"Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress..."

Ofsted, September 2017

Teacher of Science

Candidate Pack



WE BELIEVE IN EXCELLENCE FOR ALL
BECAUSE THERE IS EXCELLENCE IN ALL

Ormiston Six Villages Academy

An OAT Academy

Ofsted Good Provider

"Outcomes for pupils across the school are now good and improving."

Ofsted, September 2017

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Email: office@ormistonsixvillages.org.uk
www.ormistonsixvillagesacademy.co.uk



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We believe in the limitless potential of every young person we serve…

As Principal of Ormiston Six Villages Academy, I would like to extend a very warm welcome to you.

This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We are committed to ensuring that students are stretched intellectually and that they foster a love of learning, whilst feeling valued, happy and safe. Six Villages has been on a transformative journey in the last two years, and this was recognised in September 2017 with Ofsted granting us a rating of 'Good' in all categories, noting that we are 'a rapidly improving school'.

This outcome is a testament to the hard work and belief of our staff body, the commitment and partnership of our families, the unfailing support from our sponsor, Ormiston Academies Trust, the challenge and constant encouragement of the Governing Body and, most importantly, our wonderful student body who are the epitome of excellence and endeavour.

We provide an inspirational education where every young person is ready for life in our global community. Our students have an appetite for success and our staff are committed to unleashing their potential. Parents are supportive and loyal to the academy. The strong alignment amongst stakeholders makes this Academy a great place to work and take your career on to the next level.

I have enormous pride in being the Principal of such a wonderful academy. We know that academic achievement of the highest order is within our reach and we now look to consolidate this progress and continue to push for further sustained improvement, as we strive to become a truly outstanding academy. With this in mind we are looking for exceptional professionals to join our staff body who demonstrate the ability to achieve outstanding student outcomes, and make a significant difference to the lives of the young people at Six Villages.

This position of Teacher of Science is a key appointment. The successful candidate will be passionate about teaching Science, will be keen to be part of a dedicated team and will want to inspire students every day. We actively promote continuing professional development (see page 7) and encourage staff to pursue all enhancement programmes.

I would welcome an opportunity to meet with you before interview to enable you to meet our students, share in some of their learning and gain an understanding of our ethos and aims. Tours are strongly encouraged to see the Academy in action. To further your insight into our Academy, please take a tour of our website at **www.ormistonsixvillagesacademy.co.uk** and read the September 2017 Ofsted report via the link which can be found on the website under Key Information/Ofsted.

If you have any further queries or wish to arrange a tour of the Academy, then please do not hesitate to contact Mrs Canadas, PA to the Principal, on 01243 546802 or by email ccs@ormistonsixvillages.org.uk.

I look forward to receiving your application.



Ms Umbar Sharif
Principal

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Teacher of Science

The Governors, Principal, students and staff at Ormiston Six Villages Academy are seeking to appoint an inspirational Teacher of Science to join a dedicated and collaborative team with a strong focus on securing progress for every student. The successful candidate will share our belief in the highest standards of academic attainment in a comprehensive setting. You will be responsible for leading and managing, planning and delivering high quality lessons and achieving excellent results for your students, instilling in them a love for the subject and a desire to learn. Applications are welcome from experienced and newly qualified teachers able to teach throughout the age and ability range. The academy offers an excellent induction for NQTs. The successful candidate will share our aspirations and beliefs in the limitless potential of every young person we serve. If you share this moral imperative, we would welcome an application from you.

An additional allowance is available for a candidate with the relevant skills and experience wishing to take on the additional responsibility of Deputy Head of Science. As Deputy Head of Science, your role would be integral to the continuing progress of the Science department. If you are interested in pursuing the additional responsibility, please highlight this in your supporting statement.

Ormiston Six Villages Academy is a small, vibrant and dynamic learning community. We are part of Ormiston Academies Trust and the successful candidate will join the OAT family and receive comprehensive CPD (please see page 7) through the academy and associated networks. Since the new Principal commenced in role in January 2016 the academy has been on a transformational journey leading to a Good Ofsted rating in September 2017. This is an exciting time to join our team and to be part of building Six Villages as a beacon of educational excellence.

The Principal and Head of Science welcome an opportunity to meet with prospective candidates. Visits to our academy can be booked through Mrs Canadas 01243 546802 or ccs@ormistonsixvillages.org.uk.

