



Teacher of Science Application Pack



Excellence **TOGETHER**



Letter from Headteacher Ms Bev Matthews

Dear Prospective Candidate,

Thank you for showing an interest in our vacancy for Teacher of Science at Thornhill Community Academy. Thornhill Community Academy has been on a rapid journey of improvement over the last 2 years which has resulted in the Academy becoming one of the most improved schools in the country. We are very proud of the fact that we are in the top 2% of schools nationally for improvement to student progress, the most improved school for progress in Kirklees Local Authority and that our Progress 8 score puts us in the top 18% of schools nationally and top six schools within Kirklees.

We have a very clear mission and vision here at Thornhill Community which is to ensure that all students, not matter their background or circumstance, achieve their full potential and go on to lead happy and successful lives in which they contribute positively to society. All staff at Thornhill Community Academy do whatever it takes to make this vision a reality.

Our values of TOGETHER sit at the heart of our mission and vision. They are important to staff and students and they underpin everything we do. Staff at Thornhill Community Academy are expected to model our values of Tolerance, Openness, Generosity, Trust, Equality, Humility, Emotional Intelligence and Resilience every day. High quality teaching and learning is our top priority. Teachers at Thornhill Community Academy are expected to plan and deliver high quality lessons, every lesson, which meet the needs of all students. Teachers are also expected to have the highest expectations of themselves and of students. Personalisation, challenge and stretch are a feature of all lessons and we make every second count so that no learning time is lost.

The Teacher of Science post is an extremely important vacancy within the Academy. As Teacher of Science you will play an integral role in rapidly improving standards within the department through an unrelenting focus on the quality of classroom practice. You will also significantly contributing towards the wider picture of raising standards for all students across the Academy. As Teacher of Science, you will work with an enthusiastic, skilled and committed team within a well-resourced and supported department.

Our Academy motto is A School, A Family, A Community and I welcome you to apply to become part of it.

Yours sincerely

Bev Matthews
Headteacher



Type of School	Academy
Denomination	Non-denominational
Age Range	11-16 years
Location	Dewsbury, West Yorkshire
Number of Students	875
% of Students with SEND	14.9
% English as an Additional Language	46.9
% of Students having Free School Meals	25.0
% Pupil Premium	32.2
2017 Progress 8	+0.32
2017 % 4+ E&M	48





Our Mission & Values

At Thornhill Community Academy we have a firm commitment to achieving our goal of becoming an outstanding Academy at the heart of our community. Our **Mission** is that all students, no matter what their background or circumstance, gain the skills, knowledge, experience and qualifications they need to lead happy and successful lives and to contribute positively to society.

At the heart of our mission lies our **Vision** of “A School, A Family, A Community”. Our **TOGETHER Values** of Trust, Openness, Generosity, Equality, Tolerance, Humility, Emotional Intelligence, and Resilience underpin this philosophy and contribute to a cohesive and happy Academy community.

Learning at Thornhill Community Academy

We believe that all young people deserve the highest quality of education which will engage, inspire and challenge; so that everyone meets their full potential. We strive to create a safe and happy learning environment which promotes independence and high expectations for all students.

Learning beyond the classroom is a critical aspect of our Academy. We provide a wealth of enriching opportunities that extend learning, improve teamwork and enable students to develop broader personal and social skills alongside academic rigour. We are committed to providing learning opportunities which promote open mindedness, empathy and celebration of the rich and diverse community which we serve; so that everyone is able to contribute positively to society.

Thornhill Community Academy Curriculum

We believe that all young people deserve the highest quality of education which will engage, inspire and challenge and ultimately lead to academic excellence. We are committed to being an inclusive Academy in which every student is encouraged to aim high and is motivated to achieve their full potential. We provide a rich and broad curriculum which promotes success for all students.

The solid basis of core subjects together with differentiated learning and accurate assessment means that the curriculum is designed to ensure that all students make the best possible progress.



Partnering with Parents

We enjoy strong partnerships and engagement with our parents and recognise the importance of developing and maintaining strong home/school links. Parents have access to both their child's personal tutor and the Head of Year who provide a point of contact when communicating with the Academy. At the end of every half term parents receive a progress report which indicates whether progress is in line with expectations. Parent Consultation Evenings provide an opportunity for parents to meet with all of their child's teachers.





