

The Shared Learning Trust

THE CHALK
HILLS ACADEMY

Teacher of Engineering & Technology

Can you teach Resistant Materials, Design Technology and Engineering?

Would you enjoy planning, organising and delivering the Technology curriculum to KS4/KS5 students?

Would you like to be a part of a vibrant and forward-thinking Academy with state of the art facilities?

If you have answered yes to these questions, The Chalk Hills Academy would love to hear from you!

The Chalk Hills Academy have a great opportunity for a Teacher of Engineering, Resistant Materials and Technology to join our creative department. Here at The Chalk Hills Academy, we understand the importance of teaching a variety of subjects that help our students succeed, not just academically but vocationally. We understand that not all students may want to take an academic route after they leave school, and therefore, teaching vocational subjects such as Engineering, Resistant Materials and Technology help students to discover new skills and talents and go on to achieve great things within that subject. Therefore, we are looking for an outstanding classroom practitioner who demonstrates high standards of delivery and is fully committed to raising attainment across all key stages within the subject. We are looking to recruit an excellent candidate and there is, therefore, a potential for an additional recruitment and retention allowance for the right person who will drive attainment in the subject forward.

The successful candidate will work under the direction of the Head of Technology to plan, organise and deliver an appropriate learning programme that guides and encourages students to develop and fulfil their academic potential in Engineering and Design & Technology at KS4 and KS5.

Job Specifics:

- **Start date:** September 2018
- **Salary:** MPS / UPS + Potential Recruitment and Retention Allowance
- **Job Role:** Full time, Permanent / Fixed Term Contract

Why work for Chalk Hills Academy?

- £30 million state of the art building with well-equipped classrooms in an Ofsted rated 'Good' school
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Great support for NQT's including your own dedicated mentor, reduced teaching timetable and 'Outstanding' teacher programmes available
- Unparalleled CPD opportunities catered to your developmental needs
- Excellent opportunities to develop and grow in a successful and expanding Academy
- All teaching staff receive a laptop to use whilst in employment
- Employee of the month scheme winning shopping vouchers
- Fantastic staff benefits that make a difference to your work life balance

Here's what Ofsted have to say: *"The purposeful and caring leadership of the Principal and SLT have created a strong academy identity and a positive ethos shared by all members of the community. The strength of leadership is recognised without exception by the academy's staff. Students' behaviour is good, the atmosphere in lessons is calm and studious and attitudes to learning are routinely positive as students want to learn. Students are hugely proud of their academy, they wear their blazers and ties smartly, do not drop litter and look after the modern, purpose-built site impeccably. They stand without instruction when any adult enters a classroom."*

Teacher Testimonial: *"Moving from Industry to Teaching was a daunting yet exciting experience; I joined Stockwood Park Academy as an instructor to see if teaching was for me, and have never looked back! The seamless transition into education was exciting, demanding, and the best decision I made. Like many teachers at the school, my role has evolved and I have been fortunate enough to work across the Trust in different positions. The Trust has provided me with multiple opportunities to grow and develop. I now work as an Assistant Principal at The Chalk Hills Academy, with a focus on The Teaching Trust, Admissions and Science. I feel extremely privileged to be working for an organisation that inspires learning, growth, confidence and creativity, and challenges students to rise to their full potential in a warm and caring environment."* – Mrs Jabbar, Assistant Principal

HOW TO APPLY

Closing Date: Wednesday 28th March at 12pm **Interviews:** As soon as possible

Please read the information in this pack. If you are interested in this job opportunity, please do apply online today via our career site on www.thesharedlearningtrust.careers.eteach.com.

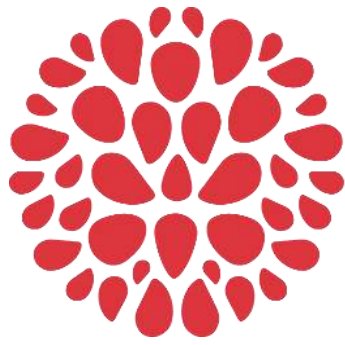
We look forward to hearing from you!

