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**CANDIDATE INFORMATION &**

**APPLICATION PACK**

**Teacher of Science with Chemistry**

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Dear Applicant,

**A message from the Principal**

Thank you for expressing an interest in the post of **Teacher of Science, with Chemistry** at this Academy.

We provide a world class education for boys and girls aged 11-19, in a modern state of the art building that opened in September 2010.

We are situated in the Woodberry Down area which is on the Hackney/Haringey border. We have excellent transport links; 5 min walk from the bus stop or 7 min walk from Manor House tube station which serves the Piccadilly Line.

The Academy Core values reflect those of London’s Olympic & Paralympic Games:

**Friendship  Respect  Equality  Determination  Inspiration  Courage  Excellence**

The Academy is also founded on four key pillars: a strong and non-negotiable behaviour policy; first class and genuine pastoral care; outstanding teaching and learning, and the development of the whole person.

In September 2015 we were very excited to launch our brand new sixth form which offers a wide range of academic and vocational subjects. This year, following our first set of A Level and Level 3 BTec results, 96% of our sixth formers who applied to university received a place, including at institutions such as Oxford, Exeter, Brunel, Leeds, Southampton and many other leading universities.

We pride ourselves on our culture of high expectation for every student and are committed to cultivating a happy, disciplined, caring and respectful environment. Our motto, composed by a pupil is, “Be the best you can”. We passionately believe that every pupil, regardless of background or ability, can achieve.



Skinners’ Academy is a truly great school offering an outstanding all-round education and is determined to be one of the best schools in London. We believe that all pupils, regardless of background or ability, should be supported to excel in all that they do.

Thank you for your interest in our Academy. I look forward to receiving your application.

**Tim Clark**

**Principal**

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**Job Description**

**Post Title:** Teacher of Science – with Chemistry

**Grade:** Main Scale/UPS

**Responsible to:** Head of Departmentfor Science

**Responsible for:** Learning outcomes of students

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**Principal Accountabilities:**

1) Provide high quality teaching and learning experiences for students

2) Fulfil the role of Form Adviser to students

**Main Activities and Responsibilities**

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required and will be negotiated.

1. Teaching and Learning

* Teach to all age groups.
* Experience of GCSE classes
* Be a Form Tutor and/or a Personal Adviser
* Monitor and Identify under achieving pupils from performance data.
* Address underachievement through contributing to Academy strategy as well as developing and implementing department strategies and approaches.
* Provide assessment to students and parents as required
* Fulfil reporting requirements
* Liaise with parents to ensure excellent attainment
* Support extended day activities to enhance pupils’ learning experiences
* Manage the behaviour of students in classrooms and around the academy
* Understand and fulfil all the requirements of Academy policies.

2. Additional Responsibilities

* Ensure that an enterprising approach is adopted by all across the Academy.
* Promote the Academy ethos in which the highest achievements are expected from all members of the Academy community.
* Adhere at all times to professional business standards of dress, courtesy and efficiency in line with the ethos and specialism of the Academy.
* Attend department and staff meetings
* Attend and participate in open evenings.
* Uphold the Academy’s behaviour code and uniform regulations
* Be responsible for ensuring subject knowledge is developed and participate in staff training and development

**Key Organisational Objectives**

The Postholder will contribute to the Academy’s objectives in service delivery by:

* Following Health and Safety requirements and initiatives as directed
* Ensuring compliance with Data Protection legislation
* At all times operating within the school’s Equalities policies demonstrating commitment and contribution to improving standards of attainment
* Adopting client care and quality assurance initiatives
* Fulfilling the role of Form Tutor if required
* Contributing to the maintenance of a caring and stimulating environment for young people

**Special Conditions of Service**

Because of 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 appointment interview.

This post allows substantial access to children; candidates are required to comply with Academy procedures in relation to DBS checks. If candidates are successful in their application prior to taking up post, they will be required to apply for, and hold, an enhanced DBS Certificate.

**Equal Opportunities**

The postholder will be expected to carry out all duties in the context of and in compliance with the Academy Equalities Policies.

