



Beacon Academy
Ambitious for excellence in all we do



SCIENCE TECHNICIAN

16.5 hours per week, term time only

Single Status Grade 4

Information for Applicants



CONTENTS

1. Letter from Human Resources
2. Letter from the Headteacher
3. Examination Results
4. Staff Testimonials
5. Job Description
6. Person Specification
7. Applications

North Beeches Road
Crowborough
East Sussex
TN6 2AS

01892 603000

www.beacon-academy.org
Twitter: @Beacon_Academy
Facebook: @BeaconAcademyCrowborough

Headteacher: Ms A Robinson



Dear Applicant

Post of Science Technician

We are seeking applications from dedicated and hardworking professionals with a desire to work in a successful, thriving and supportive 11-18 Academy making a positive contribution to our Science department as a Science Technician. Working as part of our technician's team you will be predominantly supporting Physics, but at times, support Chemistry and Biology. Training is available for the right candidate. The successful candidate will have excellent interpersonal and organisational skills and a genuine desire to help contribute positively to the life of our young people.

The role is for 16.5 hours per week, term time only. Working days will be Wednesday, Thursday and Friday. Working hours are negotiable. This role is paid on Single Status Grade 4, currently £17,173 - £17,681 per annum full time equivalent. Actual salary would be £6,639 - £6,945.

All posts are subject to DBS, health checks and references.

Please find below relevant information, which has been prepared to help you with your application. It includes:

- The job description
- The person specification

Closing date: 10am on Friday 21 September 2018

A completed application form should be returned via email to vacancies@beacon-academy.org. Please be advised that we do not accept curriculum vitae.

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

For further details please contact the Human Resources department on 01892 603078 or email vacancies@beacon-academy.org

Yours sincerely

Human Resources

Post of Science Technician



Thank you for your interest in this post at Beacon Academy.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1300 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

We are immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history. Despite a decline in national GCSE results, we find ourselves once again significantly above county and national averages. These results now place Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

GCSE Success

We have a vast amount to celebrate in terms of our outstanding GCSE results. These exceptional outcomes are a testament to our phenomenal team of staff and hardworking students. Over 77% of our students have achieved five or more GCSEs including English and Maths at grades 9-4 (the new standard pass – the old A*- C grade and above).

Some other highlights are:

- Over 60% have achieved five or more GCSEs including English and Maths at grades 9-5 (a strong pass – the new measure).
- More than a quarter of our students have achieved five or more A* - A grades.
- Nearly half of our students have achieved five or more A* - B grades.

We have also had some truly exceptional subject performances once again this year.

- In Mathematics, a third of the whole year group achieved the very top grades of 9-7 (the old A* - A). 85% achieved grades 9-4 (the old grades A* - C and above) and 67% achieved grades 9-5.

- In English, a quarter of the whole year group achieved the very top grades of 9-7 (the old A*- A). 82% achieved grades 9-4 (the old A*- C and above) and 70% achieved grades 9-5.
- Biology, Chemistry and Physics all achieved over 95% A*- C grades.
- Physical Education and Performing Arts (Drama) achieved 93% and 92% respectively.
- Modern Foreign Languages achieved 89% A* - C for French and 84% A* - C for German.
- Photography achieved 80% A*- C, Art and Design achieved 78% A* - C and Dance 75% A*- C.

A-Level Success

We secured just under 100% pass rate at A-Level. This was supported by an A*- A rate of 30%, A*- B rate of 59% and an A*- C pass rate of 83%. These results are a further increase on consistently improving results. Over 89% in Geography, 86% in Mathematics, 75% in Religious Studies, 100% in English Literature, 71% in Biology, 82% in History and 70% in Chemistry achieved the prestigious A*- B grades.

This is our highest performance ever across the board with our A-Levels and these exceptional outcomes have ensured that our wonderful, hardworking and determined students have been able to secure their futures at their first choice universities. Over 95% of our Year 13 cohort who applied to go to university were accepted to their choice and 47% achieved places at the esteemed Russell Group universities.

National Teaching School and National Support School

Beacon Academy is one of approximately 65 schools nationwide that has been selected to become a National Teaching School in the latest recruitment round, taking a leading role in recruiting and training new entrants to the profession. I am also one of approximately 75 Headteachers to be appointed to the role of National Leader of Education in the latest recruitment round.