If you have any questions about the role, please contact Hannah Chandler, Recruitment Officer on 01582 211 226 or email hannah.chandler@thesharedlearningtrust.org.uk.

Visits to the Academy are warmly welcomed, please email Sharon Kirby, HR Administrator on s.kirby@thesharedlearningtrust.org.uk to arrange a suitable time.

'We believe in the safeguarding and welfare of children and expect all staff to share this view'.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer. The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



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HILLS ACADEMY

INFORMATION FOR APPLICANTS:

Teacher of Engineering & Technology



WELCOME TO THE SHARED LEARNING TRUST



The Shared Learning Trust has appointed Cathy Barr as its new Chief Executive Officer. Cathy is already part of the Shared Learning Trust's family of schools, having been Principal of the Stockwood Park Academy in Luton for the last five years. The Shared Learning Trust is a stand-alone multi academy trust, which runs a family of four schools based in Bedfordshire: Stockwood Park Academy, the Chalk Hills Academy, the Linden Academy and the Vale Academy. Cathy grew up locally, in Harpenden, and went to school in St Albans. She has almost 25 years' teaching experience under her belt, qualifying in 1993 and joining the team at Stockwood Park (then the Barnfield South Academy) in 2009.

Cathy said of her appointment: "I am thrilled to have been appointed CEO of the Shared Learning Trust. I care passionately about the students we teach and will do all I can to ensure each and every child, from the age of two to 18, gets the best possible care and education in our academies."

'We recruit people for attitude and train for skills'

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people, even those who are less well motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

WELCOME TO THE CHALK HILLS ACADEMY



Dear Applicant,

It is a privilege and an honour to lead Chalk Hills Academy.

Our students are extremely motivated, and have an exceptional desire to achieve and behave impeccably.

Our staff are highly qualified and work tirelessly in the pursuit of world class progress for all of our students.

The facilities at Chalk Hills Academy are state of the art, providing students with the opportunity to develop their interests and skills in a wide range of areas.

In 2016 our students achieved 60% A*-C English & mathematics, which was a fantastic achievement for our young people.

As an Academy within the Shared Learning Trust, we believe our key aim is to give every child the best possible opportunity to flourish and develop into decent, disciplined, well-educated and employable adults.

Learning is clearly at the heart of all we do.

'It is the supreme art of the teacher to awaken joy in creative expression and knowledge.' - Albert Einstein

I am delighted to extend a warm welcome to you.

Best wishes,

Louise Lee

ABOUT THE SHARED LEARNING TRUST

The Shared Learning Trust is a stand-alone multi academy trust, which runs a family of four schools based in Bedfordshire:

- The Chalk Hills Academy, Luton, age 11-18, judged 'Good' by Ofsted
- The Stockwood Park Academy, Luton, ages 11-18, judged 'Good' by Ofsted
- The Sixth Form, Luton, age 16-19, judged 'Good' by Ofsted (A part of both Chalk Hills and Stockwood)
- The Linden Academy, Luton, age 4-11, judged 'Good' by Ofsted
- The Vale Academy, Dunstable, age 4-13, judged 'Good' by Ofsted

Our Academies are supported in their work by our Teaching School, based at The Chalk Hills Academy. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoe laces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

VISION & VALUES – *'Strive, Achieve, Believe'*

At The Shared Learning Trust, we provide opportunities for all our students and adults to be aspirational and develop a passion and excitement for learning. Working with our communities, we ensure all students are able to achieve beyond their targets to reach the success they deserve. Our students develop a strong self-belief so that they flourish and develop into well-rounded, self-respecting young people.