Please include a supporting statement with your application (1 side of A4) that:

- outlines why you are attracted to the role of Teacher of Science at our academy
- evidences your teaching and impact so far
- highlights how you meet the wider person specification

Location:	Westergate, Chichester
Reporting to:	Head of Department
Start date:	September 2018
Deadline:	Thursday 19th April 2018 (noon) **All application forms, with supporting statements, to be emailed to ccs@ormistonsixvillages.org.uk**
Interview dates:	Tuesday 24th April
Salary:	Mainscale/UPS

The Academy is committed to safeguarding and promoting the welfare of children and young people/ vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

Job Description

Reports to: **Head of Department**
Start date: **May or September 2018**
Salary: **Mainscale/UPS (with possibility of TLR for additional responsibility)**

The Role
To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students.

To be a role model and impact positively on the academy more widely.

Key Responsibilities
- To plan, resource and deliver inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.

Outcomes and Activities:
Teaching and Learning
- With direction from the Head of Department, to plan and prepare effective teaching scheme of work and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of assessment strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills.

Academy culture
- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the Academy
- To develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To actively promote the Academy at all times
- To contribute to discussions at meetings
- To be active in issues of student welfare and support

Other
- To be a form tutor and deliver tutorial sessions to the form group
- To undertake other various responsibilities as directed by the Head of Department or Principal
- To undertake the main professional duties of a teacher as set out in the OAT pay and conditions of service document
- To meet the expectations of all staff as laid out in the Staff Expectations Policy
- To uphold all Academy polices with consistency and diligence
- To undertake continual personal development

Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
Qualified to degree level and above	E	Application form/certificates
Qualified to teach and work in the UK	E	Application form/certificates
Knowledge & Skills		
Up to date knowledge in the subject area	E	Application/interview
Understanding of outstanding teaching and learning strategies	E	Application/interview
Understanding of how to raise attainment	E	Application/interview
Up to date knowledge of safeguarding best practice and procedures	E	Application/interview
Undertaking continual personal development	E	Application/interview
Experience		
Experience of delivering outstanding teaching & learning	E	Application/interview/references
Experience of raising attainment	D	Application/interview/references
Experience of developing schemes of work and teaching resources	E	Application/interview/references
Experience of contributing to extra-curricular activities	D	Application/interview/references
Behaviours		
Passion for the subject	E	Interview
High expectations and the ability to enthuse and inspire others	E	Interview
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E	Application/interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview
Acts as a role model to staff and students	E	Interview
Excellent communication, planning and organisational skills	E	Application/interview
Demonstrates resilience, motivation and commitment to driving up standards of achievement	E	Appliation/interview
A team player who can work effectively as part of a team and alone	E	Application/interview

"If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve.."

Dylan William

Your

CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage all staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- studying for a qualification or accreditation - we are committed to life long learning as adults and support staff with further enhanced study, for example, diplomas, Masters' programmes, NPQML, NPQSL, NPQH. We also believe in contributing to CPD that leads to qualifications such as these, subject to mutually agreed criteria.
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- Attending conferences and representing the Principal/Academy: ASCL briefings; OAT CPD meetings; PiXL; local, national and international opportunities
- Regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- Supportive and thorough induction for NQTs and all new staff ensuring a smooth transition into Six Villages

"...teachers challenge pupils to aim high. One parent noted: 'The staff seem very conscientious and dedicated to providing a challenging, stimulating and enjoyable education for the pupils.' "

Ofsted, September 2017

Our Mission *& Values*



WE BELIEVE IN EXCELLENCE FOR ALL
BECAUSE THERE IS EXCELLENCE IN ALL

Ormiston Six Villages Academy

An OAT Academy

Ofsted Good Provider

We have built a community who strive for excellence in all we do. We stretch, stimulate and grow a love of lifelong learning in our students…

We believe in the limitless potential of every young person we serve. There is no impossible dream or limit on ambition. As we nurture every student to be leaders of tomorrow we instil in them today the mindset and skills along with the qualifications and experiences to open any door.

Students are taught to be self-reflective and active citizens who contribute to the life of the Academy. Each student models excellent behaviour at all times and wears the Ormiston Six Villages Academy uniform with pride. There are no excuses for poor behaviour. Issues are resolved through dialogue and opportunities to make amends and sanctions enable students to learn from their mistakes. Students follow a code of conduct and are taught how to behave out in the community and within the academy's communal spaces and classrooms. Every member of the community is valued and respected. Diversity is celebrated.

The extended school day allows for students to complete homework, engage in a range of extracurricular activities and attend personalised catch up classes for those who have fallen behind. To ensure intellectual growth, students are expected to spend additional time learning at home.

Community assemblies reflect the soul of the Academy. Led by students, staff, and members of the community they serve as platforms for celebration, recurring forgiveness and aspiration setting.

The school building and classrooms are an extension of our values, vision, ethos and aspirations for young people. Displays are vibrant, reinforce high expectations and promote university and career aspirations. Global figures, past and present, act as visual reminders of the power of education. Reading for pleasure is encouraged and forms part of the termly competitions. The Six Villages reading list for each key stage is advertised widely.

