



SCIENCE TUTOR RECRUITMENT INFORMATION PACK

Garforth Academy
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Leeds
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RECRUITMENT INFORMATION PACK

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February 2018

Dear Applicant

Post: Science Tutor

I am delighted that you have shown an interest in working at Garforth Academy part of Delta Academies Trust. Garforth Academy is a vibrant and inspiring place to learn and to work. We are always looking for colleagues who are already outstanding in their field, or have the potential to become outstanding, to join our staff team and make a contribution to the lives of our young people.

Garforth Academy has a well established reputation for excellence in education for our students and we continue to be one of the highest performing and most successful schools in the north of England. We want all of our students to achieve their potential and we make sure that there are no limitations or barriers to reaching the highest possible standards of academic, social and personal development.

We have a hugely talented and committed staff team, with a range of well qualified and dedicated professionals to make sure that our curriculum, guidance, care and support meets the different needs of every young person and we pride ourselves on having high expectations which ensures that our students are well organised, caring and supportive of each other and also personally ambitious. Our strong tradition of success is built on a firm foundation of strong pastoral care and we ensure a climate for learning which is calm, well ordered and secure, and focused on achievement and success.

Garforth Academy enjoys the many benefits of being a member of the Delta Academies Trust; a group, or 'family' of schools of different age ranges and contexts. This enables good practice, expertise and resources to be shared between our group of schools and ultimately enables us to offer greater collaboration between each other and a wider range of learning opportunities and extra-curricular opportunities for our students. We are commended by Ofsted as an 'Outstanding' school, and receive regular national recognition from the DFE, HMI and the School Network for our excellent provision. As part of the Delta Academies Trust we are also one of only a handful of Academies accredited with Teaching School status and we have been awarded National Support School status, both of which enable students and staff to work alongside learners and colleagues from all walks of life, we currently have international partnerships with schools in South Africa and India and are developing a wider international network of schools across the USA and Europe.

We pride ourselves on very close, open and positive relationships with parents and carers, expect them to be fully involved in supporting the learning of their son or daughter, we are very active in our local and wider community, and as a Specialist Academy for Performing Arts and Applied Learning, we provide many first class specialist facilities for both students at our Academy and also our partners across our communities. Above all, we are committed to working together as a team. We believe that by working together we can ensure opportunity and success for everyone. Every young person has unlimited potential and together we can make sure that this potential is fulfilled.

I look forward to receiving your application.

Andy Woodhouse
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatrust.org.uk**

Vision

‘Changing lives’

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the ‘Seven Principles of Public Life’
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobswest@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

Tutor

£18 per hour for unqualified teachers

£25 per hour for qualified teachers

Casual hours, as required.

To start as soon as possible

We are seeking to appoint enthusiastic, reliable, and self-motivated Tutors to work in small groups and possibly including 1 to 1 work as well, with a view to raising student levels of attainment.

The successful candidate will:

- Be an excellent practitioner
- Have the knowledge and experience to tutor students across KS3 & KS4 and the whole range of ability
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of student achievement, personal development and well-being are achieved.

Closing Date: **Wednesday 28th February 2018, 12 noon**

An application pack can be downloaded from

www.recruitment.deltatrust.org.uk

or by contacting our recruitment team on

0345 196 0095

or email

jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

JOB DESCRIPTION

Tutor

Salary: £18 per hour for unqualified teachers
£25 per hour for qualified teachers

Hours: Casual

Responsible to: Vice Principal, Learning Leader

Responsible for: N/A

Purpose of the job:

To deliver tuition to identified students, in small groups or on a one to one basis.

Duties and Responsibilities

- To deliver tuition through organising and supporting the learning of identified students in order to raise their levels of attainment. To lead on improving rates of progression for identified students by liaising with the key stakeholders about the learning
- To meet with the class teacher before tutoring, to identify areas for development and support, plan the student's personalised learning programme and agree outcomes
- To establish a relationship and understanding of learning needs before tutoring begins and agree time and location of tutoring
- Liaise with the class teacher during the tuition
- Provide feedback to class teacher/Vice Principal and agree next steps
- Liaise, as required, with a range of contacts, to include: Principal, Class teacher and/or subject leader and students
- Maintain strict confidentiality in relation to the performance of children
- To complete such comparable duties as may be required by the Line Manager or Principal.
- The job description will be reviewed as appropriate and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the academy in relation to the post holder's professional responsibilities and duties.

**PERSON SPECIFICATION
TUTOR**

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
PGCE/Cert Ed		*	A/C
Educated to A' Level standard in relevant subject	*		A/I
The ability to be an excellent classroom practitioner	*		I/R
Understanding of health and safety issues and good practice	*		A/I
EXPERIENCE			
Previous experience of working with young people		*	A/I
Experience of delivering similar courses		*	A/I
SKILLS			
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour management	*		A/I/R
An ability to demand high standards	*		A/I/R
Work independently and be a team player	*		A/I/R
An ability to develop good working relationships with students and staff	*		A/I/R
Effective time-management	*		A/I
The ability to meet deadlines	*		A/I
Good ICT skills	*		A
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to self and team development	*		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health & Safety and Child Protection policies	*		A/I
The post holder will require an enhanced DBS check if offered the position	*		C

Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate