



Lead Teacher of Science

RECRUITMENT INFORMATION PACK

Ash Hill Academy
Ash Hill
Hatfield
Doncaster
DN7 6JH

RECRUITMENT INFORMATION PACK

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October 2017

Dear Candidate

Thank you for your interest in working at Ash Hill Academy.

This is an extremely exciting time to be associated with the school as we converted to an academy in September 2011 sponsored by Delta Academies Trust (formerly School Partnership Trust Academies).

As an academy within the Delta Academies Trust group of schools, we aspire to build upon our strengths, whilst also seeking to deliver transformational change and sustainable improvement. Through working in partnership, we shall seek to provide the best possible opportunities for young people raising achievement, improving well-being and raising aspirations both within school and the wider community.

The academy serves an area in the North East of Doncaster supporting the communities of Hatfield, Stainforth, Duncroft and Dunsville. As a Delta Trust Academy, we work closely with our partner secondary and primary academies in the surrounding area.

The specialisms of the academy are Mathematics and Visual Arts. This along with an innovative and transformational curriculum ensures that students are given the opportunity to exceed their expected progress, developing a wide range of skills in the support of lifelong learning.

Ash Hill Academy has a rigorous focus on learning and teaching, standards and student well-being. This will continue into the new academy. The expectations of our staff are high and we are seeking to appoint creative, enthusiastic and hardworking colleagues.

The successful candidate will have the opportunity to join a dedicated and hardworking staff who shares the common values and ethos of Ash Hill Academy.

I hope that the information provided within this pack gives you sufficient information to be able to apply for the post and I look forward to receiving your application. Should you require any other information or wish to visit the academy, this can be facilitated by contacting the Recruitment Team on 0345 196 0033.

Yours faithfully

John Higgins
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at www.deltatrust.org.uk

Vision

'Changing lives'

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

Ash Hill Academy's Science Department

We are seeking to appoint a well-qualified, enthusiastic and resourceful Lead Teacher of Science to join the science department and teach across the age and ability range in this 11 – 18 Academy.

The science team consists of 6 teachers, ably supported by 2 excellent technicians and Directors of Science from the Delta Academies Trust. Science is taught in a well-equipped complex consisting of 7 laboratories, preparation rooms, staff room, offices and storerooms. All of the laboratories are fitted with a desktop computer and interactive whiteboard; this enables our staff to use a range of strategies to engage students and develop their knowledge.

Students in Years 7 / 8 follow a two year Key Stage 3 course and choose their Key Stage 4 course to start in Year 9. In Years 9 - 11, students can opt for either the AQA GCSE Trilogy Double Award or GCSE Biology, Chemistry and Physics Triple Award pathway.

In Key Stage 3, the students are assessed using skills / knowledge / application tests. This gives opportunities for students to experience a variety of learning activities, with a particular emphasis on practical skills. In Key Stage 4 students develop skills using the AQA GCSE courses. The Science Department has been rapidly improving, achieving their highest ever GCSE results in 2017.

In Years 12 and 13, students may follow A2 courses in Biology, Physics and Chemistry. Key Stage 5 students are taught through our partnership with other local academies.

The successful candidate will be joining a forward-thinking and dynamic department committed to raising achievement in science for all learners. They will have the qualities to drive standards of teaching and learning, which will excite and engage all learners.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobssouth@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

ASH HILL ACADEMY LEAD TEACHER OF SCIENCE

**Full Time / Permanent
MPR / UPR plus a TLR2b payment**

Required for January 2018

We are seeking to appoint a well-qualified, enthusiastic and resourceful Lead Teacher of science to join our Science department and teach across the age and ability range in this 11 – 18 Academy. Applications from recently qualified teachers would be considered.

The successful candidate will:

- Be an outstanding practitioner
- Have the knowledge and experience, or ambition to teach across the whole range of age and ability within the academy
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

Delta Academies Trust is committed to pursuing the very best for every student to ensure that “no individual is left behind”.

Visits to the Academy are warmly welcomed by appointment through the recruitment team.

