



## CANDIDATE INFORMATION BROCHURE AYLWARD ACADEMY

*To inspire young people to make their best better*



March 2017

## Welcome from the Principal

I am delighted to welcome you to Aylward Academy. The unrelenting focus by staff on the success, achievement, welfare and happiness of students has created a vibrant ethos and an Academy where students want to come every day.

We are a caring community. Focussed individual feedback, which is essential for academy development, is guaranteed to all students. Our Vocational Hub provides additional support to students in all year groups should it be required.

*'It is an outstanding, caring environment for students where high expectations have a huge impact on attainment, progress and wellbeing.'* **Inclusion Quality Mark 2016.**

As an Academy we also have the flexibility to be innovative and creative in our approaches to curriculum, teaching and organisation. We aim to open minds and to open doors to new and exciting opportunities for our young people. Our Sixth Form programmes enable all students to stay here for seven years and include qualifications with formal and work based placements. We are at the forefront of curriculum innovation. Oracy is taught as a curriculum subject in Years 7 and 8 to develop confidence in speaking. Students have led in the design of a completely new course SMSC, which has been a highly popular and valued option for our students.

*'The provision of spiritual, moral, social and cultural education at the Academy has a huge impact on increasing students' awareness and knowledge of the world and in preparing them for life in modern Britain.'*

There are countless other opportunities for students to gain in leadership skills at Aylward Academy as we believe that students who are challenged by new and exciting learning experiences and whose personal skills, talents and abilities are extended will be best placed to reach their full potential. We aim to and are successful at developing students with a real sense of belief in what they can do.

Our resources for learning are exceptional, we have invested heavily in Information Technology and there are enough devices at the Academy to ensure that all students have access to state of the art technology in all lessons, the use of Google Classroom as a Forum for learning has had significant impact on student attainment. Our learning spaces include playing fields, Gyms and a Sports Hall, Dance and two Drama Studios. The building is modern, clean, and spacious.

Aylward Academy is proud to be part of a wider family of academies with the Academies Enterprise Trust and the opportunities for support, innovation, collaboration, partnership and excellence that ensures that we fulfil our duty to inspire young people to make their best better.

We look forward to welcoming you to Aylward Academy.

Yours faithfully

Remo Iafrate  
**Principal**

## **Aylward Academy**

At Aylward Academy, our objective is to provide all students with a first class education. Why? Because we believe that a solid education is vital in today's world. We recognise that every student has different needs and that it's our job to meet them. We not only educate students about life, we prepare them for life. Whatever a student's ambition, we will give them the best possible start.

Central to an outstanding academy is having teachers who are outstanding. We hope that you will find out as much as possible about Aylward Academy from this brochure and our website and look forward to receiving your application to join an academy that has moved from Special Measures to Good in just over two years.

### **Key Priorities to becoming a Great School**

- Excellent attainment at KS4 and KS5 as well as achievement
- Excellent provision for life beyond school
- Strive for an outstanding curriculum which is based on the balance of academic, vocational and persona curriculum
- Strive for excellent pastoral support with particular emphasis upon the emotional challenges which students can encounter
- The most safe and most welcoming environment
- Continuous celebration of equal opportunities, diversity and respect for each other
- All at Aylward are engaged achievers
- Excellent relationships between all e.g. student to staff, student to student, staff to staff

## **Our Learning Aims and Ethos**

At Aylward Academy, our aim is to enable all students to achieve in a learning environment where everyone works as part of a community, sharing mutual respect and feeling safe in a supportive atmosphere. All of our students understand our behaviour for learning policies, where staff and student conduct themselves with dignity and have high expectations about the Academy Code of Conduct.

We want our students to enjoy the opportunity to learn in a safe environment where learning is the key priority for all, and there is an expectation of politeness and good manners at all times. Everyone is expected to make a positive contribution to Academy life and engage with the many learning opportunities on offer from our extended curriculum.

## **Ofsted**

Aylward Academy, is delighted to announce that they have just been graded as a “Good” Academy in all categories in their latest Ofsted report. Aylward Academy opened in 2010 and in a short amount of time the Academy has moved up from a school that had a “Notice to Improve”, (grade 4) to an Academy that is now “Good” (grade 2). The staff and pupils are extremely proud of this huge improvement and are determined to keep up the hard work to ensure Ofsted, when they return, find the Academy to be an “Outstanding” institution.