Staff work collaboratively to plan exciting, stretching and engaging lessons. Teachers greet every student at the door and have materials ready for each session. Lessons consist of review, new learning, independent practice and homework setting. There is an open door culture. Staff foster a love of learning and students have a number of learning spaces for independent study. Students continue to develop and learn through trips, residential stays and new experiences.

The Academy works in partnership with parents and expects full commitment in ensuring each student maintains excellence in attendance and punctuality, school uniform, attitude and homework completion. New students and parents take part in a summer induction to learn 'the Six Villages way'. Regular communication and attendance at progress review meetings is obligatory.

All members of the community are role models and have a leadership responsibility. Staff are highly visible at all times of the school day. Through empowerment, training and coaching, we develop a legacy of good practice for longevity of success at Ormiston Six Villages Academy.

Ms Umbar Sharif
Principal

"Members of the IEB are totally committed to the school, are knowledgeable and skilled and fulfil their statutory duties in an exemplary fashion"

Ofsted, September 2017

Our Governance

Mutual support and an open exchange of views is at the heart of working relationship between the governing board and academy leaders. The Principal and IEB (soon to be an LGB) have worked well together to provide the stable framework that has been commented on so favourably by Ofsted. New colleagues will be welcomed into this warm and purposeful governance environment and should expect to enjoy an enviably sound and lively working relationship.

Ken Lloyd

Chair of the IEB



"The school works closely and harmoniously with members of the Ormiston Academies Trust. This collaborative relationship is having a marked impact on raising standards."

Ofsted, September 2017

Our Sponsor



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"[Achieving 'Ofsted Good'] is a brilliant outcome for Ormiston Six Villages Academy. The staff and students have put in an incredible amount of hard work and I am delighted to see Ofsted recognising how far the Academy has come, as a result of the hard work and dedication. We look forward to continuing to work closely with the academy as it continues on its upward trajectory."

Nick Hudson, Interim Chief Executive at Ormiston Academies Trust (OAT)

Ormiston Academies Trust (OAT) is a not-for-profit academy trust, sponsoring primary and secondary academies since 2008.

Our vision is for all young people to have the highest academic, social and practical skills to allow them to lead a fulfilling life. We are determined to become the Trust that makes the biggest difference. OAT academies share the Ormiston Academies Trust ethos of ensuring every child reaches their full potential; being aspirational and committed to academic excellence and being supportive yet courageous in our approach. The principles that lead to our academies' success are not complicated:

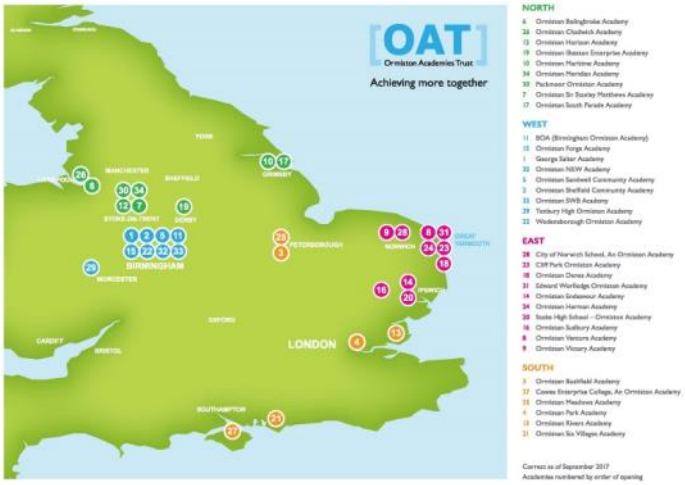
- **Courage** – addressing the challenge where it's not being addressed.
- **Aspiration** – no 'can't' or 'won't'. There's no place for excuses when a child's future is at stake.
- **Culture** – insistence on the highest standards of performance and behaviour, without exception. That goes for teachers and students.
- Great leadership and finding the best teachers.

OAT is part of **Ormiston Trust**, which was set up by the Murray family in the name of Fiona Ormiston Murray—a young woman with her whole life ahead of her. She and her new husband were tragically killed in a car crash on their honeymoon in 1969.

Ormiston's programmes now support thousands of children, young people and their families all over the UK, helping to improve their life-chances so they can fulfil their potential and lead happy and productive adult lives.

Ormiston's programme of opening new academies continues with further expansion planned in the south of England, making future career opportunities with the Trust in this area within reach.

For more information on all Ormiston Academies please visit **www.ormistonacademiestrust.co.uk**



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"Pupils are encouraged to take on leadership opportunities, and this is a strong feature of the school. This develops their sense of responsibility as well as their interpersonal and leadership skills."

