The Dearne ALC
Aspiration Ambition Achievement





Associate Faculty Leader: Science
Teachers Main Scale (TLR 2b £4587)
Required September 2018

Recruitment Information Pack

The Dearne Advanced Learning Centre
Goldthorpe Road, Goldthorpe, Rotherham, S63 9EW

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Dear colleague

Welcome to the exciting opportunities offered by working as an Associate Faculty Leader in Science at The Dearne ALC.

I am delighted you are interested in joining our Science team, a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Barnsley.

The Dearne is a very special learning community filled with talented and creative staff, all of whom share my vision for excellence in teaching and learning. The last few years have seen a positive transformation of almost every aspect of our work and OFSTED confirm 'great things' are happening at the school.

With rapidly rising results, 'Good' for Behaviour & Safeguarding in our most recent OFSTED inspection and a collective drive for improvement; this is exactly the right time to join the team! OFSTED commented that our shared Dearne Value words - 'ambition, respect and kindness are publicised and promoted throughout the school'. If you embody those values as well as high aspirations, then you will be very successful working with us!

The Associate Faculty Leader in Science opportunity offers the chance to innovate, build a new faculty focused on even higher levels of success and develop new ways of working to ensure students across the school achieve their full potential. This is a career making opportunity for the right person and if that is you, you will be hardworking, have very high expectations and have a clear commitment to changing young people's lives for the better. The children and families of The Dearne deserve nothing less.

You will be committed to rapidly deliver an 'Outstanding' provision and you will have recent experience of contributing towards achieving outstanding results. You will be nurtured and developed as a member of teaching staff so that you are perfectly placed for a middle leadership role in the future.

It is a privilege to lead The Dearne. I am passionate about my students and my staff. There is a shared sense of purpose and a vision for success which inspires me on a daily basis. If you are appointed, you will belong to a truly aspirational body of professionals who really care about our young people.

With kindest regards



Chris Robinson | Principal



The Students at The Dearne ALC welcome you

Dear applicant

My name is Millie Ashley and I am proud to introduce myself as Head Girl at the Dearne ALC. The Dearne ALC is an intellectual and passionate environment filled with both determined and ambitious students and staff working together as a team to achieve the best.

Kind regards

Miss Millie Ashley
Head Girl

Dear applicant

I am proud to introduce myself as Head Boy at the Dearne ALC. To say I get to work with a team of talented and determined staff makes me really happy. Personally, I feel that the bond between members of staff and students make the school an environment that, I feel, nowhere else could offer.

Kind regards

Master Louie Barker
Head Boy

#teamdearne

Staff Wellbeing at the Dearne ALC

The health and wellbeing of all our employees is of high importance. Our workforce performs at a high pace to ensure our children exceed expectations and achieve outstanding results. Therefore we are passionate about investing in the health and wellbeing of #teamdearne.



Car valeting, mobile mechanic service whilst you work, professional ironing and dry cleaning service, medical services including NHS health programmes, blood pressure checks, flu vaccinations, diabetes checks, smoking cessation services and counselling are all examples of services we make available to our staff.

Social events have included competing in the South Yorkshire Workplace Games where we won the 'Spirit of the Games' award. In the Summer Term the Teaching & Learning Oscars were introduced in house. These events promote positive mental health and empower staff morale.



We massively promote mental wellness. Key colleagues are trained in recognising and supporting mental health issues. We provide bespoke prevention and early intervention strategies as an additional support to our employees.

Our commitment to staff wellbeing has been recognised throughout the Local Authority. In 2014 Barnsley Council presented our school with a Silver Award for the achievement of good practice in workplace health. In 2015, we hosted a business conference on workplace health alongside Barnsley Council and XPO. The Dearne was invited to present a case study on our staff wellbeing strategies. This is published in the RAND research report on workplace health earlier this year. In addition to this, we proudly hold Investors in People Bronze status.



We very much hope to welcome you to #teamdearne!

Science Faculty Vision: Come and be part of it!

