



# Robert Barclay Academy

## Education for a changing world

*Part of Scholars' Education Trust*

#Leadersnotfollowers

### Vision:

In our school community, we have high aspirations for every individual. We firmly believe it is our duty to provide the very best all round educational experience and prepare students for a happy and successful life in an ever changing world!



## TEACHER APPLICATION PACK

# Teacher of Science

**NQT/MPS/UPS (Full-time) Possible TLR (Head of Year or in Department)**

Plus London Fringe Allowance and up to £1500 relocation bursary

Further Scholars' Education Trust benefits are also available (see within)





# Robert Barclay Academy

Education for a changing world

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Dear Candidate,

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are looking for an enthusiastic Teacher of Science to join our very successful and cohesive department. The successful candidate will be dedicated and creative, an effective teacher and have ambition to develop their leadership skills further. We work collaboratively within the school and with the other schools across the Multi-Academy Trust and ensure that, whether you are relatively new into teaching, or more established, **you are fully supported** to ensure that you will be a success.



You will be joining the school at an exciting time: we are continuing our journey of rapid improvement. Since becoming part of the Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations. Sixth Form A-Level results also placed us in the **top 25% of all schools nationally** for value-added.

Our students are our biggest asset; they are polite and well-mannered, well presented and take a pride in their school. Teaching and Learning is at the heart of everything that we do. We were particularly pleased with the feedback from a Local

Authority Review (March 2016) “...**lessons are exceptionally well planned, with good resources and effective differentiation for various groups of students**”. We continue to challenge ourselves and demand the best from our students in order that every student makes the progress they deserve.

Our ultimate aim is, of course, to be outstanding in every area. Quite simply, we want to ensure that ‘hand on heart’, we are providing the best education for our students. They deserve it, and **we want to ensure it is better here than anywhere else**. It is this mission that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working Science Department. Your support and leadership will **make a real difference** to continue the journey of success of the department.

As an ‘outward-facing’ school, we work closely with Sir John Lawes School, Harpenden, Samuel Ryder Academy, St. Albans and the Alban Teaching School Alliance and we are a PiXL school, with the benefits of training, ideas and resources all these strong connections bring. **I believe in the power of collaboration** in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an ‘Outstanding’ MAT.

This pack contains lots of information about the school and the department. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

**Ced de la Croix,**  
**Headteacher**



# Meet the Team

***As a core department, we value the importance of teamwork. We support each other, working collaboratively across all key stages, sharing schemes of learning and resources to maximise opportunities for creativity and team-teaching. Together, we ensure the highest standards of learning in the classroom.***

## **Head of Department**

Charlene Simons (Starts Sept 2018)

Rajiv Manek

Assistant Head of Science/ Head of Year 8

Nev Guijarro

Assistant Head of Science

Rabia Ghazi

Teacher of Science (School Direct)

Terry Singh

Teacher of Science

Nick Parmar

Teacher of Science

Elena Rodionova

Teacher of Science

Kathleen O'Brien

Science Specialist Teaching Assistant

Gordon Franklin

Senior Science Technician

***How could you develop and support this successful and cohesive team towards further success?***



## **Introduction**

Science is a well established and popular department within the school which has considerably raised standards over the last three years so that the department is well above national averages, with positive progress. Due to this success at GCSE, A-Level Science is also now a popular option and the department is expanding. The location of the school is well suited to support aspects of physical Science such as land use and river features. We are surrounded by mature woodland and there is the opportunity to use our outdoor classroom in the grounds.

## **Examination Results**

Our results have improved considerably at GCSE and A-level over the past 3 years and projections are secure for examination results this summer. We have strong curriculum maps and schemes of learning alongside good quality teaching at all levels across the department.

	<b>Core</b>	<b>Additional</b>	<b>Triple (Single)</b>
<b>2014-15</b>	42%	48%	N/A
<b>2015-16</b>	62%	43%	93%
<b>2016-17</b>	<b>70%</b>	<b>69%</b>	<b>87%</b>
<b><i>National (2016-17)</i></b>	48%	58%	90%

## **A-Level Results**

The School uses ALPS to measure performance in the Sixth Form and this year the department gained an ALPS Grade 1 (top 5% of all schools nationally) for Biology A Level and ALPS Grade 3 (top 25 of all schools) for Chemistry. This marks a further significant improvement on previous years and reflects the positive trajectory the department is on.