Date of issue: ………………………………

Signature of Post holder: ………………………………

Signature of Line manager: ………………………………

**Person Specification**

**Teacher of Science**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| **Qualifications** |  |  |
| Educated to degree level or equivalent | ✓ |  |
| Qualified Teacher Status | ✓ |  |
| **Experience** |  |  |
| Ability to teach Chemistry | ✓ |  |
| Ability to use ICT effectively | ✓ |  |
| Use ICT to raise achievement | ✓ |  |
| A commitment and understanding of the use of ICT within the curriculum | ✓ |  |
| High quality teaching to pupils of all abilities | ✓ |  |
| Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring of work | ✓ | ✓ (NQTs) |
| Demonstrable experience of improving successful student outcomes in the last three years | ✓ | ✓ (NQTs) |
| High quality outcomes | ✓ | ✓ (NQTs) |
| Experience as a form tutor and or/pastoral work | ✓ | ✓ (NQTs) |
| Skills |  |  |
| Personal |  |  |
| Must be well organised | ✓ |  |
| Must be well presented | ✓ |  |
| Excellent communication and organisational skills | ✓ |  |
| Ability to work hard under pressure while maintaining a positive, professional attitude | ✓ |  |
| Ability to organise and prioritise workload and work on own initiative | ✓ |  |
| Excellent creative teaching ability | ✓ |  |
| Commitment to personal career development | ✓ |  |
| Knowledge and Understanding |  |  |
| Developments in the National Curriculum | ✓ |  |
| Developing differentiated scheme of work | ✓ | ✓ (NQTs) |
| Equal Opportunities |  |  |
| Understanding of different social backgrounds of pupils | ✓ |  |
| Understanding the needs of pupils and the appropriate policies and strategies to support them | ✓ |  |
| Understanding the needs of bilingual pupils | ✓ |  |

**

*Woodberry Grove*

*N4 1SY*

*www.skinnersacademy.org.uk*

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Post Title :** | | | | **Teacher of Science, with Chemistry** | | | | | | |
|  | | | | | | | | | | |
| **Personal Details** | | | | | | | | | | |
| Family or Last Name: | | | | |  | | | | | |
| First Name: | | |  | | | | | | | |
| Address: | |  | | | | | | | | |
|  | | | | | | | | | Postcode: |  |
| Telephone (Home): | | | | | | Telephone (Mobile): | | | | |
| Telephone (Work): | | | | | |  | | | | |
| Can we contact you on your work number?: Yes  No  (Tick as appropriate) | | | | | | | | | | |
| Email address: | | | | | |  | | | | |
| **TRN**  **(Teacher Reference Number)** | | | | | | NI Number**:** | | | | |
| **Referees** | | | | | | | | | | |
| One reference **must** be your **present or most recent employer**, the other a previous employer. References will be requested after the short listing process, prior to interview and before an offer of employment has been made in writing. | | | | | | | | | | |
| 1 | Name: | | | | | 2 | Name: | | | |
| Job Title:  Company Name:  Address:  Telephone Number:  Fax Number  Email:  Relationship: | | | | | | Job Title:  Company Name:  Address:  Telephone Number:  Fax Number:  Email:  Relationship: | | | | |
| I hereby authorise you to take up references from my present employer, my previous employer(s) or the people that I have submitted as personal referees, once I have been notified of an invite to interview. In addition, I hereby authorise you to take up other reference checks as you may deem appropriate. | | | | | | | | | | |
| Signed: | | | | | | | | Dated: | | |
| Please give any dates on which you will NOT be available for interview: | | | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| Education and Qualifications | | | | | | |
| Please give details of your education and qualification (most recent first) | | | | | | |
| Dates | | School, College, University, etc | Subject(s) Studied | | | Qualifications/ Certificate/ Grades |
| From | To |
|  |  |  |  | | |  |
| Work related or professional qualifications / membership & NVQ’s etc | | | | | | |
| Dates | | Details : Name of Association / Institute/Qualifications | | | Level/or grade of membership | |
| From | To |
|  |  |  | | |  | |
| Relevant Training | | | | | | |
| Dates | | Title of Course | | | Details | |
| From | To |
|  |  |  | | |  | |
| I hereby authorise you to carry out checks on all and any of my qualifications from any establishment or employer. | | | | | | |
| Signed: | | | | Dated: | | |

