

Second In Science

Thistley Hough Academy
January 2020



**THISTLEY
HOUGH
ACADEMY**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in joining the team at Thistley Hough Academy.

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people.

We believe every student is entitled to outstanding educational provision. In the City of Stoke-on-Trent there has been a legacy of underachievement, and continually improving learning standards provides a crucial passport to future success.

We were delighted to be awarded a 'good' with 'outstanding features' judgement from Ofsted in March 2017 and are firmly committed to become graded as 'outstanding' through a rigorous and continuous programme of educational improvement.

At the heart of everything we do is a desire to create learners who are articulate, creative, resourceful and independent with a strong moral purpose. We aim to cultivate independent learners who make connections, who strive for academic success and for personal achievement.

As well as academic excellence, we encourage pride, respect and commitment, which has become a mantra throughout the Academy. Thanks to our high standards of behaviour our staff are free to teach, and our students can develop a lifelong love of learning in a caring supportive environment.

We raise aspirations through a knowledge connected curriculum, based on a sequence of learning aimed at developing the knowledge and thinking of all our students. This is achieved through a tailored curriculum, outstanding pastoral care, and an extraordinary range of extra-curricular activities which are the cornerstones of our academy.

We are looking for an ambitious, experienced, committed and dynamic individual to join our team. You must believe passionately in making a difference to the life of every student, and in return you will be rewarded with a highly competitive career package.

I look forward to receiving your application.

Yours sincerely,

Jayne Schofield

Principal

“We believe every student is entitled to outstanding educational provision”

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

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ABOUT THISTLEY HOUGH ACADEMY



Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Trent.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.

MORE ABOUT THISTLEY HOUGH ACADEMY

- £15m state-of-the-art building and facilities
- Rated 'Good' by Ofsted with 'outstanding features'
- Winner of the Happiest School Award 2018
- TES Community and Collaboration Award 2018 – shortlisted
- Dedicated staff CPD programme & wellbeing group
- Training and mentoring opportunities through the Creative Education Trust



Summary of Thistley Hough Academy's Progress Scores in 2019:

- Progress 8 score: **-0.3**
- Attainment 8 score: **37.0**
- Pupils entering EBacc: **53%**
- Staying in Education or entering employment: **98%**

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our **'Growing Our Own'** model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.



OUR 'GROWING OUR OWN' MODEL

- DfE pilot project for Early Careers offering staff within the first 4 years of their career, additional protected time and bespoke coaching from middle leaders to continue their professional development following initial teacher training.
- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle and senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums etc.
- Weekly professional development entitlement – dedicated 2 hours for activities including research action groups, departmental specific development etc.



Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings. Activities such as staff sports days, walking groups and staff yoga classes are actively encouraged and supported.



You can find out more at:
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SECOND IN SCIENCE

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Thistley Hough Academy, Stoke-on-Trent

SALARY

MPS/UPS as appropriate

CORE PURPOSE

- The core purpose of the Second in Science is to support the curriculum leader in the leadership of the Science department. Provide an outstanding education the the students to achicieve the highest standards in all areas of the Academy's work. This includes embracing a culture that promotes excellence, equality and high expectations of all students.

TEACHING

- Plan work in accordance with departmental schemes of work and National Curriculum programmes of study.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery.
- Work in collaboration with Learning Support Assistants attached to any teaching group.
- Take account of students' prior levels of attainment and use them to set targets for future improvements.
- Set work for students absent from school for health or disciplinary reasons.
- Maintain good classroom management by adherence to the advice given to staff in the staff handbook and elsewhere.
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the Academy's behaviour code.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.

ASSESSMENT, RECORDING AND REPORTING

- Maintain notes and plans of lessons undertaken and records of students' work.
- Mark, monitor and return work in line with Academy policy and provide constructive oral and/or written feedback and clear targets for future learning as appropriate.
- Carry out assessment programmes (e.g. reports) as agreed by the Academy policy.
- Attend the appropriate parents' evenings to keep parents informed as to the progress of their child.
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.

