



# Teacher of Science

## Application Pack

Pool Hayes Academy  
Castle Drive  
Willenhall  
WV12 4QZ

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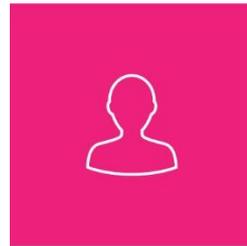


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# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

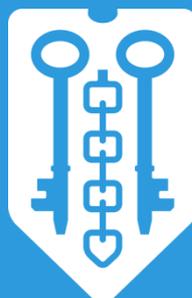
As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.



# 02. Pool Hayes Academy Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working together to achieve our best in a supportive and safe environment.



## Pool Hayes Academy

Based in Willenhall, in the West Midlands, Pool Hayes Academy is a fantastic academy for 11-18 year old pupils and retains strong links within the local community making itself a genuine hub for the locale.

The academy draws its pupils largely from Willenhall and we having experienced substantial growth over the last two years. The range of intake has grown significantly and is currently over-subscribed.

### **Academy Ethos**

Our academy ethos is displayed all around the school and is known as the RAPS. It stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in our pupils and students throughout their time at our school and when they go out into the wider world.

### **The Pool Hayes Key for Learning**

The Pool Hayes Key for Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### **Ofsted**

The academy is making positive strides forward and prior to becoming an academy, most recently securing its first ever 'good' grades for Leadership & Management, Personal Development, Behaviour & Welfare and 16 to 19 Study programmes. Nonetheless, having begun its recent journey from a low base, the current excellent momentum needs to be continued as the academy moves onwards towards outstanding.

To find out more, please visit [www.poolhayes.attrust.org.uk](http://www.poolhayes.attrust.org.uk)

# 03. Job Description

## Teacher of Science, Secondary Academy

The post holder will be expected to undertake duties in line with the professional teacher standards for qualified teachers and work towards meeting these standards.

Key responsibilities are:

- To embrace our vision
- To champion a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- To champion a culture and systems which ensure that safeguarding and child protection are of the highest priority
- To ensure that pupils are offered world class 21st century learning opportunities
- To deliver lessons that are rated as good or better
- To engage with and follow all academy policies and procedures
- To inspire students to achieve their very best
- To support the development of our family of academies.

## Specific Responsibilities

## 03. Job Description

### Overview

The successful candidate will:

- > To provide leadership, direction and ensure that the department is managed and organized to meet the aims and objectives of both the academy and the department
- > work collaboratively within and outside of their department
- > champion a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > have responsibility for the continued transformation of the quality of teaching and learning within the department so that all pupils consistently make progress which is better than pupils nationally
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils.

### Pupils

The successful candidate will ensure that:

- > pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > they support the monitoring of progress of the academy's pupils
- > they maintain the progression standards for main scale teachers
- > pupils receive lessons that make effective use of resources including ICT
- > pupils receive efficient, effective and appropriate education according to their individual needs and abilities
- > the academy's Behaviour Policy is implemented effectively.

### Curriculum

The successful candidate will ensure that:

- > they work with others to plan highly effective lessons, schemes of work and curriculum maps
- > they review own lessons and effectiveness of own planning and that of others in the department
- > there is a commitment to promoting learning at every level and exploring the development of new strategies and techniques, including technologies
- > there is the use of the latest environmentally sound technology in all aspects of the work of the academy
- > there is an enquiry and active learning orientated curriculum to develop pupil self-worth, confidence and self esteem
- > they contribute to development of Curriculum, Homework and other projects
- > they plan with LSA(s) to meet individual students on the Additional Needs Register.



### Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, setting an example in terms of professional standards and leadership.

### Other

The successful candidate will:

- > undertake adhoc duties as required
- > plan for assessment for learning in every lesson
- > ensure levelling is accurate
- > ensure all students engage and achieve in lessons
- > lead a tutor and mentor group
- > work closely with all support colleagues
- > form effective relationships with parents and other parties
- > liaise as necessary with other recognised bodies or agencies in the furtherance of the academy's needs or those of any child, employee or parent/carer.



# 04. Person Specification

## Teacher of Science, Secondary Academy

### Information for candidates:

The person specification provides an outline of the experience, skills, and abilities we expect the successful candidate to possess. You should match your own skills, experience, and abilities to those listed below and provide examples of how you have demonstrated the criteria. People with disabilities will be offered an interview where they meet the Essential Criteria alone.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• degree in appropriate subject</li><li>• has qualified teacher status</li></ul>	<ul style="list-style-type: none"><li>• evidence of recent and relevant continuing professional development</li></ul>
Experience	<ul style="list-style-type: none"><li>• experience of successfully applying a range of teaching strategies</li><li>• demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils</li><li>• proven ability to deal with a wide range of student behaviours</li><li>• recent work in a UK secondary school/academy</li></ul>	<ul style="list-style-type: none"><li>• experience of teaching post 16</li><li>• experience of inclusion strategies to support children with SEND</li><li>• proven ability to effectively work with a range of stakeholders including parents and organisations</li><li>• experience as an examination marker</li></ul>
Safeguarding	<ul style="list-style-type: none"><li>• displays commitment to the protection and safeguarding of children and young people</li><li>• has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li><li>• will co-operate and work with relevant agencies to protect children</li></ul>	

## 04. Person Specification

<p>Leading, Learning and Teaching</p>	<ul style="list-style-type: none"> <li>• demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• has excellent and current knowledge of all curriculum requirements and can implement, monitor and support these effectively</li> <li>• can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• has an excellent understanding of assessment and how it can be used to improve pupils progress</li> <li>• is committed to continuous learning including for professional development</li> </ul>	<ul style="list-style-type: none"> <li>• has a track record of securing high standards and at least good progress for all pupils</li> <li>• is an outstanding classroom practitioner within secondary education</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> <li>• has an excellent understanding of assessment and how it can be used to improve pupil progress</li> </ul>
<p>Developing self and working with others</p>	<ul style="list-style-type: none"> <li>• can ensure effective planning, allocation, support and evaluation within the classroom</li> <li>• can develop and maintain a culture of high expectations for self and for others</li> <li>• can review own practice, set personal targets and take responsibility for personal development</li> <li>• can manage own workload and that of others to allow appropriate work/life balance</li> <li>• can maintain confidentiality</li> <li>• can articulate and understand current educational issues</li> </ul>	<ul style="list-style-type: none"> <li>• can demonstrate a proven track record of developing self within an educational context</li> <li>• can show resilience in the face of challenge</li> <li>• has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect</li> </ul>



# 05. How to apply

## Pool Hayes Academy, Willenhall, West Midlands.

### Salary:

Teachers' Main Pay Scale  
£22,917.00 - £33,824.00 per annum

### Closing date:

Monday 21 May 2018 - Midday

### Interviews:

To be confirmed

### Start Date:

September 2018

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01902 368147.

### Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies) or  
[www.poohayes.attrust.org.uk/vacancies](http://www.poohayes.attrust.org.uk/vacancies)

# Forward as one. Improving Education Together.

**Address:**

Academy Transformation Trust  
Suite 413  
Jewellery Business Centre  
95 Spencer Street  
Birmingham  
B18 6DA

**Visit:**

[academytransformationtrust.co.uk](http://academytransformationtrust.co.uk)

**Call:**

0121 632 2340 / 2341

**Email:**

[office@academytransformation.co.uk](mailto:office@academytransformation.co.uk)

@AcademyTrust

