Beacon Academy

Ambitious for excellence in all we do



TEACHER OF COMPUTER SCIENCE

Required for September 2019
Applications from NQTs are welcomed

Information for Applicants

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National Teaching School designated by National College for Teaching & Leadership

National Support School designated by National College for Teaching & Leadership

CSW Investor in Careers

Post of Teacher of Computer Science

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional and non-selective 11-18 school.

We wish to appoint a dedicated, hardworking and innovative Teacher of Computer Science. The successful candidate will have high expectations as well as genuine ambition. They will consistently plan and deliver lessons that inspire, engage and challenge every student enabling them to be enthusiastic about their learning and to make excellent progress.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1300 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

We are immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history. Despite a decline in national GCSE results, we find ourselves once again significantly above county and national averages.
These results now place Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

Exam Success

We were immensely proud and delighted in 2018 to be celebrating the best ever A-Level and GCSE and are proud to once again be significantly above county and national averages.

The results for the last three academic years place Beacon Academy as the top performing school in East Sussex for Progress 8 and one of the top performing schools nationally.

GCSE Success

We have a vast amount to celebrate in terms of our outstanding GCSE results. These exceptional outcomes are a testament to our phenomenal team of staff and hardworking students. 75% of our students have achieved English and Maths at grades 9 - 4 (the Government's new Standard Pass – equivalent to the old grades A* - C). 55% have achieved English and Maths at grades 9 - 5 (the Government's new Strong Pass).

We are also delighted that our students have beaten their ambitious targets in a number of the government measures and subject areas. Over 25% of our exam entries are grades 9 - 7 (old A* - A) and 60% of the entries are A* - B grades.

Our students have achieved excellent results across a broad range of subjects, with some notably exceptional subject performances once again this year:

- In English, 32% of the whole year group achieved the very top grades of 9 - 7 (the old A*-A). 72% achieved grades 9-5 (the Government's new Strong Pass) and 84% achieved a standard pass with grades 9 - 4 (equivalent to the old grades A*-C).
- In Mathematics, a quarter of the whole year group achieved the very top grades of 9 - 7 (the old A*- A). 61% achieved grades 9 - 5 (the Government's new Strong Pass) and 79% achieved a standard pass with grades 9 - 4 (the Government's new Standard Pass – equivalent to the old grades A*-C).
- Biology and Physics both achieved 100% 9 - 4 grades, with Chemistry achieving 98%. Music GCSE, our Level 2 VCERTs in Business Studies, Dance and Health and Fitness and our Level 2 TLM IT qualification all also achieved 100% 9 - 4 grades. Modern Foreign Languages performed tremendously well with German 98% and French 91%. Other top performing subjects included Drama with 89% 9 - 4 grades, Art & Design with 83% and Art Photography with 80%.
- In total, 20 of our 27 GCSE/equivalent courses (74% of them) achieved a standard pass rate of over 65% (9 - 4 grades).

A-Level Success

We are also celebrating another very successful year of A level results, with an A Level and equivalent examination pass rate of just under 100%. As a non-selective, non-denominational and non-fee paying school, we are delighted that 72% of our students' grades were A star - C and 44% A star - B. After a couple of years of enormous changes in the national assessment at Advanced Level, we are particularly proud of the consistently excellent achievements of our students and staff despite the new, tougher exam regime.

A number of subjects really stand out in these results, with strong performance at B or above. 67% in English Literature, 63% in Mathematics, 100% in Modern Languages, 100% in Dance, 70% in RS Philosophy , 64% in Photography, 56% in Psychology, 50% Geology and 50% Geography achieved the prestigious A*- B grades.

These results are a represent another year when our students have achieved excellent results.

These exceptional outcomes have ensured that our wonderful, hardworking and determined students have been able to secure their futures at their first choice universities. Over the last few years we have typically had 95% of our Year 13 cohort who apply to go to university being accepted to their choice and as many as half achieving places at the esteemed Russell Group universities.

National Teaching School and National Support School

Beacon Academy was one of approximately 65 schools nationwide selected to become a National Teaching School in June 2017, taking a leading role in recruiting and training new entrants to the profession. I was also one of approximately 75 Headteachers to be appointed to the role of National Leader of Education in the latest recruitment round. I was also invited to be a member of the South East Ofsted Reference Group.

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPD) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL. We invest highly in our staff and this is reflected through the leadership, management, communication and training across the school.

Beacon Academy remain on an exciting journey to sustain and improve on our vision of being an exceptional school both locally and nationally. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Teacher of Computer Science. Please see the details on page 10 on how to apply for this role.

If you wish to have an opportunity to discuss this post informally, please contact Chris Courtney, Head of Business, Economics and Computer Science on 01892 603000, or email c.courtney@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Headteacher

Beacon Academy Examination Results 2017 - 2018

As confirmed by the Department for Education's provisional national league tables, Beacon Academy is the number one school in East Sussex for the second year running under the headline Progress 8 measure, in second place in Sussex overall and in the top 5.6% of all schools nationwide.