If there are any gaps in your employment or education, please explain them here

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Present or last employment** | | | | | | | | | |
| Post: |  | | | | | | | | |
| Name and Address of Employer: | | | |  | | | | | |
|  | | | | | | | | | |
| Date Commenced: | | |  | | | | Grade / Salary: |  | |
| Is your present post your sole regular employment? Yes  No  (Tick as appropriate)  If No to the above please name your other employer(s): | | | | | | | | | |
| Reason for leaving / wishing to leave: | | | | |  | | | | |
| Notice required/Date left (if applicable): | | | | |  | | | | |
| Outline of main duties: | | | |  | | | | | |
|  | | | | | | | | | |
| Previous employment | | | | | | | | | |
| Starting with your most recent job, please give a summary of all employment, including any relevant unpaid work. Please explain any breaks in employment dates. | | | | | | | | | |
| Dates | | | Employer | | | Post Title / main duties | | | Reason for leaving |
| From | | To |
|  | |  |  | | |  | | |  |

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| **Where did you see this post advertised? *If seen on the internet, please specify website*:** |  |
|  | |
| Are you related to, or the partner of, any member or employee of the Academy? If so, please give details (failure to disclose such information shall disqualify the candidate concerned): | |
|  | |
| Please use this section to support the information that you have already provided regarding your suitability for this post and how you meet the requirements of the post. Include everything that is relevant (such as training and experience gained through out-of-work activities) as concisely as possible. Continue on a separate sheet(s) if necessary. | |

Please tick boxes as appropriate in the following sections:

|  |  |  |
| --- | --- | --- |
| **Other details:** | | |
| Do you have the legal right to live and work in the UK? | | Yes  No |
| Is this subject to having a work permit? | | Yes  No |
| You will need to produce photographic identification and proof of the above if you are called to interview. | | |
|  | | |
| **Disabilities** | | |
| Do you have a disability as defined by the Disability Discrimination Act 1995? | | Yes  No |
| **If 'yes'** please give brief details to tell us if there is support which we can provide at interview or in employment if you are offered the job. | | |
|  | | |
| **Personal declarations**  The position you are applying for involves contact with children and is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England & Wales). For these positions you are not entitled to withhold information about police cautions, bind-overs, or any criminal convictions, including any that would otherwise be considered ‘spent’ under the act. | | |
| **Convictions** | | |
| Have you ever been convicted of any offence or bound-over or given a caution | | Yes  No |
| **If ‘Yes’** please give details on a separate sheet and attach it to this form in a sealed envelope marked ‘Confidential Disclosure’.  *It will be a condition of your employment that you inform the Academy if you are convicted of any criminal offence (including driving offences). Failure to do so may result in disciplinary action being taken including the termination of your employment.*  If you are provisionally offered this post, you will be required to undergo a (DBS) Disclosure & Barring check. Please refer to the DBS Code of Practice for further information. Having a criminal record will not necessarily be a bar to obtaining a position at the Academy. | | |
| **Prohibition from Teaching**  In accordance with the requirements of The School Staffing (England) (Amendment) Regulations 2013, any future appointment is subject to a check with the Department for Education (Dfe)to ensure that you are not subject to a prohibition order or an interim prohibition order. | | |
| **Data Protection Act** | | |
| Information from this application may be processed for purposes registered by the Employer under the Data Protection Act 1998. Individuals have, on written request and on payment of a fee of £10 the right of access to personal data held about them.  I hereby give my consent to the Academy processing and retaining the data supplied in this application form for an appropriate period of time for the purpose of recruitment, selection and employment. | | |
| Signed: | Dated: | |
| **Declaration**  I declare that the information I have given on this form is complete and accurate and that I am not banned or disqualified from working with children nor subject to any sanctions or conditions on my employment imposed by The Independent Safeguarding Authority, the Secretary of State or a regulatory body. I understand that to knowingly give false information, or to omit any relevant information, could result in the withdrawal of any offer of appointment, or my dismissal at any time in the future and possible criminal prosecution. | | |
| Signed: | Dated: | |
| *All candidates applying for employment via email will be require to sign and date this form if invited to attend an interview* | | |

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| Equal Opportunities Recruitment Monitoring Form | |
|  |  |

Please complete this monitoring form and return with your application form. Below we explain why the details that you provide are important both for you as an applicant and for us as an organisation committed to equal opportunities. An applicant with a disability who meets the essential criteria for the job (with a reasonable adjustment where appropriate) will be invited to interview.