Our commitment to our vision can be seen through:

- Our academies working together to provide more opportunities for all students and staff
- A focus on the development of our staff with opportunities for clear and dynamic career progression and high quality recruitment and retention.
- Strong Trust approaches to our key issues, for example; teaching, assessment, attendance and curriculum development.
- Partnerships with schools outside of our Trust to maximise opportunities for all.
- Close working and communication with our families and local community.
- Care for our families beyond the school day.
- Excellent lessons and learning incorporating effective use of new technologies.
- An interesting yet challenging curriculum.
- 16-19 provision, which ensures progression, routes for all.
- A Cross-Trust focus on high achievement and high standards.
- Ensuring that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- Exemplary behaviour and conduct at all times.
- A can-do attitude across the Trust that fosters belief and high expectation.
- Ensuring no opportunities are missed.

ABOUT THE CHALK HILLS ACADEMY

Providing the very best education for all our students is the simple goal for The Chalk Hills Academy. Whilst firmly rooted in traditional values, we have made our Academy a vibrant and exciting place with a positive ethos that runs throughout the Academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.



OFSTED AT CHALK HILLS ACADEMY



Leadership and Management: 'GOOD'

- The purposeful and caring leadership of the Principal and the senior team have created a strong academy identity and a positive ethos shared by all members of the community. The strength of leadership is recognised without exception by the academy's staff. The atmosphere created allows teachers to teach effectively and students to learn well.

Behaviour and Safety of Students: 'GOOD'

- The behaviour of the students is good. Students are calm and orderly when moving between lessons and at breaks and lunchtimes. They are unfailingly polite and courteous to staff and each other. The atmosphere in lessons is calm and studious, attitude to learning are routinely positive as students want to learn and these characteristics have a strong impact on their progress.

Quality of Teaching: 'GOOD'

- Teachers help create positive learning environments in their classrooms. Constructive, trusting relationships have been developed throughout the academy and teachers and students share an expectation that learning will begin as soon as each lesson starts. Students are confident to engage actively in lessons and feel safe to venture answers to questions and make mistakes. Teachers are committed to improving their own skills and they regularly take advantage of the high quality professional development opportunities available at the academy. This has enabled continuous improvement in the quality of teaching.

Achievement of Pupils: 'GOOD'

- The proportion of students that attain five or more good GCSE passes including English and mathematics is higher than the national level. When compared to other schools nationally the progress made between Key Stage 2 and Key Stage 4 at the academy overall is extremely high. Most ability groups make very strong progress and finish Key Stage 4 with standards of attainment which are above average.

CPD AND TRAINING- *We invest in you!*

All four Academies at The Shared Learning Trust are a part of our Teaching Trust, which is held at The Chalk Hills Academy. We aim to offer exceptional teacher training and high quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Chalk Hills Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.

TEACHER TESTIMONIAL

"Having worked in London schools for over 12 years and overseas for a couple of years, I hadn't really considered a move to Luton. There is something about the diversity of London schools, both culturally and socially that I love and I genuinely didn't think that this would be replicated unless I working in another big city. The opportunity to work at Chalk Hills Academy came up and after looking at the website and Ofsted report, I decided to apply and have been here since January 2017. Chalk Hills Academy and The Shared Learning Trust (this is my first time working in a small academy trust) has certainly exceeded my expectations. Everything that I loved about working in London - diversity, atmosphere, forward thinking and generally wanting the best for all students is at Chalk Hills. In addition, working in a school that is part of a small multi-academy trust means that there are regular opportunities for collaborative working and partnerships. As well as the working environment, salary is always a consideration and I have been pleasantly surprised to find that there isn't a great deal of difference between The Shared Learning Trust and an Inner London salary. I would unreservedly recommend Chalk Hills Academy, The Shared Learning Trust and Luton; have a look I am sure you will too will be pleasantly surprised!"

JOB DESCRIPTION

Job Title: Teacher of Engineering and Technology

Job Purpose

As a Teacher of **Engineering** and **Resistant Materials/Technology** you will be an outstanding classroom practitioner who consistently demonstrates the highest standards of delivery, and is fully committed to raising attainment across all key stages and always achieve the highest standards within Engineering. The successful candidate will work under the direction of the Head of Technology to plan, organise and deliver an appropriate learning programme that guides and encourages students to develop and fulfil their academic potential in Engineering and Design & Technology at KS4 and KS5.

