

**Lead Teacher of Physics**



**Job Application Pack**

**City of London Academy (Southwark)**

**November 2016**



**Contents**

[Letter from the Principal 3](#_Toc442878892)

[About the City of London Academy (Southwark) 4](#_Toc442878893)

[Ethos and Values 4](#_Toc442878894)

[Curriculum 4](#_Toc442878895)

[About the Academy 4](#_Toc442878896)

[Job Description 4](#_Toc442878897)

[Person Specification 4](#_Toc442878898)

[Staff Benefits Package 4](#_Toc442878899)

# Letter from the Principal

Dear Applicant

Thank you for your interest in the post of Lead Teacher of Physics at the City of London Academy (Southwark).

We are a vibrant, successful and innovative educational community on the final part of our journey to become an outstanding school. Sponsored by the City of London Corporation, we are passionate about raising aspirations and supporting each student to achieve their potential. We provide a high quality education with an added focus on Business & Enterprise and Sport to students aged 11-18.

You would be joining a dynamic and professional staff body whose hard work and commitment has resulted in our academy rapidly improving its headline 5A\*-C GCSE including English and Mathematics from 43% to 76% in five years. We also have an excellent Sixth Form regarded as one of the top Sixth Form Centres in Southwark. Our reputation for academic achievement, inclusive ethos and links with the City, has made us the most popular secondary school for Southwark residents.

We are part of the prestigious City of London Family of Schools sponsored by the Corporation of London. We are proud of our City heritage and value the opportunities it brings through the Guilds and Livery Companies. These serve as an aspirational bridge for our community. In addition, our offer is enriched through collaboration with our sister schools, both private and state. Our new dedicated Sixth Form Centre opening in September 2017 will accommodate the increased demand for Sixth Form places offering the broadest curriculum in state of the art facilities.

As the lead for the London South East Maths Hub, we are part of a collaborative national network of 35 hubs that bring together mathematical educational professionals to develop and spread excellent practice, for the benefit of all pupils.

If you choose to join our academy you can look forward to working in award winning buildings with highly competitive pay and an excellent benefits package. Furthermore, we offer a supportive environment where your skills can be nurtured and developed so you can be the best in your chosen field. Your success is very much our success and we look forward in working with you to achieve your career ambitions.

In return we are looking for you to be a pro-active, hardworking, committed colleague with a passion for your subject and willingness to actively journey with us in transforming the life chances of our students.

If you would like to join our team as we strive to become one of London’s most successful schools, then I would very much welcome your application.

Should you wish to apply for the post, please complete and return the application form along with a covering letter, clearly demonstrating your suitability for this role, via email to [recruitment@cityacademy.co.uk](mailto:recruitment@cityacademy.co.uk).

Please ensure your application arrives by 9.00 am on the closing date of Monday, 12th December 2016. Interviews will be held on application; on successful appointment of this role the role will be filled, this can take place before the above closing date.

I look forward to receiving your application.

Yours faithfully

Richard Bannister

Principal

# About the City of London Academy (Southwark)

## Ethos and Values

The City of London Academy (Southwark) lies at the heart of the local community. The values and ethos of the Academy is to be a distinctive and inclusive Academy, where there is a strong sense of pride and belonging to the Academy and the wider community.

We work closely with our Sponsor, the City of London Corporation, businesses, the local community and our family of schools, to bring educational and social success to all pupils and members of the local learning community; increasing opportunities to specialise in Business & Enterprise and Sport.

The ethos of 'enterprise' filters into all subject areas to improve learning, employment and life skills, leadership skills, self-esteem, citizenship and creativity.  The benefits for students include a broad range of opportunities at Key Stage 3, an increase of option choices at Key Stages 4 and 5, with more specialist teachers and more planned opportunities to develop the skills of enterprise, self-reliance and problem-solving across their subjects.

At the Academy, we value every young person and have a strong commitment to developing positive attitudes and values in our students; we believe these are the cornerstones of successful learning.

We provide a broad, high quality education with an added focus on Business & Enterprise and Sports. We strive to develop our students spiritually, morally and socially as well as intellectually and physically, so that our students make a valuable contribution to society.

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## Curriculum

The design of the Academy curriculum has three main principles:

* *Choice*- we believe students thrive when they have a combination of courses they find challenging and interesting.
* *Stretch & challenge* - we have developed pathways that offer additional challenge or support as appropriate to different groups of students.
* *Progression* - with a thriving sixth form, students in year 7 are starting a journey that prepares them for advanced study later in school life, and the curriculum design secures good progression towards that.

Students in Key Stage 3 undertake a 2-year programme that covers all the National Curriculum subjects.

In our 3-year Key Stage 4 programme, all students study a core offering in Maths, English, Double Science, PE and PSHE together with a range of other subject options. The majority of students undertake options including languages and humanities that allow them to achieve the English Baccalaureate.

## About the Academy

The City of London Academy (Southwark) opened in 2003. Sponsored by the City of London, the Academy is located in the heart of Bermondsey, near London Bridge. Passionate about raising aspirations and supporting each student to achieve their potential, the Academy provides a high quality education with an added focus on Business and Enterprise and Sport to students aged 11-18.

We have an excellent Sixth Form that is regarded as one of the top Sixth Form Centres in Southwark. The majority of our students choose to remain in the Sixth Form following their GCSEs and can be confident of their progression to leading universities, including Oxbridge, apprenticeships or employment.