The Academy is working towards equal opportunities in employment, with the aim of ensuring that everyone who applies to work for us receives fair treatment. To help us to achieve this aim we ask you to complete this monitoring form. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and for no other reason.

We understand that some applicants will be hesitant to provide the personal details requested, but please be assured that this information is confidential and will only ever be processed or analysed on a completely anonymous basis. By completing the information you will be helping us to ensure that you and others receive fair treatment when applying for jobs with us.

The request for this information and the uses to which it will be put are within the scope of the Data Protection Act 1998 which allows for the collation and reporting of sensitive data for monitoring purposes.

**Please complete this form, which will be detached from your application form before your application is progressed to the short listing stage of the recruitment process.**

The monitoring form will be kept separate from the job application form, to ensure that none of the information you have provided is used in the selection decision. The information that you provided will be treated as strictly confidential and only used to monitor the fairness of our recruitment and selection procedures.

If you have any queries or concerns about any part of this monitoring form, please write to the Principal and we will look into the points that you raise.

Thank you for completing this form. We wish you success with your application.

|  |
| --- |
| Equal Opportunities Recruitment Monitoring Form |

***HOW TO COMPLETE THIS FORM****: Mark your responses by putting an 'X' in the box or by clicking on the appropriate box*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **1.** | | **I consider my gender to be:** | | | | | | | | | | | | | | | | | Male | | | | |  | | | | | Female | | | | |  | |
|  | |  | | | | | | | | | | | | | | | | |  | | | | |  | | | | |  | | | | |  | |
| **2.** | | **I consider myself to have a disability:** | | | | | | | | | | | | | | | | | Yes | | | | |  | | | | | No | | | | |  | |
|  | |  | | | | | | | | | | | | | | | | |  | | | | |  | | | | |  | | | | |  | |
| **3.** | | I would describe my racial or cultural origin as:- | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  |  | | | | | | |  |  |  | |  | | | | | | | | | |  | |  | |  | | |  | | | | |  |
|  | **a** | **Asian** | | | | | | |  |  | **b** | | **Black** | | | | | | | | | |  | |  | | **c** | | | **Chinese** | | | | |  |
|  |  | Asian – Bangladeshi | | | | | | |  |  |  | | Black – African | | | | | | | | | |  | |  | |  | | | Chinese | | | | |  |
|  |  | Asian – British | | | | | | |  |  |  | | Black – British | | | | | | | | | |  | |  | |  | | |  | | | | |  |
|  |  | Asian – Indian | | | | | | |  |  |  | | Black – Caribbean | | | | | | | | | |  | |  | | **d** | | | **Irish** | | | | |  |
|  |  | Asian – Pakistani | | | | | | |  |  |  | | Any other Black background  please specify | | | | | | | | | |  | |  | |  | | | Irish | | | | |  |
|  |  | Any other Asian background  please specify: | | | | | | |  |  |  | |  | |  | |  | | |  | | | | |  |
|  |  |  |  |  | |  | | | | | | | | | |  | |  | |  | | |  | | | | |  |
|  |  |  | | | | | | |  |  |  | |  | | | | | | | | | |  | |  | |  | | |  | | | | |  |
|  | **e** | **Mixed** | | | | | | |  |  | **f** | | **White** | | | | | | | | | |  | |  | | g | | | **Other Ethnic Group** | | | | | |
|  |  | Asian & White | | | | | | |  |  |  | | White British | | | | | | | | | |  | |  | |  | | | *please specify:* | | | | |  |
|  |  | Black & White | | | | | | |  |  |  | | White European Union | | | | | | | | | |  | |  | |  | | |  | | | | |  |
