

ROYAL WOOTTON BASSETT ACADEMY TRUST

Application Pack

Royal Wootton Bassett Academy

Science Teacher with the possibility of a TLR

September 2020

Closing Date – 8th December 2019, 12 noon

Interviews – Week Commencing 9th December 2019

Royal Wootton Bassett Academy Trust
T 01793 841900
E Enewman@rwba.org.uk
W www.rwbat.org.uk

LAWN MANOR ACADEMY

NORE MARSH JUNIOR SCHOOL

PATIENTIA ET LABORE

Excellence in Education

Dear Applicant

Thank you for your interest in working for Royal Wootton Bassett Academy. These guidance notes will assist you in completing your application form, which is the first step in our recruitment process.

The Royal Wootton Bassett Academy Trust (RWBAT) is built around the one word of 'Excellence.' Together the Schools strengthen each other, sharing good practice and building capacity for all. Within the MAT we strive to maximise the potential of each person within our community and are absolutely committed to continuous improvement. We value developing the whole person equally to the achievement of academic success.

From September 2019, we need an outstanding, competent, enthusiastic, motivated and dedicated teacher of Science, to join a hugely popular, vibrant and innovative Department with outstanding results.

The ideal candidate will have superb subject knowledge and a passion for teaching Physics, Chemistry or Biology, including the ability to teach this specialism to A-Level students. The successful candidate would be part of an effective and growing department and will have opportunities to teach students from Year 7 and upwards.

You will:

- Have superb subject and contextual knowledge.
- Have a passion for teaching students in all key stages.
- Work as a team member to deliver teaching and learning so that students continue to be aspirational, engaged and motivated.
- Be an excellent communicator who develops positive relationships with students and staff alike.

This is an exciting opportunity for a suitably qualified and ambitious Science teacher who is looking to excel within a forward thinking and successful Department. NQTs and experienced teachers are encouraged to apply.

In return we can offer the full benefits of our excellent support and CPD programmes both internally and through Royal Wootton Bassett Academy Trust.

Royal Wootton Bassett Academy is an oversubscribed, very successful, reflective and incredibly proud 11-18 school with 1,764 students on roll including 356 students in our very popular and successful Sixth Form. Royal Wootton Bassett Academy is committed to developing 'Growth Mindsets' and we would welcome an application from fellow professionals who share this mindset.

In December 2010, the school was awarded ***Outstanding*** in every category by Ofsted. They described our students as ***"…an absolute delight."*** *and* ***"in every area of the School they carry out exemplary practice."*** In November 2013, the Academy was again awarded **Outstanding** in every category by Ofsted where they stated "***Around the school, students are polite and courteous to each other, to members of staff and to visitors. Students listen attentively in lessons, and almost always respond rapidly to teachers' instructions".*** As far as we are aware, Royal Wootton Bassett is the only school in the country to be awarded this prestigious accolade in succession.

Royal Wootton Bassett is geographically situated in a pleasant location with Bath, Bristol, Cheltenham and the Cotswolds all within commuting distance.

The Governing Body and staff at the Academy are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share in this commitment.

If you believe you have the experience, vision and drive for this role then we would like to hear from you.

Job Description
The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. The criteria listed within the job description detail how each of these areas will be assessed. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

References
We will require two satisfactory references before a job offer is confirmed; one of which must be your current Headteacher in your present or most recent employment. Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

There is a lot of information about the academy available on our website www.rwba.org.uk

We hope you will feel inspired to apply for the post of Teacher of Science at Royal Wootton Bassett Academy.