In the latest Ofsted inspection the report confirms that, “Students make good progress across a range of subjects” (Ofsted November 2016).

Leadership and Management of the Academy was praised within the report. The Ofsted team found that, “Leaders have focused on ensuring that the curriculum is wide and varied to meet the needs of the diverse pupil population”. Also, “Middle leaders share senior leaders’ vision for the school”.

The Academy continues to see an improvement in results, especially students gaining A and A\* at G.C.S.E. and consistently records very high pass rates at ‘A’ level.

Remo Iafrate, Principal of Aylward Academy, is delighted that the Inspectors confirm that the Academy is now well placed to become outstanding. He said, “The report demonstrates the amazing students and staff we have here at the Academy. Both students and staff work hard to achieve their goals and it is rewarding to see this has now been acknowledged by Ofsted”

To view the full report please follow the link below:

<http://www.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/136147>

## Job Description

<b>Post Title</b>	Lead Practitioner Science
<b>Responsible to</b>	Assistant Vice Principal
<b>Main purpose:</b> To assist in the improvement of the quality of Teaching and Learning in the Science Faculty. To support the Assistant Vice Principal and other post holders in the Science Faculty to develop Teaching and Learning.	
<b>Main duties and responsibilities</b> To assist the Assistant Vice Principal in raising standards of teaching and learning in the Faculty by: <ol style="list-style-type: none"><li>1) planning high quality lessons and leading the delivery of consistently good and outstanding teaching and learning opportunities</li><li>2) leading, inspiring and motivating colleagues in developing their teaching and learning</li><li>3) identifying and addressing areas for improvement in teaching and learning Supporting the development of Faculty staff to meet the challenge of any future changes to the curriculum</li><li>4) securing outstanding outcomes for all students as a result of good and increasingly outstanding teaching</li><li>5) providing inspirational, innovative and motivational leadership of the improvement of teaching to enable all students and staff to achieve their highest potential</li><li>6) establishing a culture that promotes excellence, equality and high expectations for all students</li><li>7) carrying out the day to day duties of a classroom teacher on an exemplary basis in line with the School Teachers Pay and Conditions Document and Teachers Standards</li></ol> <b>Teaching</b> When directed by the Assistant Vice Principal, support the monitoring and evaluation of the quality of teaching within the Faculty and contribute to the improvement quality of teaching by: <ol style="list-style-type: none"><li>8) developing a high quality ethos of learning amongst students based on high expectations and a shared vision</li><li>9) leading and developing innovation in teaching and learning, embedding this across the Faculty and whole school</li><li>10) developing, implementing and reviewing support programmes, CPD and intervention to improve teaching and learning</li><li>11) delivering high quality support, mentoring, coaching, induction and CPD that improves teaching and learning and support professional development of colleagues</li><li>12) acting as an exemplary role model teaching good and outstanding lessons and supporting colleagues to develop their own practice</li></ol>	

- 13)personalising planning and teaching to ensure the achievement of all students including those with SEND and Pupil Premium and other key groups
- 14)keeping up to date with new teaching and learning strategies and implement as appropriate to further develop the quality of teaching and learning
- 15)supporting underperforming colleagues to improve and develop good practice
- 16)taking part in demonstration and "model" lessons to support colleague professional development
- 17)Observing and making accurate judgements of lessons, providing appropriate and effective feedback

Systematically monitor and evaluate the quality of learning within the faculty area and lead quality of learning improvement initiatives by:

- 18)overseeing and monitoring the quality of planning and the use of planning time in the department
- 19)overseeing and monitoring the quality of teacher marking and feedback
- 20)ensuring the development and implementation of appropriate schemes of work and assessment
- 21)sampling students' books and work to ensure quality control

### **Health, safety and discipline**

- 22)Promote the safety and well-being of pupils.
- 23)Maintain good order and discipline among pupils.

### **Leadership and Management**

As directed by the Assistant Vice Principal to provide dynamic and inspirational leadership in the Faculty and lead the development and implementation of key curriculum, and Faculty initiatives by:

- 24)enthusiastically leading colleagues within a positive and supportive working atmosphere, with a common vision for success
- 25)assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Faculty.
- 26)contributing to the Curriculum Area and Faculty's development plan and its implementation.
- 27)planning and preparing courses and lessons.
- 28)taking a lead role, working closely with other leading practitioners in determining and developing policies, procedures and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning and whole school improvement
- 29)analysing national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Assistant Vice Principal
- 30)using local and national data and other information in order to provide: a comparative baseline for evaluating learners' progress and attainment; a means of judging the effectiveness of their teaching; a basis for improving teaching and learning
- 31)taking a lead role in improving the effectiveness of assessment practice in the Faculty in evaluating the effectiveness of teaching and learning.