Closing Date: Monday 23rd October at 12 noon

Interviews to take place by arrangement between 25th – 27th October

An application pack can be downloaded from

recruitment.deltatrust.org.uk

or by contacting our recruitment team on

0345 196 0095

or email

jobssouth@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure

ASH HILL ACADEMY

LEAD TEACHER OF SCIENCE JOB DESCRIPTION

Post Title: Lead Teacher of Science
Grade: MPR/UPR & TLR2b
Reporting to: Principal / Vice Principal

Purpose of the post:

The Lead Teacher role is to provide pedagogic leadership as an outstanding classroom practitioner, playing a key part in raising standards through the model of their own excellent teaching and by supporting the professional development of their colleagues. The ultimate aim will be to improve the learning experience and increase the outcomes of students, whatever their ability.

Duties and responsibilities:

- To promote and be committed to the academy's aims and objectives
- To maintain and contribute to the development of strategies on Science
- To promote and be committed to securing high expectations for learning and the raising of achievement within the academy
- To effectively teach National and Academy curriculum
- To set appropriate homework
- To mark work, assess, record and report on student progress
- To provide a stimulating learning environment
- To have due regard for maintaining health and safety and security in the area of use
- To contribute to department and academy enrichment programmes
- To assist with the effective operation of subject teams by, individually and with others,
 - Developing schemes of work, resources, teaching and learning strategies
 - Contributing to review, monitoring and evaluation and the development of working practices
 - Participating in working groups and projects
 - Taking part in other professional development activities
- To work with the Science department to improve attainment, classroom practice and professional development,

- Leading the Science team as a model of outstanding teaching
 - Raising student aspirations at all levels
 - Raising attainment across the department through leading improvements in teaching and learning
- To work with other teachers on classroom organisation and teaching methods/providing model lessons,
 - Leading continuing professional development activities
 - Holding workshops on classroom management, differentiation, pace and challenge, co-coaching
 - Matching teaching approaches to student learning styles
 - Demonstrating model lessons
 - Team teaching
 - Developing strategies with colleagues to use with students experiencing difficulties
 - Keeping abreast of the new teaching and learning strategies
- Disseminating best practice based on educational research,
 - Identifying educational research to enhance existing practices
 - Developing action planning based on the needs of the department
- Producing high quality teaching materials,
 - Updating existing and create new schemes of work and supporting their introduction
 - Leading the introduction of new technologies, such as video conferencing, white board technology, the internet and the academy learning platform
 - Sharing good practice with members of staff
- Advising on professional development;
 - Designing and delivering professional development activities
 - Participating in the planning and delivery of focused professional learning days
- Helping teachers experiencing difficulties;
 - Observing and feeding back on the teaching of colleagues experiencing difficulties
 - Providing a structure programme of advice and support
 - Giving constructive criticism
- If required, mentoring Newly Qualified Teachers;

- Providing a weekly discussion and overseeing personal action planning
- Initial Teacher Training;
 - Providing exemplar lessons for trainee teachers
 - Contributing to the assessment of students' teaching practice
 - Participating in the training of teachers within teacher training institutions
 - Acting as mentor to trainee teachers
- Intervention;
 - Providing workshops for identified students
 - Providing targeted support for disaffected or more able students
 - Supporting strategies to help particular groups such as underachieving boys

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

**Person Specification
Lead Teacher – Science**

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
A good honours degree in Science	*		A/C
A teaching qualification together with qualified teacher status (QTS)	*		A/C
Hold AST or Excellent Teacher status		*	A/I
Knowledge of teaching, learning and assessment at KS3, KS4 & KS5	*		A/I
A good understanding of curriculum developments in Science	*		A/I
Understanding of use of data to assess and inform teaching and learning	*		I
EXPERIENCE			
Experience of leading, developing and enhancing the teaching practice of other staff		*	A/R
Experience of teaching A level Science		*	A/I
An excellent classroom practitioner that can model best practise	*		I/R
Relevant management experience		*	A/I
Teach intervention groups at KS3 and KS4	*		A/I
SKILLS			
Excellent classroom practitioner	*		A/I/R
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour/classroom management	*		A/I/R
An ability to demand high standards	*		A/I/R
Ability to lead	*		A/I/R
Ability to work independently and be a team player	*		A/I/R
Ability to develop and support other staff to develop a variety of teaching strategies	*		A/I/R
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	*		A/I/R
The ability to meet deadlines	*		A/I
Good ICT skills	*		A

BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to self and team development	*		A/I
Takes the initiative	*		I/R
Is self motivated	*		I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility.	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
The post holder will require an enhanced DBS	*		C

Key: A=Application, I=Interview and assessment, R=Reference, C=Certificate