Yours sincerely
George Croxford
CEO & Headteacher RWBA


HARRY
POTTER

Job Description

- To implement the Aims and Policies of Royal Wootton Bassett Academy and reaffirm them regularly.
- To support, encourage and challenge all students and reinforce the Royal Wootton Bassett Academy learner profile.
- To maintain high professional standards of lesson preparation and delivery.
- To promote punctuality and respect for all in the environment both in the classroom/teaching area and the wider Academy environment.
- To ensure that students' achievements are celebrated, recorded and reported within the agreed principles of Royal Wootton Bassett Academy.
- To encourage students to participate fully across the whole spectrum of their Academy experience.
- To assist the Leadership Team /Heads of Faculty / Heads of Department /Heads of Year /Lead Practitioners /Tutors and Student Managers in promoting the continuity and quality of the learning experience for every individual student across all Key Stages.
- To ensure that all lessons are differentiated sufficiently to challenge all levels of intellectual ability.
- To assess and mark students' work and give feedback necessary to bring about progress in each student's learning and understanding.
- To work with colleagues projecting a consistent corporate approach to our dealings with the students, parents and all concerned with Royal Wootton Bassett Academy.
- To work with the Leadership Team /Tutors /Student Managers and Support Staff to communicate with parents, other colleagues and appropriate agencies concerning the progress, welfare and well-being of all students.
- To work with, contribute to and be accountable to the Heads of Faculty /Heads of Department /Heads of Year /Lead Practitioners and the Student Managers or other designated members of staff regarding agreed objectives for the faculty /department and wider community.
- To contribute to or create Schemes of Work to ensure your subject area takes advantage of up to date pedagogic knowledge and skills.
- To follow all Academy procedures for Quality Assurance practices, such as lesson observations and learning walks.
- To undertake appropriate monitoring of student progress via regular assessment and in accordance with Academy policies to ensure that all students make at least good progress.
- To report progress accurately and by deadline, in accordance with Academy policies to parents and other teaching staff as required.
- To be an effective teacher and tutor who leads by example and establishes high levels of expectation.
- To maintain a high level of professional expertise in relation to the post to which appointed, and the Royal Wootton Bassett Academy approach to the Curriculum.
- To undertake additional duties including cover, attending meetings and undertaking professional development in accordance with Teachers' Conditions of Employment.
- To attend all Monday morning Staff Meetings, Twilights and other Continuing Professional Development in accordance with Academy guidance on directed time.
- To undertake a share of supervisory responsibilities in accordance with published rosters and procedures.
- Being a member of a House, carrying out related duties.
- Due to the nature of this post, you will be required to apply for a Disclosure from the Criminal Records Bureau if you have been successful in your application. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The Academy will apply on your behalf and will pay the necessary fee. Having a criminal conviction will not automatically exclude you from employment; this will depend on the nature of the position, the circumstances and background of the offences committed.



Person Specification

This job description allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out and no part of it shall be construed. In allocating time to the performance of duties, the postholder must have regard to the Academy's published Directed Time Guidance.

The job description is not necessarily a comprehensive definition of the post and the Headteacher may request reasonable additions. It will be reviewed at least once per two years and may be subject to modification or amendment at any time after consultation with the postholder.

Copies of documents offering guidelines on fulfilling particular roles, e.g. role of Head of House, should be considered as guides to support but not replace or contradict this job description.

The Academy will inform the individual separately on an annual basis of the Governors' review of the structure of your salary entitlement.

OTHER DUTIES

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder

HEALTH AND SAFETY

The postholder is required to carry out the duties in accordance with the School Health and Safety policies and procedures.

SAFEGUARDING

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Staff must work in accordance with the South West Child Protection procedures and Child Protection/safeguarding Policy and understand their role within that Policy.


WOOTTON BASSETT
ACADEMY
Reception
Ofsted
Outstanding
2010 2011
Ofsted
Outstanding
School
WADE
TRESPASS

How to Apply

Candidates must return a completed application form and can attach a supporting letter (no more than 1 side of A4).

Closing date for applications: Sunday 8th December at 12 noon.

Please be advised that any applications received after this date/time will not be accepted, candidates are responsible for ensuring their application is received. Due to the high number of applications it is not always possible to confirm receipt of applications.

Interviews will be held week commencing 9th December 2019

Completed application forms should then be sent via email to

slambourne@rwba.org.uk

Candidates who are successfully selected for interview will be informed after shortlisting has taken place.

Candidates should apply using the correct application form. CVs will not be accepted.

RWBAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences. References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.

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Useful information

Royal Wootton Bassett Academy website: Click Here