Careers Education

We have an award-winning careers service and support network in place at the Academy. Students benefit from our excellent links with employers and education providers, providing many opportunities to enrich their knowledge and understanding of post-16 education and the world of work. Through our excellent careers advice service we are able to ensure the best outcomes for all students and a large percentage of our students continue their journey on to further and higher education.



ASC Resourced Provision

Our onsite Resourced Provision for ASC sits at the heart of our caring and inclusive ethos within the Academy. For students, our objective is to offer a high level of support so that they can take advantage of the Academy community and activities so far as he/she feels able and with our specialist support and teaching, ASC students are able to access most of their mainstream lessons. Students also have access to a personalised Social and Communication curriculum, which will enable them to progress across the curriculum and in all areas of life.

Extra-Curricular Activities

Every day the Academy provides the opportunity for students to participate in one of the many clubs and societies held during lunchtime and after school. Utilising our first class facilities we aim to inspire students and to build on their talents with a huge range of extra-curricular opportunities, encouraging all members of the school community to be involved.

Our thriving Duke of Edinburgh Award Scheme has been very popular at the Academy. This has given students the opportunity to travel, develop a wide range of skills and be successful in all areas of this award.

Most Able Students

Most Able Students enjoy a range of additional challenges through our INSPIRE programme, where they are nurtured and stretched to achieve, while those needing extra support in their learning benefit from receiving additional specialist help.

Sporting Facilities

A plethora of high standard sporting teams compete all year round, both locally and nationally, with opportunities for all students to take part. Our excellent indoor facilities include a four court sports hall for badminton, basketball, indoor football and indoor cricket, plus a gymnasium, which is utilised for trampolining, fitness and dodgeball. Outdoor facilities boast two football pitches, athletics track, training grid, rounders pitches and a multipurpose games area for hockey, netball, football and cricket.





Advert Teacher of Science

Salary: MPR/UPR as appropriate - TLR a possibility for exceptional candidates

Whole Year/Term Time: Full Time Permanent

Start Date: Easter 2018 or sooner (September start also considered)

Tired of seeing 'exciting opportunities'? Then Thornhill Community Academy may be for you. We won't lie to you - you'll work hard, but within a team of committed professionals who are genuinely passionate about improving the life chances of young people.

We are seeking to appoint an outstanding, inspiring and driven Teacher of Science to join our team and to positively contribute towards our goal of becoming an 'Outstanding' Academy.

You will be:

- An effective classroom practitioner with a proven track record of inspiring and motivating students
- Able to plan for success and evaluate progress and outcomes
- Committed to working closely with the Science team to raise student achievement
- Able to coach, inspire and enthuse students effectively
- Passionate about child-centred educational principles

You can expect:

- Outstanding professional development
- Opportunities for high quality professional development and career progression
- A vibrant and dynamic student body which deserves the very best in teaching and support

Visits to the Academy are strongly encouraged. For an application pack or to arrange a visit please contact Lynn Aston at Thornhill Community Academy on 01924 487730 or via email:

lynn.aston@thornhillcommunityacademy.co.uk

An enhanced DBS disclosure will be required for this position. A conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

Fluency in spoken English is a necessary requirement of the post.

Closing Date: Monday 11th December 2017



Job Description Teacher of Science

Responsible to: **Director of Science**

Core Purpose:

GENERAL CONDITIONS OF EMPLOYMENT

The successful candidate will be expected to work across the age and ability range and will be accountable for developing and enhancing the quality of learning and teaching in Science, leading to a significant and sustained increase in standards of attainment and progress.

Job Purpose:

A commitment to working as part of a cohesive, supportive and forward-thinking team of teachers which has a shared vision to:

- Raise learner attainment and achievement so that all students successfully progress to further and higher education and quality employment
- Support staff to achieve the highest standards of teaching and learning
- Model the highest professional standards
- Ensure that the personal and social development of students results in responsible and active citizens
- In collaboration with others, review the impact of actions taken and respond accordingly
- Maintain the relevant standards as set out in the 'Professional Standards for Teachers'
- Engage actively with parents, carers and other stakeholders

Role as a Teacher

The responsibility of the classroom teacher is to deliver a high-quality learning programme and manage the learning of all students in the groups for which he/she is responsible.

