parent.

'I am amazed at the number of enrichment opportunities my daughter has been given since joining The Sutton Academy. She loved performing at the final of The Four Nations Rugby at Anfield Stadium in Liverpool.' – Year 7 parent.

'Staff morale is high. Staff feel cared for and increasingly challenged and supported by senior leaders.'- OFSTED FEBRUARY 2017

'Leaders and staff at all levels are committed to the school's vision of high expectations and aspirations for all pupils.'- OFSTED FEBRUARY 2017

'Leaders and teachers have worked hard and with success to change the culture of the school, to raise aspirations and to ensure that pupils feel safe to flourish personally, emotionally and academically.'- OFSTED FEBRUARY 2017

'The behaviour of pupils is good. Pupils of all ages socialise and behave well outside the classroom. Pupils take pride in their uniform and in their school environment.'- OFSTED FEBRUARY 2017

Job Advert

Head of Physics	**Salary:**	+TLR2b (£4,439 p.a.)
	Employer:	The Sutton Academy
	Location:	St Helens
	Contract Type:	Full Time
	Start Date:	1 January 2019 or earlier
	Closing Date:	Monday 25 June 2018 at 12 noon
	Interview Date:	TBC

The Governors are seeking to appoint a well-qualified and talented teacher of science as Head of Physics. Candidates should have a proven track record of successful delivery of science at all key stages.

The Sutton Academy is on a journey to becoming an outstanding academy and is proud of its rapid progress over recent years. Our students are aspirational young people who flourish with high quality teaching and passionate staff.

This is an exciting opportunity for you to join a forward thinking academy that is striving for the best possible outcomes in all that we do.

We are looking for a quality practitioner who wishes to develop their career. There will be strong professional development opportunities for the successful candidate in teaching and learning and leadership.

Details of the post are attached or visit our website: www.thesuttonacademy.org.uk

This post is subject to satisfactory Disclosure & Barring Enhanced Disclosure Certificate. The Sutton Academy is committed to equal opportunities.

We are committed to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this commitment.

Closing Date: Monday 25 June 2018 at 12 noon Interview Date: TBC

Job Description

POST: Head of Physics

CURRICULUM AREA: Teacher of Science

GRADE: MPS

RESPONSIBLE TO: Faculty Leader / Curriculum Leader

WORKING PATTERN: Full-time and as described in the Secondary Teachers' Pay and Conditions Document.

KEY RELATIONSHIPS: Academy Leadership Team; Faculty Leader, relevant teaching and support staff; parents; local community; Sponsor

DISCLOSURE LEVEL: Enhanced

JOB PURPOSE:

1. teach across the age and ability range, in line with the National Curriculum programmes of study, in such a way as to challenge and inspire students of all abilities

2. plan, prepare and teach lessons to students assigned to him/her according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required

3. assess, record and report on the development, progress and attainment of students assigned to him/her in line with Academy policies

4. contribute to the planning and implementation of the curriculum in accordance with National Curriculum, Academy and subject guidelines

5. liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her

6. set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships

7. be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate

8. promote enrichment and extension activities related to the subject

9. be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the Curriculum Leader

Person Specification

Our Purpose

The Academy exists to provide a rich and balanced educational environment which caters for the whole person- academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will seek to raise aspirations, unlock potential and work to achieve excellence. By encouraging a 'can do' culture we will nurture confident and competent people.

	Essential	**Desirable**
Qualifications	• A Degree + PGCE (or equivalent teaching qualification) • High level of subject knowledge	• Physics specialism
Experience, skills and knowledge	• Evidence of excellent teaching ability • Excellent communication skills • Experience of working effectively within a team or participatory work groups • Evidence of effective administration and organisation	
Additional skills	• Competent in ICT and willing to be trained as required • A clear commitment to developing learning opportunities • A demonstrable ability to understand and use assessment data, review patterns and take appropriate action. • Demonstrable ability to undertake rigorous self-evaluation and use the findings effectively • Willingness to engage in the extra curricular life of the academy	

The Science Department

The successful candidate will be joining a hardworking team of 13 Science specialists and 2 lab technicians who are fully committed to improving the quality of teaching and learning. This is an excellent opportunity for an inspirational, enthusiastic scientist with drive, energy and a passion for Science, to support the vision of the Science Faculty Leader.

The department consists of 11 well equipped laboratories, 2 prep rooms and a Science workroom where the team can plan and work collaboratively.

GCSE results improved last year, as summarised below, and we are determined to continue this trend year upon year whilst giving our students the best learning experience possible. At Key Stage 3 our students follow our PACE curriculum which has recently been redeveloped so it is both exciting yet challenging for our students. At Key Stage 4 students opt to study AQA Triple Science or AQA Combined Science. Students can then continue onto Key Stage 5 where we offer A-Level Biology, Chemistry, Physics and Level 3 BTEC in Applied Science.

Biology A*/A 57%(NA 41%) A*-C 100%(NA 91%)
Chemistry A*/A 100%(NA 42%) A*-C 100% (NA 90%)
Physics A*/A 57% (NA 42%) A*-C 100% (NA 90%)
Additional Science A*-C 61% (32% 2016) (NA 60%)
Core Science A*-C 57% (44% 2016) (NA 53%)

Extra curricular activities are encouraged by the department and this is a key area we are looking to further develop.

The Sutton Academy

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