- 32) researching and evaluating innovative curricular practices and drawing on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- 33) supporting the KS5 Coordinator in the development of post-16 courses in the department and across school in liaison with external organisations
- 34) supporting the G&T post holder in ensuring that students make expected levels of progress

#### **Professional development**

- 35) To contribute to the maintenance and development of the school's ethos, values and overall purpose.
- 36) To assist with the development of a programme of CPD.
- 37) To deliver CPD designed to meet the needs of the teaching staff.
- 38) To coach and mentor Science team members and encourage them to engage in appropriate CPD.
- 39) To use meetings to share good practice, cascade training and to inform team members of any changes to national guidelines and procedures.
- 40) To observe Science colleagues and others as necessary, providing evaluative feedback that encourages further development.

#### **Communication**

- 41) Communicate with pupils, external agencies, parents and carers.

#### **Working with colleagues and other relevant professionals**

- 42) To be responsible for fostering positive relationships across the school.
- 43) To help in maintaining and developing effective communications and links with parents to provide positive responses to concerns and problems.
- 44) To develop and maintain positive links and relationships with the community and all external agencies.
- 45) To monitor the standards of behaviour and achievement and intervene and support as necessary.
- 46) To be able to create a positive working environment, which enables staff to develop whilst challenging and supporting each other
- 47) To mentor and coach Teachers within the Science team.
- 48) To foster an environment with high expectation for all.

### **EQUALITY AND DIVERSITY**

We are committed to and champion equality and diversity in all aspects of employment within the London Borough of Newham. All employees are expected to understand and promote equality and diversity in the course of their work.



**Other clauses:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers Pay and Conditions document (TPCD).
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

**Safeguarding**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

### Person specification

	Essential	Desirable	Method of Assessment
<b>Knowledge/Qualifications</b>			
Qualified Teacher Status	Y		Application
Be prepared to embark upon further training as required	Y		Application/Interview
To be achieving good to outstanding outcomes in most recent role	Y		Application/Interview
Good to outstanding teacher grading	Y		Application/Interview
Good ICT skills		Y	Application/Interview
To have the desire and skills to lead and manage the development of high level cutting edge teaching and learning practice within and outside own area of subject expertise	Y		Application/Interview
To have the desire and skills to work with relevant forums to shape a high quality whole school teaching and learning strategy which meets the needs of all students	Y		Application/Interview
To have a range of practical strategies to raise achievement and attainment	Y		Application/Interview
To have the personal skills and desire to help teaching colleagues who may be experiencing difficulties	Y		Application/Interview
To have a good working knowledge of the National Curriculum programmes of study, cross-curricular themes and assessment arrangements across the whole age and ability range	Y		Application/Interview
To demonstrate a commitment to safeguarding and promoting the welfare of children and young people and an expectation of colleagues to do the same	Y		Application/Interview
To have an understanding of how the school's community system supports teaching and learning and raises achievement in the school		Y	Application/Interview
Experience of coaching, mentoring and induction of staff in relation to teaching practice	Y		Application/Interview
<b>Experience</b>			
Be an outstanding classroom practitioner	Y		Application/Interview

To be able to demonstrate significant impact in most recent role on the educational progress of students	Y		Application/Interview
To be able to evidence substantial impact in your current/ most recent role on the development of other staff	Y		Application/Interview
To have experience of teaching functional skills		Y	Application/Interview
To have experience of teaching at Key Stage 5		Y	Application/Interview
<b>Personal Skills</b>			
An excellent teacher with enthusiasm and a commitment to education and developing others	Y		Application/Interview
An effective team member	Y		Application/Interview
Able to develop good personal relationships with students and adults	Y		Application/Interview
Able to deal with challenging students effectively	Y		Application/Interview




## **Academies Enterprise Trust**

Academies Enterprise Trust is the largest Academy Partnership in the United Kingdom, with 66 schools (Primary, Secondary and Special) across England.

We believe that all young people deserve to become world class learners – to learn, enjoy, succeed and thrive in a world class educational environment, which has the best facilities, the best teaching and the most up to date resources available to them.