- Carry out the professional duties of a teacher as set out on the national School Teachers' Pay and Conditions Document
- Consistently deliver good or better lessons with own teaching groups
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the students in the Academy and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students



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- To ensure that ICT, Literacy, Numeracy and SMSC are reflected in the teaching/learning experience of students
 - To undertake a designated timetable of teaching and secure good or better attainment and progress with the groups allocated
 - To undertake the responsibilities of Form Tutor for a designated group of students
 - To maintain appropriate discipline through the consistent use of Academy behaviour policies.



Person Specification Teacher of Science

Criteria	Rank	How assessed
Qualified teacher status	A	AF
Higher degree or other relevant professional qualification	B	AF
Evidence of successful experience of teaching Sciences to KS4	A	LOA, REF
Evidence of excellence in the classroom (record of good /outstanding lessons)	A	DL
Evidence of excellent outcomes at KS3 and 4	A	LOA, REF
Curriculum or pastoral innovation	B	LOA, REF, DL
Involvement in training/ mentoring/ coaching	B	LOA, REF
Evidence of appropriate professional development	A	AF, LOA, SP
Commitment to personal development and the development of others	A	LOA, REF
Ability to use assessment data to support other members of the school	B	LOA, REF, SP
Comprehensive knowledge of effective teaching and learning styles	A	LOA, REF, DL, SP
Excellent use of AFL and marking for progress	A	LOA, REF, DL, SP
An ability to articulate a vision for the future of Science	A	LOA, SP
Comprehensive knowledge of the new Science curriculum	A	LOA, SP
A strong understanding of new national performance measures and the role Science plays within them	B	LOA, SP
Thorough knowledge of the role of Numeracy, Literacy and SMSC	A	LOA, SP
Excellent ICT skills for teaching and learning	A	REF, DL, SP
Strong educational principles, centred on total inclusion and equality	A	LOA, SP
Involvement in cross-curricular leadership	B	SP
Evidence of successful intervention strategies relating to Science	B	LOA, SP
High levels of emotional intelligence, honesty and professional integrity	A	REF, DL, SP
An understanding of the role played by adults in safeguarding young people	A	REF, SP
An ability to communicate effectively with the full range of stakeholders	A	LOA, REF, DL, SP
Excellent presentation skills	A	LOA, SP
Sensitivity to the varying needs of young people	A	REF, DL, SP

AF	Application form	Please address all highlighted sections in your application form and accompanying letter of application; criteria ranked B and C will be considered if a large number of applicants have all the essential criteria. References may be sought prior to final shortlisting, so please check you are happy for your referees to be contacted
DL	Demonstration lesson	
LOA	Letter of application	
REF	References	
SP	Selection Process	



Thornhill
Community
Academy
A School • A Family • A Community

Our Mission, Vision & Values

Trust
Openness
Generosity

Equality
Tolerance
Humility

Emotional
Intelligence
Resilience

Excellence TOGETHER

Mission: “All students, no matter what their background or circumstance, gain the skills, knowledge, experience and qualifications they need to lead happy and successful lives and to contribute positively to society.”

Vision: A School . A Family . A Community

A School

All students receive the best education possible that facilitates them to achieve their full potential in a safe, stimulating, aspirational and purposeful environment.

A Family

Every member of the Academy family plays a significant part in its success. Together we achieve excellence, celebrate diversity and succeed within a harmonious environment.

A Community

We all share a love for, and a commitment to, the community we serve. We promote fairness, cohesion, cooperation and community spirit in all that we do.

Values: TOGETHER

Trust

We trust in ourselves and others. We trust in our ability to work hard and to do better.

Openness

We act in an open and honest way. We ask for support when needed and we resolve our issues.

Generosity

We spend time with others, always smile, remember our manners and always be nice.

Equality

We always treat others fairly. We do not judge people because of who they are, what they represent or what they believe.

Tolerance

We accept and celebrate differences. We respect the views of other people, even when we might not agree with them.

Humility

We celebrate our achievements and enjoy our successes remembering to be humble at the same time.

Emotional Intelligence

We think before we act and speak and establish good relationships with each other.

Resilience

We use failure as an opportunity to do better next time. We never give up, we work hard and aim high.