



Job Application Pack

Teacher of Science

Salary: Main Scale/UPS

Contract: Full Time, Permanent

Closing Date: 9.00am 1st December, 2017



Message from the Academy Principal

Dear candidate

Thank you for expressing your interest in the teacher of science vacancy at Sharnbrook Academy.

I am delighted to be able to introduce you to Sharnbrook Academy and the tremendous opportunities this school offers the young people of North Bedfordshire.

Sharnbrook Academy is a member of the Sharnbrook Academy Federation and Multi-academy Trust. As an Ofsted graded good school, we continue to develop our practice and provision to ensure we provide the best education for all of our students.

It is a privilege to lead a school where the staff are dedicated, hard-working and continually go beyond what is required to serve the best interests of our students.

Our students are well behaved, focused and eager to learn. In September 2017, we moved from being an upper school (ages 13-18) to a secondary school (ages 11-18). The addition of our younger students has added another dimension to the school and has made it an even more vibrant and energetic learning community.

At the heart of our school community lies the belief that everyone matters and that, together, we can improve and grow. We aim to provide a safe working environment for staff and students.

Sharnbrook Academy is a school where people will be challenged, inspired and encouraged to be the best person they can be!

Simply, this is a great place to work, and it is the reason why I am now in my 25th year.

If you feel that you would enjoy the challenge of working in this vibrant, dynamic, busy school within our MAT, then we would love to hear from you, and we look forward to receiving your application.

Peter Rattu
Academy Principal



Message from the Executive Principal

Sharnbrook Academy Federation (SAF) exists to provide an outstanding education for all our students, putting their progress at the heart of everything we do.

Sharnbrook Academy Federation currently (September 2017) has five member academies, the SAF Teaching School Alliance and SAF Pilgrim Partnership Initial Teacher Training. This will continue to evolve as further schools join our multiacademy trust. Now that Bedford Borough has changed to a two tier education structure, our academies reflect this in their age ranges.

The SAF Board runs the multi-academy trust and has four committees: the Finance Committee; the Risk and Audit Committee; the HR and Pay Committee; and the Education and Learning Committee. The SAF Board has delegated some matters to these committees and some matters to individuals.

As executive principal, I have overall responsibility for the management of the academies in the federation and am the accounting officer for the multi-academy trust. There is an academy principal within each SAF academy.

Each academy has a Local Governing Body (LGB) to ensure clear challenge and support for each individual academy. Although some tasks are delegated to the LGBs, accountability always sits with the SAF Board.

SAF has a subsidiary company: Pilgrim Academy Trading Ltd.

We are very proud of the work we do at SAF in the very best interests of the students in our care and thank you for your interest in our academies.

If you would like to know any further information then please do not hesitate to get in touch.

Iain Denning
Executive Principal



Application details

Thank you for your interest in the Teacher of Science vacancy at Sharnbrook Academy. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

How to apply

Should you wish to apply for the post, please complete our online application form, which requires a covering letter. Letters should be addressed to the Human Resources Department and clearly demonstrate your suitability for this role.

Application forms can be downloaded from the school website www.sharnbrook.beds.sch.uk. Wherever possible, please provide email addresses for your referees.

Applications will be shortlisted and processed upon receipt. Previous applicants need not apply.

Closing date

Please ensure your application arrives by 9.00am on the closing date of **Friday 1st December 2017**.

Interview

Interview dates for this role are likely to be during week commencing 4th December. If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Sharnbrook Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers, the Disclosure and Barring Service and the list of those prohibited from teaching or working within the profession.



Teacher of Science

Full time - required for January 2018

For the ideal candidate, we will consider an April or September 2018 start.

This is an excellent opportunity to work within our state of the art Science Centre, comprising 17 laboratories, a seminar room and large activity area. Our team includes six experienced science technicians who allow for well organised and thoroughly resourced practical activities during lessons. Working together, we aim to ensure that every pupil is inspired and supported to achieve their personal best and are looking for colleagues who share this sense of purpose.

Our continued success at GCSE results in a large number of students opting to study sciences at A level, providing ample opportunity for the right candidate to teach across the full age range. As part of the team, it is important that you are able to deliver challenging lessons that communicate your own enjoyment of your subject and in doing so promote a genuine passion for science and its place in today's world. You will be part of a very successful, mutually supportive and forward-thinking department, as well as providing pastoral support to students through our vertical tutoring system. Applications are welcome from experienced teachers as well as NQTs.