It is the vision of the faculty to ensure all our children understand:

- how science plays a pivotal role in everything they do, see and hear;
- how science can be used to make sense of the world to find answers, cures, treatments and improvements to everyday lives;
- how science touches everyone from the very young to the very old and can bring comfort and hope to many, as well as expectation and uncertainty;
- how science can be used to look to the future and the past to avoid mistakes;
- how science can inspire generations to engage, invent, explore and discover;
- how science can cause conflict in ideologies and stimulate discussion;
- how science promotes critical thinking, deep thinking skills, debate and opinion.

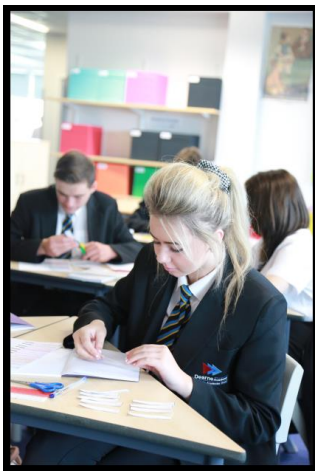


The Science Faculty: Curriculum, Teaching and Learning

The teaching in our Science Faculty deals with the academic aspects of the subject and also historical and current developments, applications in everyday life and the social, environmental and economic implications. All students study at least two science GCSEs covering chemistry, physics and biology with the option to study three separate sciences.

The faculty is housed in nine purpose-built and well-provisioned laboratories, all of which are equipped with interactive whiteboards. We are well resourced with equipment to support the delivery of teaching and practical work and have an experienced and knowledgeable laboratory technician who promotes and supports the delivery of high quality science practical work. In addition, students have access to a number of different research sources such as text books, science video clips and revision material.

There is a heavy emphasis on the practical element of the subject and the faculty strives to make the study of Science an enjoyable and worthwhile experience, enabling pupils to develop an interest in, and understanding of, its application to the world in which we live. To deepen understanding and conceptualise the material taught, we expect regular opportunities for practical work whether it be an in depth scientific investigation or a range of kinaesthetic activities.



We try hard to engage students in STEM activities and have many resources to inspire creativity. We facilitate STEM clubs within the department and we are interested in promoting science leadership skills for our students.

We expect that our lessons include the teaching of scientific literacy and skills. We understand the importance of metacognition and strive to provide our students with the skills to learn.

We aim to develop our students so they can access examination questions, provide answers that include the correct terminology and have a sound understanding of command words.
Good maths skills are fundamental to success in science and our students progress well in this subject. We utilise this strength by giving students the opportunity to apply their maths knowledge to scientific situations whether that be by processing data collected in practical tasks or by reading and understanding data in unfamiliar contexts. We have a rigorous system in which we expect our students to retain, recall and apply physics equations.

You as a key player at the Dearne ALC

Our commitment to training and developing our staff is central to the improvements we have made over the last 3 years. As a new member of staff at the Dearne, you will be offered bespoke training to support you in your new role. Again, OFSTED commend the 'impressive array of training opportunities and seminars for staff' and you will be able to access weekly CPD and a seminar programme in addition. We know you are our most precious resource and so we are committed to ensuring you get the best training we can provide to help you grow into the best professional you can be.

This is a very exciting time to join The Dearne. Every member of staff is an important piece in the jigsaw which will become the Outstanding Dearne provision. You will join us as we are rapidly improving, rigorously driving and securing significant success.

Does this sound like you?

Do you want to be a part of something very special?

Then join us at The Dearne!

Our superb Dearne students



The students at the Dearne are a wonderful group of young people. They are lively, outgoing and have much to say for themselves, a characteristic we encourage!

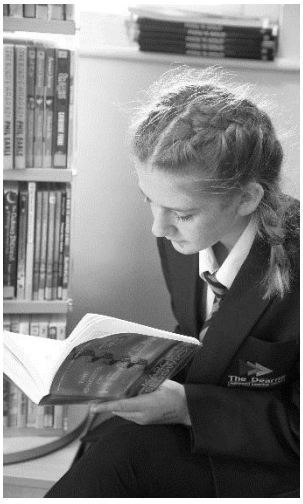
Most of our students live in local communities with high levels of socio-economic deprivation. We believe they deserve an education that is outstanding, full of ambition and aspiration. That is what you commit to providing, if you work at The Dearne.

In December 2014 OFSTED praised our students highly. They said behaviour was 'Good' and:

> *'Students behave consistently well in lessons because they are keen to learn'.*
>
> *'Behaviour around the school is calm and considerate'*
>
> *'Students respond swiftly to requests from staff and incidents of unacceptable behaviour are rare'.*
>
> *'Students move around the school calmly and with consideration for others. They wear their uniform with pride'*

We recognise this as our school on a daily basis and know our students are fine young people whose futures are worth committing to.

Parents and carers



Students are well supported by parents and carers who likewise overwhelmingly want the very best education for their children. We offer many opportunities to liaise with our community through Progress weeks held at the end of every term to review our young people's progress and attainment; rewards events where parents are invited to join us; many evening performances and in the past events such as the community cinema where such films as Frozen - Sing-a-long create truly memorable evenings!

Our partner primary schools

We have a 6-week innovative transition for our year 6 to year 7 students and have excellent working relationships with our primary partner schools to ensure a smooth transition. We are now innovating around schemes of work, 'bouncing books' and other initiatives which mean there is a genuine locality hub of schools working together in the best interest of our community.

Other links

We have close relationships with a number of other local schools to share best practice and support our students. We are a lead local school for attendance improvements and our 'SWAPP' scheme to support disaffected students has likewise been commended.

Application Process

Application forms is available on the TES website www.tes.com.

A letter of application (no more than 2 sides of A4) is required detailing how you meet the personal specification and why you are the best candidate for the role. You are also required to complete the on-line application form on TES.

Any concerns or queries please email dearnerecruitment@thedearnealc.org.

The closing date for applications will be 9am on Tuesday 22 May. Interviews will take place Thursday 24 May. Details regarding interviews will be confirmed with short listed candidates.

All applications will be acknowledged by the next working day.

THE DEARNE ADVANCED LEARNING CENTRE
Goldthorpe, S63 9EW| Principal: Chris Robinson | NOR: 998



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Associate Faculty Leader: Science
TMS/UPS (TLR2b £4587)
(Plus access to a tailored CPD package)
Required September 2018

'There is an impressive array of training opportunities for staff' Ofsted 2016

'Values such as ambition, respect and kindness are publicised and promoted throughout the school. This has helped to improve students' behaviour and attitudes to learning' Ofsted 2014

The Dearne ALC (11-16) is proud to serve the Dearne Valley communities and we are within easy access of the A1 motorway meaning Leeds, Wakefield, and Sheffield are on our door step.

Candidates must be able to teach across the ability and age range, supporting the development of a core subject to the highest standards for all pupils at Key Stages 3 and 4.

Career development recruitment incentives:

- £500 each year invested in your own CPD programme
- Access and support to follow middle leadership programmes from the outset e.g. NPQML, Teaching Leaders
- Candidates should be looking at this post as a career pathway to middle leadership
- We advise you to come in and speak with the Principal and Vice Principal to discuss the above and shape the next 3 years of your career, thus this post is suitable for both RQTs and experienced teachers.

We moved out of the Serious Weaknesses Ofsted category to Requires Improvement in 2014 where Ofsted confirmed 'great things are happening at this school'.

- Our Progress 8 figure compared to similar schools is 0.00 which means out children make national average progress.
- We are an inclusive community school focused on making sure that all our young people achieve academic success.

We love to help our students learn and value the staff who help them do so, thanks to:

- An outstanding 'teaching school standard' professional development programme for staff at all stages of their career.
- A leadership development programme for all interested high-quality staff.
- A staff social and sporting committee who promote regular opportunities for well-being and team building.

We are looking for an Associate Faculty Leader: Science who really cares about helping our students succeed and is willing to support the development of a core faculty. This role would be a perfect first promotion for an experienced and talented Science teacher. You will be joining a faculty who:

- **Put students first -** We create differentiated resources that are engaging and student-centred; our innovative lessons inspire our students to achieve. Our consistently high standards of delivery drive improvements and raise aspirations across both key stages.

- **Supports CPD and career development –** We support and challenge each other's teaching through frequent CPD, team meetings, peer observations and coaching and mentoring for all new staff.