Our vision is to help students achieve world class learning outcomes by developing world class teachers in a world class community.



Secondary      
Primary         
Special        

### **Ethos Statement**

Every young person deserves the opportunity to have a life that can be described as 'good quality', free from fear and danger, where they can give and receive respect to and from others with a sense of well-being, belonging, worth and achievement.

AET academies will become High Performing Organisations and, therefore, must be the:

- Education provider of choice for students.
- Employer of choice for staff.
- Investment of choice for parents.

### **Values and Beliefs**

Through our actions and behaviours we will strive to develop young people who:

- Respect themselves and the community (people, property and the environment), and seek to have a positive impact on society;
- Are polite, calm, caring, honest, trustworthy and helpful;
- Are responsible, independent and supportive of each other;
- Are tolerant, open minded and not prejudiced;
- Are determined and have a strong work ethic;
- Will be thoughtful and compassionate with the ability to listen and challenge in a considerate fashion;
- Have good communication skills;
- Offer themselves as good role models for future generations of learners and citizens;
- Can demonstrate strong self-belief and confidence and have high aspirations;
- Are team players who can work and support others, and where necessary are able to take on leadership roles.

## **Learning and development**

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. To encourage this we offer a professional learning journey which can be tailored to your individual needs. We provide experiences, social learning and formal programmes that will enable you to develop new skills, and to work, collaborate, learn and develop with colleagues across our large network.

Your journey will be accessible through the knowledge exchange to enable you to be responsible for your own learning and development. You will have to access to the market place, resources and online communities to share good practice and be part of the vast learning opportunities across our network .

We are the largest network of academies in England allowing you to develop your skills, knowledge and expertise in a variety of different settings and locations across the country.

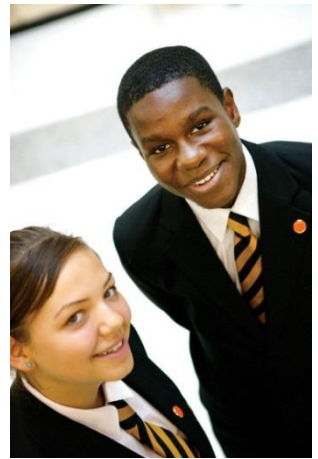
Our journey is designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will support you in achieving excellence together and stretch your learning and development to have greatest impact across our network.



## **Staff Benefits**

### **Career Development**

- Apprenticeships
- Financial Support towards achieving further Qualifications
- Leadership Programmes
- Progression Opportunities
- Teacher Training Programmes



### **Family Friendly**

- Childcare vouchers – If you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

### **Financial**

- JTRS Apple Product Store–Employees, students and families are eligible to purchase a range of Apple products at preferential terms.
- EAG Essex Auto Group –Employees are eligible to receive preferential terms on the purchase of new vehicles within the EAG range of vehicle bands they offer. EAG also offer vehicle servicing and repairs, and hold an agency with Motability for those who require a vehicle to their specific disability needs.
- Pension

### **Health and Wellbeing**

- Hi-Tec Sport – Hi-Tec offer staff, students, and parents of the Group a discount on all footwear purchased directly from Hi-Tec via its online store.
- Westfield Health – The Group has enjoyed a business partnership with Westfield Health since 2008, which offers an opportunity to obtain cash back for eligible employee's routine health needs. The scheme provides an excellent range of benefits for you and your dependent children.

## **Academies Enterprise Trust, Safe Recruitment Procedure**

Academies Enterprise Trust is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### **Disclosure and Barring Service**

A Disclosure and Barring Service Certificate will be required for all posts.

### **Shortlisting**

Only those candidates meeting the right criteria will be short listed.

### **Interview**

1. Those shortlisted will take part in an in-depth interview process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

### **Reference Checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 3 months). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy/trust with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.

### **Equal Opportunities**

Academies Enterprise Trust recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds with different skills and abilities. AET takes positive steps to create an employment culture through its Board of Governors, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community and others connected with it. AET is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

### **Data Protection**

Personal data provided on your application, and for equal opportunities monitoring, is required to enable Academies Enterprise Trust to operate and monitor its recruitment and employment procedures. Data is kept secure and accurate, and disclosure is restricted to those people within the organisation who have a need to access it. Personal data supplied by you is destroyed within prescribed time limits, unless you are appointed, in which case the data you have supplied will form the basis for your individual staff record.