PASTORAL WORK

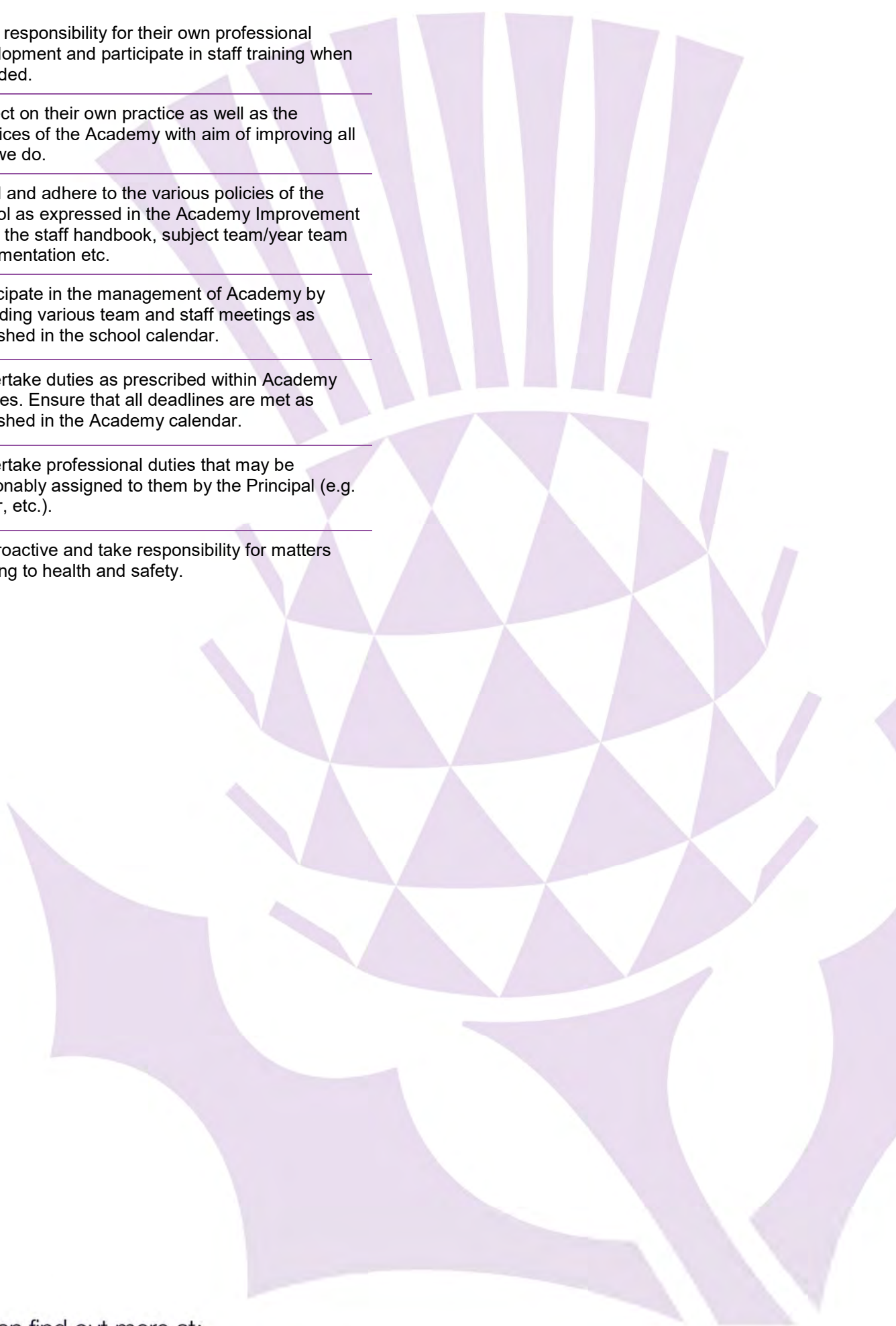
- Undertake responsibility for a tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the tutor group.
- Monitor the social and academic progress of individuals in the tutor group.
- Be prepared to undertake responsibility for delivery of the Widening Horizons programme to one or more tutor group.
- Promote good attendance and punctuality and monitor in accordance with the Academy's attendance procedures.

PROFESSIONAL STANDARDS

- Support the aims of the academy to promote a "learning community".
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of the Academy by attendance at and participation in events such as open evenings. (as appropriate to their responsibilities).
- Support the ethos of the Academy by upholding the behaviour policy, uniform regulations etc.

You can find out more at:

www.creativeeducationtrust.org.uk

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- Take responsibility for their own professional development and participate in staff training when provided.
 - Reflect on their own practice as well as the practices of the Academy with aim of improving all that we do.
 - Read and adhere to the various policies of the school as expressed in the Academy Improvement Plan, the staff handbook, subject team/year team documentation etc.
 - Participate in the management of Academy by attending various team and staff meetings as published in the school calendar.
 - Undertake duties as prescribed within Academy policies. Ensure that all deadlines are met as published in the Academy calendar.
 - Undertake professional duties that may be reasonably assigned to them by the Principal (e.g. cover, etc.).
 - Be proactive and take responsibility for matters relating to health and safety.

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	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above. • Qualified Teacher Status 	
EXPERIENCE	<ul style="list-style-type: none"> • Demonstrated outstanding, and successful experience as a teacher in a secondary context. • Experience of teaching students at Key Stage 3 & 4. • Excellent classroom management skills. • Imaginative lesson preparation. • Experience of the role of Form Tutor. • Evidence of ongoing CPD • Experience of planning and delivery of educational visits etc. for students 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Understands how to set high aspirations and lead effective strategies across all aspects of a secondary school including curriculum, learning, behaviour administration, finance and communication. • Excellent understanding and knowledge of the secondary curriculum. 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Demonstrate personal enthusiasm and commitment to make a positive difference to children and young people • Demonstrate personal and professional integrity • Prioritise, plan and organise themselves and others • Think analytically and creatively and demonstrate initiative in solving problems • Be aware of their own strengths and areas for development and listen to feedback from others • Demonstrate a capacity for sustained hard work with energy and vigour • Demonstrate resilience and optimism • Effective communicator 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom. 	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines

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