## **Students and Curriculum**

In Years 7 and 8 (Key Stage 3), students are taught Science in Tutor Groups, with the opportunity to set across half years. From Year 9 students start their GCSE Science courses and groups are set by ability.

### **Key Stage 3**

In Years 7 and 8, students follow the Key Stage 3 Curriculum. The students have 6 hours a fortnight.

### **Key Stage 4**

We currently study the AQA exam board. Students start GCSE Science in Year 9 so they have 3 years to complete the course. The students have 9 hours a fortnight in Years 9 to 11.

### **Key Stage 5**

At Key Stage 5, we offer A-Levels in Biology, Chemistry and Physics and we currently follow the AQA exam board.

## **Resources**

The local environment provides an excellent resource for the department. We also benefit from good ICT facilities and an excellent library. For physical Science we have the full range of equipment including ranging poles and clinometers. Due to some curriculum cross-over, the department has developed good links with the Maths Department. Schemes of Learning are constantly being developed and improved. There will be the opportunity to develop the resources according to your expectations and experience.

The laboratories are centred around a central office and prep room. All teaching rooms have an interactive touch-screen TV and a standard whiteboard.

We never rest on our laurels; we strive to inspire students and to improve their enjoyment and achievement in Science lessons through trips, extra-curricular and clubs.



## **Teacher of Science**

### **Full Time or Part Time**

***Inclusive of London Fringe allowance and up to £1500 for relocation.***

**Salary - NQT/MPS/UPS plus possible TLR (Head of Year or in Department) for the right candidate.**

***Other Scholars' Education Trust benefits are also available.***

**Start date: September 2018**

Robert Barclay Academy is part of Scholars' Education Trust (formerly Sir John Lawes Academies Trust). We are looking for an enthusiastic Teacher of Science to join our dynamic teaching team who are committed to the continued progression the school is making.

NQT's are welcome to apply for this post as we have an established NQT Trust programme.

The Academy is part of Scholar's Education Trust creating a formal link with Sir John Lawes School (OFSTED Outstanding). We offer an innovative induction programme and professional development programme both at Robert Barclay Academy and across the Trust, recognising that our staff are the key to our success.

If you are interested in joining us at this exciting time, further details and an application pack is available from [HR@scholarseducationtrust.co.uk](mailto:HR@scholarseducationtrust.co.uk) or on 01727 859382.

**Closing date for applications: 9am 5th June 2018**

**Date of Interview: TBC**

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Scholars' Education Trust is an equal opportunities employer. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.





# *Teacher of Science*

## **Aim and main purpose of the job**

To secure high quality teaching; effective use of resources; and improved standards of learning and achievement for all students.

## **Teaching and Managing Pupil Learning**

### **The Teacher of Science will:**

- Be able to teach across the full range of age and abilities
- Act as a role model in their own high quality teaching
- Set expectations and targets for students in relation to standards of achievement
- Engage with staff in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies
- Participate in curriculum development to ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum programme
- Monitor the progress of students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success

## **Assessment and Self-Evaluation**

### **The Teacher of Science will:**

- Agree, monitor and evaluate subject student progress targets in KS3, KS4 and post 16 public examinations to make a measurable contribution to whole school targets
- Follow and contribute to clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement
- Use data effectively to identify students who are underachieving and, where necessary, create and implement an effective intervention plan
- Assist the designated line-manager in evaluating the standards of leadership, teaching and learning, consistent with the procedures in the school self-evaluation policy and to use this analysis to take action to improve further the quality of teaching

## **Relationships with Parents and the Wider Community**

### **The Teacher of Science will:**

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about the curriculum, targets and attainment
- Communicate effectively, both orally and in writing, with parents and governors





# *Teacher of Science*

## **Managing Staff and Own Performance**

### **The Teacher of Science will:**

- Prioritise and manage their own time effectively
- Take responsibility for their own professional development
- Share good practice resulting in a tangible impact on student learning
- Form constructive relationships with staff including team working and mutual support
- Actively implement the key aspects of the school's behaviour management policies
- Be a form tutor
- Make a contribution to the wider school life including specialist Science enrichment activities
- Contribute to faculty planning and developments

## **Strategic Leadership**

### **The Teacher of Science will:**

- Contribute fully to a faculty development plan which contributes positively to the achievements of the school development plan

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.