- **Value team spirit and positive working relationships –** We support each other through team-teaching and collaborative planning, fostering a positive working environment.

Join our team and build a wonderful career in a school you are passionate about with students you love to help learn. Visits are welcome and these can be arranged by contacting our Principal, Chris Robinson, via her PA on 01709 892565 ext 1229 or Felicia Swann, HR Manager on 01709 892565 ext 1204.

In joining The Dearne ALC you can expect a supportive culture within a school with very high aspirations, moving forward at pace. If you believe that instilling aspiration and ambition can transform the lives of young people then we would love to hear from you.

The closing date for applications will be 9am on Tuesday 22 May. Interviews will take place Thursday 24 May. Details regarding interviews will be confirmed with short listed candidates.

As safer recruiters an enhanced disclosure from the DBS will be required for this post.

The Dearne ALC – Associate Faculty Leader: Science
JOB DESCRIPTION

JOB TITLE:	Associate Faculty Leader in Science
TEAM/FACULTY:	Science
JOB PURPOSE:	To lead aspects of the faculty and work at a strategic level to rapidly improve progress
SALARY:	Teacher Main Pay Scale (TLR2b £4587)
ACCOUNTABLE TO:	Director of Science

STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Associate Faculty Leader: Science will be accountable for ensuring outstanding achievement through the development of teaching and learning that drives standards and ensures all students make outstanding progress.

As a member of the school's Pedagogy in Practice Team, the Associate Faculty Leader: Science will contribute effectively towards the whole school development of Teaching and Learning.

STRATEGIC AIMS – SCHOOL IMPROVEMENT PLAN STRANDS

STRAND 1

VALUES & ETHOS

- Support the Director of Science and Assistant Director of Science in securing the commitment of colleagues, including any non-teaching staff designated to the faculty, to the vision, ethos and policies of the school and to promote the highest levels of outstanding achievement.
- Embed ambition and drive rapid and sustained improvement across the faculty to swiftly secure high levels of achievement and student success beyond national expectations.
- Play an active part in the school's Pedagogy in Practice Team to drive whole school improvement through the development of outstanding Teaching and Learning, particularly literacy across the curriculum.
- Across the faculty, support and challenge colleagues to achieve the school's strategic priorities.
- Implement appropriate aspects of the school improvement plan at faculty level; routinely quality assuring, monitoring and evaluating success of strategies.
- Work to remove all barriers to learning and progress for every single – *no child left behind.*
- Be an outstanding role model for both staff and students by promoting positive relationships.

BEHAVIOUR & SAFETY

- Embed the Dearne Value words into the life and work of the students in the faculty to support the raising of expectation and aspiration.
- Through rigorous monitoring and support, work with the Director of Science to ensure that colleagues within the faculty implement and adhere to the school's behaviour management policy, ensuring the health and well-being of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all.
- Appreciate and support the role of others within the faculty providing feedback to support progress and challenging underperformance.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Communicate with parents in a professional manner at all times, promptly responding to parental enquiries by telephone, letter or email as appropriate.

STRAND 2

ACHIEVEMENT & STANDARDS

- Work with the Director of Science and Assistant Director of Science to ensure that assessment data is used effectively within the department and in a formative way to drive progress beyond national expectations.
- Arrange faculty intervention to address underperformance and swiftly secure high levels of achievement and success beyond national expectations.
- Work with the Director of Science & Assistant Director of Science to identify and eliminate barriers to learning across the faculty and ensure that currently low performing groups including all FSM students, SEN and boys rapidly secure and sustain significantly high achievement compared to national figures.
- Support colleagues in the preparation of high quality lessons and schemes of work, facilitating the effective use of assessment for learning across the subjects and key stages within the faculty to ensure that high aspirations impact positively on raising achievement beyond national expectation.
- Work with the partner primary schools to facilitate a smooth transition from KS2 to KS3 for students in subjects within your faculty area.

TEACHING & LEARNING

- Make clear and purposeful links with all faculties to share effective teaching and learning resources and strategies that will rapidly improve literacy skills for all learners at all levels.
- Play an active part in shaping the direction of teaching and learning across the whole school by being part of the Dearne Pedagogy In Practice Group, contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.