We can offer:

- o possibility of recruitment and retention allowance;
- o the opportunity to join a highly successful school and multi-academy trust;
- o a stimulating and creative working environment where extracurricular activities flourish;
- o an exceptional CPD provision tailored to your needs, including a well-developed NQT programme for NQTs;
- o career/secondment opportunities within our MAT schools;
- o childcare vouchers and an on-site nursery for babies and pre-school children;
- o a subsidised on-site gym membership option.

This pack contains further details of the post, the academy and the staff.



Information to applicants:

Dear applicant

This letter attempts to give you a clearer idea of the nature of the science department and, hopefully, something of the 'feel' of the school.

The science department at Sharnbrook Academy has been a centre of academic excellence and learning innovation for many years – and the tradition continues! In November 2010, we moved into a superb multi-million-pound science centre, comprising 17 laboratories, a seminar room and large activity area. The department is very well equipped for experimental work, and we also have mobile units of laptops. There are 22 teaching staff, 6 laboratory technicians, a science HLTA and an administrator. We believe in creating opportunities for strong staff professional development and progression. The department works as a close and very supportive team.

All students begin a **three** year GCSE programme in year 9. The top 40-50% follow a separate science GCSE route, whilst the remainder will take the new combined 'double science' GCSE. All of our GCSE science courses are with AQA.

In the sixth form, biology, chemistry and physics are studied at advanced level. Numbers choosing to undertake science-based courses have always been very healthy and many students have received superb results, including winners of the Salters Horners prize for physics, leading to university entry at all levels through to Oxbridge.

We are hoping to appoint an enthusiastic and committed colleague who has the desire to keep learning and progressing professionally. Sharnbrook is an academy that is optimistic about education and the opportunities that we are able to offer young people; we hope to appoint staff who will share this optimism.

Whatever the outcome of your application, I hope you will have found this information interesting and, should you apply and be called for interview, that your visit to the school will be a valuable one.

Should you require any further information, please do not hesitate to contact me at the school.

Yours sincerely

Laura Watt
Director of Science



Job Description

POST: Teacher of science

RESPONSIBLE TO: Head of department

JOB PURPOSE: To maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the secretary of state.

KEY AREAS OF RESPONSIBILITY:

Teaching & learning

- To manage student learning through effective teaching in accordance with the department's schemes of work and policies.
- To ensure continuity, progression and cohesiveness in all teaching.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of student needs and ensure equal opportunity for all students.
- To set homework regularly (in accordance with the school homework policy), to consolidate and extend learning (use of ICT and web) and to encourage students to take responsibility for their own learning.
- To work with SEND staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the department team to improve the quality of teaching and learning.
- To set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect that allows students to feel safe and secure and promotes their self-esteem.
- To ensure standards of behaviour and appearance of students.

Monitoring, assessment, recording, reporting, and accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
- To contribute towards the implementation of IEPs as detailed in the current code of practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess students' work systematically and use the results to inform future planning, teaching and curricular development.



- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- To keep an accurate register of students for each lesson. unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

Subject knowledge & understanding

- To have a thorough and up-to-date knowledge and understanding of specifications for examination courses.
- To keep up-to-date with research and developments in pedagogy and the subject area.

Professional standards & development

- To be a role model to students through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- To cover for absent colleagues as is reasonable, fair and equitable.
- To co-operate with the school in all matters concerning health and safety and specifically to take reasonable care of their own health & safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the school and department handbooks and support all the school policies, e.g. those on health and safety, citizenship, literacy, numeracy and ICT.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's appraisal system and performance management procedures.
- To be involved in extracurricular activities such as making a contribution to after-school clubs and visits.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare.
- To undertake any reasonable task as directed by the head of department.
- To be aware of the role of the governing body of the school and to support it in performing its duties.



- To be familiar with and implement the relevant requirements of the current SEND Code of Practice.
- To consider the needs of all students within lessons (and to implement specialist advice), especially for the following students:
 - SEND;
 - gifted and talented;
 - PP;
 - EAL.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the postholder will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.



Person Specification

Teacher of Science

ATTRIBUTES	ESSENTIAL	PREFERRED
Education/ Qualifications	<p>5 GCSEs or equivalent including English, maths and science</p> <p>Degree level qualification in relevant subject area</p> <p>QTS status</p>	<p>ICT competency qualifications or proof thereof</p>
Experience	<p>Evidence of planning sequences of lessons in line with specification requirements</p> <p>Understanding of the exam board and subject assessment objectives and accurate assessment of this in students' work</p>	<p>Experience/evidence of previously working with sixth form students</p> <p>Experience of being a form tutor</p> <p>Evidence of responding to a challenging environment</p>
Skills/ Knowledge/ Aptitude	<p>Extensive subject knowledge</p> <p>Evidence of working effectively and flexibly to meet deadlines</p> <p>Creative and innovative approach to teaching and learning</p> <p>The ability to integrate ICT effectively into their teaching</p> <p>Manage workplace activities safely</p> <p>Manage resources effectively</p> <p>High levels of written and oral communication</p>	



