



**Aspirations Academies Trust**  
in association with Quaglia Institute

# Main Scale Teacher Application Pack



**Self-worth  
Engagement  
Purpose**



**Banbury Academy**  
an Aspirations Academy



**Space Studio Banbury**  
an Aspirations Academy

## Welcome to Banbury Campus

Dear Colleague

Every morning I drive to our campus looking forward to the day ahead – I have been here just over eighteen months and this is truly a special and addictive place to work. I have the privilege to work with a committed and dedicated team of staff and a wonderful group of students who deserve only the very best.

**Do you want to make a daily difference to the lives of the children who learn with us?**  
**Can you put your hand on your heart and say that you are consistently a good teacher?**  
**Does your passion for your subject shine through?**  
**Are you genuinely a team player?**

If the answer is yes to these four questions then please read on and apply to become part of our family.

Aspirations Academies Trust places the progress of every student and every colleague at the heart of everything we do. Your happiness and fulfillment at work is just as important as that of the students'. In our Trust we are proactive, ensuring that we recruit staff who have clear leadership potential. We look to grow our own leaders and provide opportunities to do this through professional development programmes alongside colleagues from across the Aspirations Academies Trust. Our key partner in the Trust, Russ Quaglia, is renowned internationally and therefore we are now working on the global stage.

Banbury Campus is located on the southern fringe of the market town of Banbury in Oxfordshire. Our campus community cares for over 800 students, more than 60 teachers and a dedicated team of support staff. Ofsted in April 2016 placed us at RI but, since then, the campus leadership team have secured a Good judgement at Space Studio Banbury and made sustainable improvements in the areas where the report required changes to be made. Our GCSE results in English across the campus were above national average yet again and we had no students who were NEET from the 2017 cohort. Our A level cohort continues to grow and we regularly get amongst the top grades in the local area in the facilitating subjects. We are not complacent however. We know where our areas for improvement are and have measures in place to eradicate these from our practice.

We encourage potential applicants to come and meet our students and see us in action. Please contact Gemma Weber to arrange a date to join us ([gweber@banbury-aspirations.org](mailto:gweber@banbury-aspirations.org)).

We look forward to receiving your application.

Yours faithfully

Sylvia Thomas  
Principal of Banbury Aspirations Campus

## **Job title: Main Scale Teacher**

**Salary: MPS as appropriate**

### **Job Description**

The post holder shall carry out the professional duties as described in the School Teachers Pay and Conditions document in line with the duties as outlined for staff on MPS.

The post holder is directly accountable to the relevant subject co-ordinator

The post holder will be committed to the highest standards in every area of our work and subscribe to a culture where continuous improvement is seen as a reality.

#### **We expect that all employees in our Trust:**

- Promote the Aspirations Academies Trust framework of three guiding principles and eight conditions;
- Actively support the continuous focus on improving a broad range of student outcomes;
- Believe in young people and encourage them to be the best they can be

#### **The purpose of this role is to:**

Raise standards of student attainment and achievement by:

- Planning and delivering consistently good lessons which follow the campus learning structure
- Closely monitoring the progress of all students so that any gaps in learning can be closed
- Providing high quality feedback to all students which empowers them to make progress

#### **Your achievement in this role will entail:**

- Consistently following all campus policies
- Attendance at all Professional Learning Community sessions and engagement with the appraisal process
- A willingness to work with colleagues to continually reflect on your own professional practice and improve upon it
- Meeting all academy deadlines for data entry and responses to parents
- Communicating effectively with colleagues, parents and students
- Excellent attendance at work

**Accountable to:**

The relevant Subject co-ordinator(s)

**General:**

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

**Conditions of Service**

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

**Special Conditions of Service**

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate the nature of such conviction/s.

**Equal Opportunity**

The post holder will be expected to carry out all duties in the context of and in compliance with the academy's Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

**Banbury Academy Day Nursery**

Applicants may be interested to know that we have a full-time (51 weeks per year, 8.00am – 5.30pm) Day Nursery for infants (6 months) to pre-school children on campus. Availability of places and rates of fees can be obtained from Mrs Brooker, Nursery Manager (Tel. 01295 256400).

**Application**

A completed application form and recruitment monitoring form should be sent by email ([gweber@banbury-aspirations.org](mailto:gweber@banbury-aspirations.org)) or post to Gemma Weber at Banbury Academy, Ruskin Road, Banbury, OX16 9HY.

We will meet agreed interview expenses of those invited to interview unless they withdraw unreasonably.



## Main Scale Teacher Person Specification

Assessed by application (A)

Assessed by the recruitment process (R) which will include a tour of the campus and visits to lessons, an hour's lesson observation, sitting a higher GCSE paper in a relevant subject and a panel interview

Criteria	
<b>Knowledge and Qualifications</b>	
Degree or equivalent in a relevant subject	A
Qualified Teacher Status specialising in the teaching of a relevant subject	A
A record of recent high quality and relevant continuing professional development	A
<b>Professional Experience</b>	
Proven track record of recent and consistently good classroom practice with evidence of students obtaining excellent value-added results and GCSE grades	A, R
Track record of extra-curricular support for students	A, R
<b>Teaching and Learning</b>	
Can rapidly build and sustain professional and positive relationships with young people	R
A clear understanding of what constitutes progress of students in the relevant subject	A, R
Ability to interpret and act on a wide range of key data	A, R
An ability to communicate effectively with different audiences, orally and in writing	A, R
<b>Demonstrable values</b>	
A passion for education and commitment to the three guiding principles of the Trust	A, R
A commitment to supporting students and the college team as seen through an excellent attendance and punctuality record	A, R
Honesty and integrity	R
Prepared to listen to the ideas of fellow professionals	R