- Lead faculty INSET on teaching and learning issues, contributing to the dissemination of current developments and thinking in Science.
- Conduct learning walks, work scrutiny, student and teacher voice to plan and deliver high quality CPD to enhance the practice of colleagues within the faculty leading to rapid and sustained progress for students.
- Create Schemes of Work that are appropriate for and accessible to all students.
- Create a climate within the faculty whereby effective, independent learners are supported through innovative and challenging lesson design to maximise their potential.
- Deliver faculty CPD on practice that includes:
    - Lesson planning that fully supports the whole school drive to improve the teaching of literacy and numeracy across the curriculum, working collaboratively with those who have a whole school lead on these strands
    - Creating an outstanding climate for learning
    - Planning for differentiation/inclusion
    - Developing questioning techniques
    - Engaging boys
    - Student leadership in the classroom and independent learning
    - Business & Enterprise opportunities
- Consistently model the teaching of good or better lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.

STRAND 3

WIDENING OPPORTUNITIES

- Coach and mentor colleagues to drive standards of teaching and learning, particularly the innovative use of modern technologies to enhance learning and progress.
- Develop the skill set of colleagues to provide succession planning within the faculty.
- Lead colleagues in the faculty to create weekly extra-curricular opportunities for students to increase enjoyment and engagement in Science.
- Deliver coaching programmes to improve the quality of teaching.
- Contribute effectively where necessary to the induction programme for new teachers and those who are new to the school.
- Organise with staff and students competitive and collaborative competitions, e.g. debating sessions and spelling competitions.

LEADERSHIP

- Challenge underperforming staff, put in place appropriate support and monitor and evaluate progress towards agreed targets.
- Actively develop leadership and management skills in others.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Create, innovate and implement student leadership opportunities across the faculty.
- Manage budgets for the faculty, being accountable for planning and allocating resources across the teaching groups and over the academic year.

GENERAL

- Take on specific leadership and management tasks related to the day to day running of the faculty.
- Deputise for the Director of Science and Assistant Director of Science when necessary.
- Undertake administration and organisation of the faculty as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

SAFEGUARDING

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

Please note:
As with all job descriptions, the information provided above is intended to be a detailed overview of the core responsibilities and accountabilities; individual job descriptions should not be seen, and indeed are not intended to be 'straight-jackets' as duties and responsibilities will inevitably vary over time, particularly as here when there is the development of new posts.

All staff responsibilities continue to be reviewed to maximise school improvement through negotiation with the Principal.

April 2018

The Dearne ALC – Associate Faculty Leader: Science
Person Specification

Key Element	*Detail of personnel specification*	*Essential*	*Desirable*	*Method*
1. Relevant Experience	You will have a proven track record of: 1. Teaching in education at a senior level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	2. Experience of successful preparation of students for GCSE Science.	✓		A/I/R
	3. Successful experience of monitoring, evaluating and improving student achievement in Science at Key Stage 3 and Key Stage 4.	✓		A/I/R
	4. Designing and developing resources to support learning.	✓		A/I/R
	5. Successful teaching experience in the secondary phase - Good or Outstanding outcomes under the new OFSTED framework	✓		A/I/R
2. Qualifications	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in a Science related subject		✓	A/C
	3. 'A' level in a Science subject	✓		A/C
	4. 'A' level grade in a Science subject at C grade or above		✓	A/C
3. Training	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R

4. Specialist Knowledge and Skills	You will be able to demonstrate: 1. An up to date knowledge of the latest developments in Science teaching	✓		A/I/R
	2. Excellent subject knowledge in Science	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. An understanding of equal opportunities in secondary education	✓		A/I/R
	7. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
5. Personal Attributes	You will be able to demonstrate you are or have: 1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive – a self-starter and a task completer; a 'can-do ' positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence – a ' hands–on' approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
	6. Commitment to learning for self and others and the	✓		A/I/ R

	development of own and others' skills and knowledge			
	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R
	8. Commitment to professional development in self and others – to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to the principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships – a desire to do the right thing because it is ***the right thing to do*** and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R

Key: A = Application C=Certificates I = Interview R = References