SHARNBROOK ACADEMY

	<p>High levels of numeracy/analytical skills</p> <p>Evidence of appropriate and effective communication with parents</p> <p>Ability to act on own initiative</p> <p>Relate well to both adults and young people</p> <p>Be an organised team player with a willingness to engage with our strong, mutually supportive culture and contribute your own ideas</p>	
Other	<p>Enthusiasm and passion for the subject</p> <p>Willingness to undertake appropriate professional development</p>	

Sharnbrook Academy Federation is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment



Current Senior Leadership Team

Peter Rattu	Academy Principal
Esther Gray	Deputy Principal – Teaching & Learning and Professional Practice
Sarah Brooks	Deputy Principal – Challenge and Achievement
Karen Tunnicliff	Deputy Principal – Curriculum and Student Experience
Ginny Green	Senior Lead – Welfare, Guidance and Support
Charlotte Hawker-Smith	Senior Lead – School Improvement, Teaching and Learning
Judith Chadbourne	Academy Finance Manager



Our values

Creating confident, rounded young people

- We will provide the very best learning experience for all via innovative teaching which celebrates resilience, intellectual excellence and independence.
- Staff know all their students and their potential, responding to individual needs while communicating their own role in achieving expected outcomes.
- Students are valued, no matter who they are, not just as academic performers; we celebrate all their achievements.

Community

- Sharnbrook values honesty, fairness and integrity and understands that we exist within a community where staff, students and parents work as a team and respect and trust each other, supporting the promotion of British values.
- We will listen to staff, students and parents, engaging and empowering parents to support us in educating their children, communicating our shared values effectively to our community.
- We will ensure a safe, secure environment for all at Sharnbrook.

Cultivating a passion for learning

- We will convey our passion for lifelong learning and the enjoyment of education, teaching lessons that inspire whilst ensuring that all staff and every student feels valued and supported.
- Staff will be supported in developing their teaching and curriculum knowledge through training and research.
- Staff will work collaboratively to get the best from students.
- We will provide high quality feedback to all students about how to achieve targets, adopting a coherent approach that still reflects differing departmental needs.
- We will promote excellent behaviour by applying a clear and consistent behaviour policy, known by all.

To summarise

- We have high expectations of students and staff.
- We believe every student can succeed.
- We ensure barriers to learning are challenged and overcome.
- We expect teaching to be well planned, varied and stimulating.
- We expect learning to be active, focused, social and engaging.
- We insist on high standards of behaviour at all times.



Achievements and results

At Sharnbrook Academy we believe that examination success allows our students to make the very most of their lives and student achievement is at the very heart of everything we do.

We have developed a curriculum design to challenge students, offering them the very best preparation for examination success and the skills and confidence required to make full use of those qualifications.

Exciting, engaging and inspiring lessons lie at the centre of our curriculum and as a school we constantly strive to provide your child with the very best educational experiences.

Should a student require additional support, Sharnbrook Academy provides a range of support services that will ensure every student's success, whatever their individual educational needs.

Sharnbrook Academy GCSE Results 2017:

- 25.5% of GCSE qualifications were graded A or A*, with 77.6% grades A*- C in English and maths
- 81 students achieved 5 or more A*/A grades
- 48 students achieved 8 or more A*/A grades

Sharnbrook Academy A-Level Results 2017:

- 25.9% of exams were awarded A*/A grades
- We achieved a 99.1% pass rate
- 23 students achieved 3 or more A*/A grades
- 88 Students achieved 3 or more A*-B grades
- 73% of our students achieved 3 or more A levels pass grades

Pastoral

At Sharnbrook Academy we pride ourselves on the quality of care, guidance and support given to individual students. At the core of this provision is a year system led by a head of house, assistant head of house and supported by tutors, student services and learning support teams.

This system provides students with the care they need whilst allowing them to nurture friendships and develop a strong sense of community.



Tutors play an active role in ensuring that students are happy, well supported and fully engaged in school life and serve as the first point of contact between school and home. There are regular updates of pupils' progress through reports, online data, and parent consultation days.

Sharnbrook Academy is a very caring community and the health, happiness and well-being of students underpins our overall ethos and philosophy.

Contact details

Sharnbrook Academy, Odell Road, Sharnbrook, Bedfordshire. MK44 1JL

School reception - 01234 782211 | information@sharnbrook.beds.sch.uk

Sixth Form reception - 01234 782191 | 6admin@sharnbrook.beds.sch.uk