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPDL) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL.

We invest in our staff and this has been recognised through the award in November 2015 of the prestigious Investors in People Silver status. This reflects our leadership, management, communication and training across the school.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Science Technician. Please see the details on page 12 on how to apply for this role.

If you wish to have an opportunity to discuss this post informally, please contact Holly Taylor, HR Manager on 01892 603000, or email h.taylor@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Headteacher

EXAMINATION RESULTS

Key Stage 5 - A-Level & Equivalents

	2014	2015	2016	2017
	Beacon %	Beacon %	Beacon %	Beacon %
A* - A	21	24	23	30
A* - B	39	47	50	59
A* - C	76	77	79	83
A* - E	99	99	100	98

Key Stage 5 - A-Levels only

	2015		2016		2017	
	Beacon %	National %	Beacon %	National %	Beacon %	National %
A* - A	21	26	24	26	27	26
A* - B	47	53	55	53	54	53
A* - C	75	77	81	74	80	77
A* - E	99	98	100	98	97	97

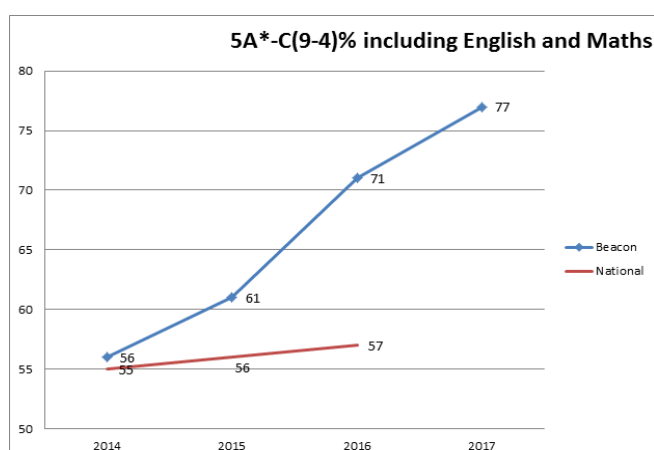
Key Stage 4 - GCSE & Equivalents

	2015		2016		2017		
	Beacon %	National %	Beacon %	National %	Beacon %	National %	E/Sussex %
A* - A	16	-	22	-	30	-	-
Basics (English & Maths @ 4+)	69	58	75	62	77	64	61
Basics (English & Maths @ 5+)	-	-	-	-	59	43	38
5 A* - C including English & Maths @ 4+	61	56	71	-	77	-	-
5 A* - C including English & Maths @ 5+	-	-	-	-	60	-	-
English A* - C (9-4, standard pass)	80	65	80	68	82	68	73
Maths A* - C (9-4, standard pass)	74	63	82	74	84	69	66
English A* - C (9-5, strong pass)	-	-	-	-	70	52	58
Maths A* - C (9-5, strong pass)	-	-	-	-	66	49	43
Ebacc A* - C (9-4, standard pass)	30	24	40	24	36	24	19
Ebacc A* - C (9-5, strong pass)	-	-	-	-	35	21	-
Overall Attendance	94.4	94.8	95	-	93	-	-

Attainment 8	49.1	48.1	53.1	49	54	46	-
Progress 8	0.19	0	0.38	0	0.8	0	-

*Provisional
figures correct at
time of publishing

- Figures
unavailable



STAFF TESTIMONIALS

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy focusing on Progress and Achievement and in my current role as Senior Assistant Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Keith Slattery: Senior Assistant Headteacher



I started working at Beacon Academy in May 2014. My previous role working with vulnerable young people in Kent gave me the skills and experience I needed to apply for the post.

The interview tasks were tough and competition was high, but thankfully by the end of the day, I was informed that I had been successful and would start my new role in a month's time. From the day that I started, I was made very welcome by staff at Beacon and have joined a fantastic team who support each other and work hard to improve the outcomes for the students in our care.

The most rewarding part of my role is building successful relationships with students and their parents in order to support them with any difficulties they may be experiencing at home or in school. I feel settled and confident within the school. I am still learning and being faced with new challenges every day, but challenges that I enjoy and working within a school that recognize the importance of the Student Support role alongside teaching and learning to support the whole child's wellbeing.

Krysten Hicklin: Student Support Services Manager

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I've received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Imogen Mepham: Teacher of Mathematics



Having joined Beacon Academy as an NQT in September 2014, I have been fortunate enough to work alongside a supportive and passionate staff body, led by an exceptional senior team. The School's vision is clear: every student deserves to reach or extend their potential, and every staff member should enjoy and take pride in their role. There is an emphasis on Teaching and Learning, with a wide array of CPD events, and, opportunities to observe and share outstanding practice. The school has high standards on behaviour, which ensures that students can achieve and excel. Ultimately, it is an environment where teachers can teach, and students can learn.

Toby Horrocks: Head of History



At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

**Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life**

JOB DESCRIPTION

JOB TITLE	Science Technician
RESPONSIBLE TO	Technician Team Leader
MAIN PURPOSE OF THE JOB	Under the overall control of the team leader/senior technician, to co-ordinate the use of practical resources and facilities, and provide assistance and advice in meeting the practical needs of the science curriculum, including liaising with teaching staff, and support staff outside the department.

Main Functions

1. To ensure the maintenance of a healthy and safe working environment through:
 - actively contributing to the assessment, monitoring and review of both health & safety procedures and information resources
 - keeping up to date with current procedures and practices through continuing professional development
 - the provision of technical advice and support on health & safety issues to teaching and trainee technical staff
 - the safe treatment and disposal of used materials including hazardous substances and responding to actual or potential hazards
 - the healthy and safe storage and accessibility of equipment and materials
2. To carry out health & safety and risk assessments relating to laboratory work and apply COSHH regulations and assessments
3. To assist the team leader/senior technician with the day to day organisation and development of trainee staff to ensure that essential performance standards are achieved.
4. To contribute to the design, development and maintenance of specialist resources and/or long term projects.
5. To support the team leader/senior technician in ensuring the availability of suitable materials and equipment, helping to compile orders and liaising or negotiating with suppliers and finance departments. This will include sourcing, costing and suggesting economic alternatives to maintain stock levels. Keeping up-to-date records of stock.
6. Under the overall guidance of the team leader/senior technician, to ensure that both routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment are carried out to the required standard.
7. To assist in practical classes and carry out demonstrations
8. To set up and maintain audio visual aids
9. To set up computers and data logging equipment

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

PERSON SPECIFICATION

Science Technician

	<i>Essential</i>	<i>Desirable</i>
Education and Qualifications	<ul style="list-style-type: none"> English Language and Mathematics and/or ICT to GCSE or equivalent 	<ul style="list-style-type: none"> 5 GCSE C or above or equivalent. NVQ 2 or equivalent in a relevant qualification Science degree
Training and Professional Development	<ul style="list-style-type: none"> Commitment to on-going personal professional development 	
Experience	<ul style="list-style-type: none"> General technical/resource support. Dealing with confidential issues Dealing with people on a face to face basis. Knowledge of Health & Safety legislation as it relates to the work of a school 	<ul style="list-style-type: none"> Working with children either paid or voluntary. Full DATA Health & Safety Accreditation NVQ2 in Laboratory and Associated Technical Activities (LATA) or NVQ2 for Laboratory Technicians in Education or Level 2 Certificate in Laboratory Technical Skills or equivalent.
Skills and Abilities	<ul style="list-style-type: none"> Able to work well in a team Good interpersonal and communication skills. Able to establish and maintain good working relationships with pupils, colleagues, parents and others. Effective use of ICT skills Good administrative skills Ability to keep matters confidential. A flexible attitude to work Ability to work under pressure and deadlines. Able to use basic technology – i.e. computer, video, photocopier. 	<ul style="list-style-type: none"> Ability to carry out risk assessments in relation to laboratory work Ability to maintain a range of tools and equipment Ability to prepare equipment and materials for lessons, as requested by the teaching staff
Knowledge and Understanding		<ul style="list-style-type: none"> Understanding of relevant policies/codes of practice and awareness of relevant legislation. Knowledge of COSHH and ESCC regulations in relation

		<p>to the safe handling and storage of chemicals</p> <ul style="list-style-type: none"> • Knowledge of safe working practices in relation to the handling and usage of hazardous equipment and tools • Some knowledge of National Curriculum requirements
Personal .Attributes	<ul style="list-style-type: none"> • Literate • Numerate • Good Sense of Humour • Eye for Detail 	



APPLICATIONS

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2016. Further information can be found on our website.