Ofsted, September 2017

Our Student Leadership



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We would like to welcome you to Ormiston Six Villages Academy.

Throughout our journey from Year 7 to Year 11 at the Academy, we have witnessed our teachers constantly strive to allow every individual to achieve their very best through their strong relationships with students and how they support them in every lesson. We can truly say that we have valued the many opportunities the staff have given us to allow us to grow and develop and become the best that we can be.

Our Academy is small enough to ensure that every student is known personally by members of the staff; this helps to inspire an active community that welcomes people from all different cultures to work together and create new experiences for one another.

Student leadership opportunities are strongly encouraged and are important to both the students and the teachers. As students, we are given a platform to play an active part in decisions, giving ideas and opinions to make the academy better for the benefit of our whole community. We have a variety of roles, including Heads of Community, Student Leadership Team, Peace Ambassadors and Sports Leaders. As a result we feel we empowered to make valuable contributions to events and changes at the academy.

Our Academy has high expectations for all students—as students, we are proud to set high expectations of ourselves and each other, believing there is “Excellence in All” that can be achieved with the right drive from the students and support from the teachers.



Joseph Rickman
Head Boy



Lauren Bramley
Head Girl

"There is a very strong ethos of everyone working together and driving forward in the same direction."

Ofsted, September 2017

Stakeholder *Views*



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Staff and parents work together to create opportunities…

"I didn't know what to expect when I first stepped into Six Villages but I have never regretted my decision to come here. It's a small school on a delightful site which is well laid out and has excellent facilities. The school has a real community feel where we are all in it together and we have purpose. I feel looked after and valued as a member of staff and was given development opportunities straight away. It's a great place to work."

Michael Newman, Head of MFL

"We are student-centred, without compromising our high expectations of conduct and academic endeavour."

Nicola Gavin, Raising Standards Leader/Director of Learning Year 11

"Since our daughter joined Ormiston Six Villages Academy nearly 3 years ago both my husband and I have seen her grow even further into the accomplished and dedicated student she is today. Without doubt the Academy has played a significant role in her achievements, she has found new interests and a continued passion for her chosen subjects. We were delighted to see that the Academy was rewarded for the hard work they continue to put in and the significant results they achieve by Ofsted. The support, enthusiasm and dedication from the Principal and all her staff is heartfelt and genuine; we consider ourselves very privileged to support what will surely soon be an outstanding Academy."

Mrs Jane Somner, Parent

"When choosing a secondary school I decided that my primary objectives were for my boys to be happy and cared for, that they were known to the staff as a person, not just a number or a statistic and that they would be nurtured and educated as a whole person and allowed to explore their creativity as well as their academic potential. Although my boys are very different, all of their needs, interests and personalities have been nurtured at Six Villages. They have enjoyed academic successes because of the aspiration, inspiration and high expectations afforded to them by a team of dedicated and hard working staff."

Mrs R Dack, Parent

"Many parents recognise and value the changes leaders have brought about and the effect this is having on improving outcomes for their children. As one parent said, 'I feel that we as parents are very much included as part of the school.'"
Ofsted, September 2017

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"Pupils' wider skills are very well developed through an exciting range of extra-curricular activities..."

Ofsted, September 2017

Our Community



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There is no impossible dream or limit on ambition...

Ormiston Six Villages Academy is located in Westergate, between Chichester and Arundel, at the foot of the South Downs National Park.

On entering the Academy, students become a member of one of three communities, Wiston, Petworth or Goodwood—named after 3 prominent Sussex estates, reflecting our local heritage and our setting at the foot of the South Downs.

The Academy serves the predominantly rural communities between Chichester to the west, Arundel to the east and Bognor Regis to the south. Many of our students come from the surrounding area known as the 'Six Villages' - Aldingbourne, Westergate, Eastergate, Barnham, Walberton and Yapton - in the district of Arun.

Together, the villages provide a range of shops and services, and good road links together with Barnham's mainline railway station ensure good connections to London and the major South Coast hubs of Worthing, Brighton, Portsmouth and Southampton. There are enviable leisure facilities within easy reach—such as the internationally-renowned Chichester Festival Theatre, the spectacular draw of the Goodwood Estate and its world-class motoring events such as the Festival of Speed and the Revival meeting, as well as its racecourse. The surrounding countryside of the South Downs National Park and plentiful beaches, harbours and marinas provide ample opportunity for outdoor pursuits.

There is good availability of quality housing both in Arun and its neighbouring district, Chichester.

More information about Arun and Chichester districts, their amenities, leisure facilities and housing can be found at:

www.arun.gov.uk
www.chichester.gov.uk
www.sussexbythesea.com
www.visitchichester.org
www.zoopla.co.uk





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