Our academic, vibrant community and emphasis on developing the whole student makes us a popular and over-subscribed Academy.

The Academy is part of the City of London Academies Trust run by the City of London which will be expanding over the next three years with the opening of a further five new academy schools. Since September 2015, the Trust has also been appointed to run the London South East Maths Hub which provides leadership for mathematics education across the city and in the areas of Bexley, Bromley, Royal Borough of Greenwich, Lewisham and Southwark.

For more information about our academy, visit www.cityacademy.co.uk.

**London Academy (Southwark)**

**Job Description**

|  |  |
| --- | --- |
| **Job title** | Lead Teacher for Physics |
| **Salary** | Up to UPS3 (Inner London) |
| **TLR** | Academy TLR £4,262 |
| **Responsible to** | Director of Science |
| **Responsible for** | Colleagues identified by the Director of Science or Senior Leadership team |
| **Job purpose** | To lead the development of innovative and engaging pedagogy and practice to secure outstanding outcomes that includes A Level results, for all pupils across the faculty and wider academy |
| **Key Accountabilities** | * To lead the strategy on A level Physics in conjunction with Head of Physics and Director of Science * To champion effective Teaching & Learning methodologies including Building Learning Power and assessment for learning * To develop a coaching culture in the academy * To ensure that all teaching in the faculty is at least good with a significant proportion meeting Ofsted's criteria for outstanding * To work with the Vice Principal, Assistant Principal CPD and Directors of Teaching and Learning to support the academy’s development plan for teaching and learning * To model excellence in whole class teaching to staff in the faculty and wider academy * Support the Director of Science and assistant principal (CPD) with the professional development of staff * Support the development of robust intervention strategies to help close the attainment gap between pupils * To provide specialist subject expertise to assist departmental staff as appropriate * To support the Director of Science and leadership team in monitoring and evaluating the quality of teaching and learning in the faculty and across the academy * Development of resources for the department and review of their effectiveness in raising student achievement levels * To work with academy partner schools and other relevant bodies to identify and share best practice * Contributing to a broad range of activities involving staff, students and the wider community so as to deepen and broaden learners’ experience in the subject |

# Person Specification

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher status * Degree * PGCE or equivalent | • MA or equivalent |
| **Experience** | * Experience of innovative pedagogy that meets the needs of learners across the key stages and ability range * Experience of successful teaching at A level |  |
| **Ability/Skills** | * Achieving a significant proportion (in relative to number of years teaching) of the standards for Excellent Teacher Status or Advanced Teacher Status * Ability to work as part of a team * Ability to professionally mentor, coach and develop colleagues * Excellent ICT skills * Knowledge of current education and professional developments and an understanding of their application in a whole school context * High level of oral and written communication skills and an ability to work in partnership with teachers and other staff * Strategic planning and evaluation leading to improved provision * Ability to work under pressure, meet deadlines, |  |
| **Equal Opportunities/ Child Protection** | * Ability to promote and support the school's Equal Opportunities Policy * Commitment to safeguarding young people |  |
| **Disposition** | * Ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour * The desire to contribute to the wider life of the school * To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal * To believe in the importance of team work and a collaborative approach, and be able to build supportive working relationships with colleagues both within and outside the faculty * Evidence of commitment to and understanding of collective responsibility * A willingness to initiate curriculum innovation |  |

# Staff Benefits Package

* **Health and Well-being Cover** including well-being advice, prompt diagnosis, treatment, financial assistance and physiotherapy
* **Employee Assistance Programme** with access to specialist team of counsellors and advisors offering emotional support and counselling, specialist information on a wide range of work-life issues, legal guidance and financial guidance and debt counselling
* **Up to £500 per annum Attendance Bonus** for permanent staff who meet the following criteria:
  + 98% attendance - £50 per term and a further £100 for achieving at least 98% attendance in every term of an academic year
  + 100% attendance - £100 per term and a further £200 for achieving 100% in every term of an academic year achieve 100% attendance on a termly basis.

This will be pro-rated for part time staff.

* **Staff Loyalty Appreciation payment** Service will be counted from the staff member’s permanent contract start date at the Academy and staff will be rewarded with a monetary gift to the value of £100 after two years’ service, £150 after 3 years and £200 after 4 years of service. A £200 voucher bonus will be awarded each year thereafter. This will be payable at Christmas. This is pro-rated for part time staff.
* **£200 Examination Performance Bonus** for all staff for a 10% improvement based on key performance indicators across whole school results in the previous year (e.g. from 50% to 55% is a 10% rise). Only staff who have passed their performance appraisal for the corresponding academic year will be eligible to receive the bonus. This is pro-rated for part time staff.
* **Introduction Fee** of £500 for permanent staff who introduce an individual to the Academy.
* **Relocation Support** for removal expenses and interim housing costs to the value of up to two months’ net salary or £5,000, whichever is the lower, as an interest free loan repayable over 2 years
* **Interest Free Loan** up to £3,000 Annual Season Ticket repayable over 1 year.
* **COLA Further Professional Development** up to 50% of the cost of the course or £1000 whichever is the lower, towards further qualifications relevant to the work undertaken at the Academy
* **Childcare Voucher Scheme** up to £243 per month, free of tax and national insurance where taxable pay is converted to tax free childcare vouchers, saving between £962 and £1,196 per year.
* **Free Gym Membership** for all Academy staff in the on-site Academy gym.