Duties and Responsibilities:

The Teacher of Engineering, working with other members of The Chalk Hills Academy Technology team, will be responsible for the delivery of the following key priorities:

- To provide outstanding teaching to create a vibrant and distinctive culture for learning for young people interested in engineering
- To ensure all our students are able to thrive and engage in both academic and vocational learning to achieve above and beyond their highest potential whilst developing personal and employability skills.
- To plan and execute a diverse programme that meets individual learner needs within Engineering.
- To lead and plan a level 2 Engineering programme WJEC course or similar
- To ensure data and assessment within the faculty is accurate and analysed in a timely manner
- To uphold the distinctive ethos of The Chalk Hills Academy and ensure all students follow The Chalk Hills Way

You will inspire our stakeholders by:

- Managing the quality of teaching and learning within Engineering
- Working with partners and sponsors effectively to enhance the students learning
- Understanding national standards within the subject area and ensuring these are followed
- Using effective target setting systems for all students within Engineering
- Identifying effective intervention and mentoring strategies for students within Engineering using employer partners where relevant
- Being an outstanding practitioner and to by undertaking a teaching commitment depending on the needs of the Academy
- Attending Academy meetings and committees as required
- Contributing to the life of the Academy via enrichment activities
- Undertaking such other duties as are commensurate with the post and which may reasonably be required by the Principal

You will enhance young people's futures by:

- Teaching students according to their educational needs, including the appropriate setting and marking of work to be carried out by the students
- Assessing, recording and reporting on the attendance, progress, development and attainment of students whilst keeping electronic records as required
- Contributing to reports and references relating to individual students
- Ensuring that ICT, Literacy and Numeracy are part of the teaching and learning experience of students
- Ensuring a high quality learning experience for students, which meet internal and external quality standards
- Preparing and regularly updating subject materials
- Using a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus
- Follow our behaviour policy to encourage good practice with regard to punctuality, behaviour, standards of work and independent learning
- Undertaking assessment of students as requested by external examination bodies, departmental and Academy procedures
- Marking and grading students work which enables you to give written/verbal and diagnostic feedback
- Supporting and motivating students to allow them to grow and enhance their own skills in both achieving qualifications and work ready
- Ensuring the maximum opportunity for young people to prepare for pathways into further learning, training or employment

PERSON SPECIFICATION

Engineering and Resistant Materials/Technology	Essential	Desirable	Source of Evidence
EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS			
Teaching Qualification	X		AF
First Degree or equivalent		X	AF
Higher Degree or equivalent		X	AF
EXPERIENCE			
To lead and plan a level 2 Engineering programme WJEC course or similar	X		IV/AF
Demonstrable experience of leading, coaching and motivating peers.	X		IV/AF
Demonstrable experience of working with external stakeholders	X		IV/
Able to demonstrate to plan and execute a diverse programme that meets individual learner needs within Engineering.	X		IV/AF
SKILLS/KNOWLEDGE/ABILITIES			
Using a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus	X		IV/
The ability to motivate staff and students to high levels of achievement.	X		IV/
Good interpersonal skills with the ability to work and develop relationships with key stakeholders.	X		IV
Knowledge of Health and Safety legislation and the ability to lead and develop a strong health and safety culture within the subject sector area/s.	X		
Knowledge of and commitment to equalities and diversity and the ability to develop an inclusive learning environment.	X		
Identify effective intervention and mentoring strategies for students within Engineering using employer partners where relevant	X		IV/
Undertaking assessment of students as requested by external examination bodies, departmental and Academy procedures	X		
Good written and oral communication skills with the ability to communicate with people from a wide range of	X		IV

backgrounds.			
Excellent team working skills.	X		IV
OTHER			
A commitment to the aims and values of the Chalk Hills Academy.	X		IV
A commitment to own and others professional development.	X		IV
A commitment to maintaining the highest professional standards at all times.	X		IV

- AF = Application Form
- IV = Interview
- REF = Reference

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The postholder will ensure that school policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)
- (iv) Code of Conduct

'The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.'