Progress 8 is the Government's main performance measure, and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

This year our Progress 8 score is 0.7. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 7% of schools nationally who are now categorised as 'well above average' for two years in a row. As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

Key Stage 5 - A-Levels only	2017			2018*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	C+	C	C	C+	C+	C
Average Points	32.1	31.1	30.1	32.4	33.3	31.3
Progress Score	0.15 Above Average	0	-	0.01 Average	-	-
Students completing their main study programme	96%	95%	92%	94%	93%	87%
Achieving AAB or higher in at least 2 facilitating subjects	15%	14%	9%	11%	16%	9%
Grade and points for a student's best 3 A Levels	B- 35.6	C+ 34.1	C 30.8	B- 35.7	C+ 33.6	C- 28.4

Key Stage 4 - GCSE & Equivalents	2017			2018*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Attainment of the year group on entry to secondary school (KS2 APS)	28.4	-	-	27.6	-	27.7
9-7	30%	22%	-	25%	22%	-
English & Maths 4+ Standard Pass	77%	64%	62%	75%	64%	62%
English & Maths 5+ Strong Pass	59%	43%	39%	55%	40%	41%
English 4+ Standard pass	82%	68%+	-	84%	75%	74%
Maths 4+ Standard pass	84%	69%	-	79%	70%	68%
English 5+ Strong pass	70%	52%+	-	72%	60%	59%
Maths 5+ Strong pass	66%	49%	-	61%	49%	47%
Ebac 4+ Standard pass	36%	24%	-	31%	24%	19%
Ebac 5+ Strong pass	35%	21%	15%	25%	17%	13%
Overall Attendance	93	-	-	93	-	-
Ebac APS	-	-	-	4.47	3.85	3.85
Attainment 8	54	46	45	50.7	44.5	45.2
Progress 8	0.8	0	0	+0.70	-0.02	-0.03

Notes: *Figures correct at time of publishing - Figures unavailable + English Language only

STAFF TESTIMONIALS

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy, Senior Assistant Headteacher focusing on Progress and Achievement and in my current role as Deputy Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Keith Slattery: Deputy Headteacher







I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Imogen Mepham: Teacher of Mathematics

At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life

The Computer Science Department

The Computer Science Department is a growing and evolving department within the Academy. We have two members of staff who work within the department full-time, supported by non-specialists at KS3. From this academic all students at KS3 follow a combined computing and ICT curriculum. The content we deliver at KS3 is constantly being updated and improved to help students of all abilities progress with their computing and ICT skills and application. The successful candidate would be expected to teach across all key stages from KS3 to KS5.

Departmental Staffing Structure	Head of Department: Mr Chris Courtney Teachers: Mr Matthew Conabeer, Mr Michael Seabrook
Curriculum	KS3: Variety of key skills in Computer Science. KS4: OCR Computer Science (Started Sept 2018) KS5: A level Computer Science (Started Sept 2018)
Previous outcomes	Computer Science at Beacon has had previously good results with Cambridge National qualifications at level 2 with year 11 and level 3 with the sixth form. We've changed our curriculum so that these courses are no longer desired, and have begun a more computer Science and less IT focussed curriculum.
Facilities	6 Dedicated ICT suites on the main site 2 Dedicated ICT suites on the sixth form site
Resources	All ICT suites are controlled by Impro. In excess of 450 teaching PCs.
Key areas for development	The subject is constantly evolving as the Computer Science curriculum is changing all the time. Improved achievement of students in the following groups: Pupil Premium, FSM, Ever 6 and SEN. Improving the attainment of student with the lowest prior attainment within KS4

Job Description

JOB TITLE:	**TEACHER**
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO:	Head of Subject / Department.
ACCOUNTABLE FOR:	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	**KEY TASKS**
1. THE LEADERSHIP OF LEARNING To contribute to the development of the department schemes of work and implement through classroom teaching	a) To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work. b) To adopt a variety of strategies to engage all students (including ICT and use of the Creative Learning Centre) and be responsive to advice. c) To promote good student behaviour d) To mark, evaluate and give regular appropriate feedback on students work e) To assess students' progress and report to parents periodically in accordance with the Academy guidelines
2. THE LEADERSHIP OF PEOPLE To communicate effectively with members of staff in the department, to develop a collegiate working environment	a) To contribute to department meetings with creativity and energy b) To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported c) To contribute to House meetings and Year team meetings
3. THE LEADERSHIP OF RESOURCES AND POLICY To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives	a) To contribute to the development of curriculum materials b) To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications • Graduate & Qualified teacher • Strong academic background	**Qualifications** • Evidence of commitment to professional development
Experience • Secondary teaching experience or practice across both Key Stage 3 and 4 • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation	**Experience** • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Sees this as a post to further promotion • Experience of teaching the most able at Key Stage 4 and 5 • Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
Philosophy *Commitment to:* • The principle that 'The Children come first' • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort	**Philosophy** • An understanding of Academy status and its benefits flexibilities this status brings for the school. • Consistently good teaching with examples of developing outstanding practise. • An understanding of Computer Science as part of the whole curriculum
Skills *You will need to* • Be an effective Teacher • Be and effective Communicator • Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre')	
Personal Qualities We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!	

APPLICATIONS

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2018. Further information can be found on our website.

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