Personal Qualities	Essential	Desirable
<b>Knowledge and Understanding</b>		
* Good awareness of current educational developments	✓	
* Clear understanding of current issues related to the subject	✓	
* Ability to plan lessons effectively	✓	
* An understanding and commitment to the ethos of the School	✓	
* Evidence of high level classroom skills	✓	
<b>Skills, Qualifications and training</b>		
* Qualified Teacher Status	✓	
* Courses of further study relevant to the post		✓
* Qualification in the relevant subject	✓	
* Evidence of active involvement in professional development	✓	
* Excellent organisation skills	✓	
* Excellent ICT skills	✓	
* Clear evidence of leadership		✓
<b>Attributes</b>		
* Excellent record of attendance	✓	
* Ability to work well in a team	✓	
* A sense of humour	✓	
* Ability to think originally and creatively		✓
* Positive attitude	✓	
* Energy and enthusiasm	✓	
* Warmth and sensitivity	✓	
* Excellent rapport with students	✓	
* Commitment to the School and the students we serve	✓	







## *Benefits of Working for Scholars' Education Trust*

**There are many benefits of working within Scholars' Education Multi-Academies Trust:**

1. The MAT operates Y6-7 entrance criteria for children of staff to the Trust Secondary Schools (Sir John Lawes School, Harpenden; Samuel Ryder Academy, St. Albans; Robert Barclay Academy, Hoddesdon).
2. RBA Professional Bursary of £1500 to support relocation.
3. Childcare Voucher (salary sacrifice) scheme membership.
4. 10% reduction in fees at 'Best Friends' independent Nursery (up to age 4) based in St Albans.
5. Comprehensive training and a commitment to high-quality CPD across the MAT.
6. Support from colleagues from 'Outstanding' and 'Good' schools across the MAT.

## *How to Apply*

Candidates should submit the following:

1. **Completed Application Form**
2. **Personal letter of application** A short letter which indicates your experience and impact to date and what you can offer our Academy.  
We regret we cannot accept CVs.



The forms are available in electronic format and can be downloaded from our website:

**For further details, assistance or an informal discussion, please contact:**

**Central HR**

Scholars' Education Trust  
c/o Samuel Ryder Academy  
Drakes Drive  
St. Albans  
Herts AL1 5AR

**Please email completed applications to:** [HR@scholarseducationtrust.co.uk](mailto:HR@scholarseducationtrust.co.uk)

Please note that references may be requested prior to interview for those who are shortlisted.

Applications should be emailed no later than 12.00pm on the deadline date - 9am 5th June 2018

We look forward to hearing from you!



## Selection Process

### 1. Straight-Forward Application Process

Complete the Application Form

### 2. Short Covering Letter of one or two sides of A4, including:

- \* Your experience of teaching Science to date and what you have learned
- \* Why you want to teach Science
- \* How you feel you can make a difference at RBA

Send these documents to:

[HR@scholarseducationtrust.co.uk](mailto:HR@scholarseducationtrust.co.uk)

### 2. Interview

Interviews will be held shortly after the closing date. You will be asked to:

- Deliver a lesson
- Meet with our students
- Attend a formal interview



Up until Friday 25th May 2018.	Potential candidates have the opportunity to visit the school in action or to contact the school in order to have informal discussions, should you so wish.
9am 5th June 2018	Deadline for Applications. All shortlisted candidates will be contacted by email and invited to interview. Details about date and time of final interviews will be given.
TBC	Formal interviews will take place at Robert Barclay Academy. All candidates will be contacted – both successful and unsuccessful.