|  |  | Any other mixed background | | | | | | |  |  |  | | Any other White background | | | | | | | | | |  | |  | |  | | | …………………………… | | | | | |
| please specify: | | | | | | | please specify: | | | | | | | | | |
|  |  |  | | | | | | |  |  |  | |  | | | | | | | | | |  | |  | |  | | |  | | | | |  |
| **4.** | | **I am aged:** |  | | **Years** | | | | |  | | | **Months** | | | |  | **Date of Birth (DD/MM/YY):** | | | | | | | | | | | | | | |  | | |
|  | |  |  | |  | | | | |  | | |  | | | |  |  | | | | | | | | | | | | | | |  | | |
| **5.** | | **How did you hear about the vacancy for which you have applied?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | | |  | | | | | | |  | | | | | | | | |  | | | | | |  | | | | | | |  | |
|  | | Intranet (Skinners’ employees only) | | | |  | | | | | | | Job Centre Plus | | | | | | | | |  | | | | | | Professional Journal \* | | | | | | |  | |
|  | | Internet\* | | | |  | | | | | | | Friend or relative | | | | | | | | |  | | | | | | Other \* | | | | | | |  | |
|  | | Evening Standard | | | |  | | | | | | | National Press \* | | | | | | | | |  | | | | | | \*jobs.tes.co.uk | | | | | | |  | |
|  | |  | |  | | |  | | | | |  | | |  | | | | |  | | | | | | | | ………………………………… | | | | | | | |
| **6.** | | I am a member or follower of the following religious group: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  |  | | | | | |  | |  | | | |  | |  | | | | |  | | | | |  | | | | |  |  | | |  |
|  | **a** | **None / No religion** | | | | | |  | |  | | | | **d** | | **Hindu** | | | | |  | | | | |  | | | | | **g** | **Sikh** | | |  |
|  |  |  | | | | | |  | |  | | | |  | |  | | | | |  | | | | |  | | | | |  |  | | |  |
|  | **b** | **Buddhist** | | | | | |  | |  | | | | **e** | | **Jewish** | | | | |  | | | | |  | | | | | **h** | **Other** | | |  |
|  |  |  | | | | | |  | |  | | | |  | |  | | | | |  | | | | |  | | | | |  | *please specify:* | | |  |
|  | **c** | **Christian** | | | | | |  | |  | | | | **f** | | **Muslim** | | | | |  | | | | |  | | | | |  |  |
|  |  |  | | | | | |  | |  | | | |  | |  | | | | |  | | | | |  | | | | |  | ………………………… | | | |

I hereby give my consent to Skinners’ Academy processing the information given above in accordance with the purposes stated above.

Signed: Date:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | | | | |
| **TO BE COMPLETED BY APPOINTING OFFICER ONLY** | | | | | |
| **Short Listed** |  | **Interviewed** |  | **Appointed** |  |

**Completed applications to**: [***recruitment@skinnersacademy.org.uk***](mailto:recruitment@skinnersacademy.org.uk)

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**Teacher of Science, with Chemistry**

**MPS/UPS**

**Required for January 2018**

**SKINNERS’ ACADEMY**– ***provides a world class education for boys and girls aged 11-19, in a modern state of the art building.***

We offer an exciting opportunity for the right candidate to join a truly great school.

We are seeking to appoint a dynamic Teacher of Science, with Chemistry to join our successful and established Science department.

Skinners’ Academy offers an outstanding all round education and believes that all our students, regardless of background or ability should be supported to excel in all that they do.

The Science team are committed to delivering innovative and inspirational lessons to students of all ages and abilities.

Please note this post allows substantial access to children. Therefore in accordance with our Safer Recruitment Policy the successful candidate will be required to apply for, and hold, an enhanced DBS (Disclosure & Barring Services) certificate. The Academy will arrange this for you prior to you taking up your post.

**In compliance with our Safer Recruitment Policy CV applications are not accepted**

**Closing date for applications is 16 October 2017 at 12 noon**

**Interviews will be held w/c 16 October 2017**



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