

CAMPSMOUNT ACADEMY

Recruitment Pack



Position: **Teacher of Science**

'Something very special is happening
in this school.....'

'Lead Inspector, Ofsted'





CAMPSMOUNT

RECRUITMENT INFORMATION PACK

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CAMPSMOUNT

26 March 2021

Dear Applicant,

Thank you for your interest in this exciting position of Teacher of Science at Campsmount Academy. The successful candidate will have the opportunity to have a positive impact on many young people's lives. Within this application pack you will find a job description and person specification, as well as information on the Academy and how to apply. I would strongly encourage you to visit our Academy website on www.campsmount.com and our twitter account @CampsmountAcad, to see up to date information on life at Campsmount.

The successful applicant will be assured of a well-considered induction to the Academy and support for your own professional development. We are looking for a person who is fully committed to making a difference, who has energy and determination, and wants to be part of a school where 'something special is happening' (Ofsted).

Everyone at Campsmount has a key role in our aim to become 'a truly great school' and our school values of 'PRIDE, AMBITION, INTEGRITY and RESPONSIBILITY' are at the centre of all we do. You will join staff at the Academy whom visitors unanimously comment on positively, highlighting their professionalism, friendliness and absolute commitment to our students. We are very much a school at the heart of the community and as such, staff turnover is very low and 'relationships between pupils and adults is impressive' (Ofsted).

You would be joining Campsmount at a very exciting time in it's development. We have become oversubscribed due to the significant success over the last few years and students at the Academy share this ambition. Despite this success we continually look for ways of becoming even better and all staff aspire to this. As part of the journey, the Academy has developed from a Single Academy Trust (SAT) to a Sponsor Multi Academy Trust (MAT), creating many opportunities for talented individuals.

We hope that you feel Campsmount will be the right school for you and you intend to apply for the role. We believe that it is a great place to work and that you will find this role rewarding and enjoyable.

Yours faithfully,

Elizabeth Browne
Principal



CAMPSMOUNT

GENERAL INFORMATION FOR CANDIDATES

'Something very special is happening in this school'
Ofsted Lead Inspector

Camps Mount is situated in the village of Norton, approximately 10 miles North of Doncaster on the border of West and North Yorkshire and with easy access to both the A1 and the M62. Our catchment area includes Norton and the ex-mining communities of Askern and Campsall, with students also travelling from more rural communities in North, West and South Yorkshire.

The 'highly recommended' Academy benefits from a very attractive site which comprises excellent sports facilities, including floodlit all weather courts. In 2012, we moved into our superb new building that provides outstanding facilities for staff and students.

Camps Mount is an Academy within Leger Education Trust. We are committed to providing a high quality education for students, regardless of ability, and we offer a wide range of learning experiences that will inspire, engage and motivate all learners, leading to success and achievement.

The Academy has had much recent success and as a result is very significantly oversubscribed on entry into Year 7. The most recent Ofsted rated the school 'Good' in all areas with 'Outstanding' behaviour. Alongside this, the school has seen steadily improving results and is now one of the top performing schools in the Authority. In addition, results in the Sixth Form are rapidly improving. The lead inspector stated that 'something very special is happening in this school'.

Despite this success we are committed to becoming a 'truly great school' in every aspect and we believe that quality teaching first will ensure students make excellent progress. We pride ourselves on the atmosphere and ethos around the Academy and inspectors commented that 'the quality of relationships between pupils and adults is impressive'. Our expectations of our students and also ourselves are high, and as a result we are looking for a particular individual who can meet these expectations.

Please look at our website for further information: www.campsmount.com. As well as our very active twitter page @CampsmountAcad. I hope you will consider joining us at this exciting time in our development and see for yourself what is 'special' about Campsmount.



CAMPSMOUNT

Our Organisational Vision

Our Vision

Truly great students in truly great schools

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive.

Our Strategic Areas

Culture

Thriving Together

Currency

Personal Best

Capacity

Operational Excellence

Character

Preparation for Life

Our Values



Pride

We are the champions of our students, our Trust and our people



Integrity

We operate with honesty, transparency, and serve our community



Ambition

We challenge ourselves to innovate and do better every day



Responsibility

We act responsibly, take ownership for our actions and care for each other

Our Vision

Truly great students in truly great schools

Our vision is simple... we want to nurture all our students to be amazing young people who are ready to thrive and shape our world. Through excellent teaching, leadership, governance and parental support we will achieve this together and, as a result, have schools of which we can all be proud.

A truly great student in our Trust embodies each of our four values; they take pride in everything they do, have high ambitions for themselves and others, take responsibility for their actions and always acting with integrity.

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive

To achieve our vision, we will provide all students in all our academies with a high-quality learning experience, every lesson, every day, which focuses on developing their unique character. The Trust culture will ensure that students are happy, safe, positive and the needs of every individual are met.

All students will have a voice in their education and their future. This experience will foster independence, a sense of community and an appreciation of sustainability and the environment in which they live.



CAMPSMOUNT

Our Values



Pride

We are the champions of our students,
our Trust and our people

We do our best at all times and present ourselves
positively and respectfully. We promote everything
that is great, celebrate our schools and we believe in
the contribution of every individual



Ambition

We challenge ourselves to innovate
and do better every day

We set the highest of standards for ourselves and others
and we are outward facing and life long learners. We
genuinely show that we want the best for all and are
always eager to embrace self development and
improvement



Integrity

We operate with honesty, transparency,
and serve our community

We have a clear moral awareness and appreciation
of how our actions impact on those around us. We
care for each other and promote altruistic
behaviours



Responsibility

We act responsibly, take ownership for our
actions and care for each other

We know how to achieve our goals and demonstrate the
initiative and independence to reach them. We embrace
challenges and persevere when things get difficult. We
become role models for others whilst valuing and
celebrating diversity



CAMPSMOUNT

Our Strategic Areas

Culture – *Thriving Together*

It is our belief that a strong culture is the cornerstone to a successful Trust. A core aspect to Leger Education Trust's culture is the promotion and development of everyone being a leader in their respective roles and responsibilities. By ensuring that this is a fundamental aspect to everyone's practice, we are able to effectively support each other and in doing so, *thrive together*. This approach enables us to meaningfully build capacity where everyone is provided with the opportunity to lead others and genuinely change lives. We are leaders who know ourselves, who know our own strengths and limitations and who genuinely care about making a difference. We all embrace the 'mundanity of excellence' where the basics are performed consistently, collectively and brilliantly every lesson, every day. We are empowered to challenge each other so that we all share and aspire towards achieving the highest standards of educational provision. Our Trust is staffed by radiators not drains; our people light up a room; bring energy, ideas; and an optimistic, positive attitude. Our culture ensures that we do not wait for someone else to act; we do not make excuses or take the easy option.

Currency – *Personal Best*

Our strategic area of 'Currency' focuses on ensuring that all students achieve their *personal best* during their academic careers. When students move on from our Trust, it is our hope that they will have the currency they need to succeed in life. This currency is embedded in academic achievement and the wider experiences students have during their time with the Trust. These experiences contribute to the development of a well-rounded individual who embodies a broad range of skills. It is the acquisition of these skills that enable our young people to be dynamic and capable of opening a number of exciting doors in their future. 'Black Box Thinking' creates long-term sustainable improvement and raises achievement as we honestly, bravely and brutally reflect on what we are doing, across the entire Trust. We share and promote the positives, whilst equally creating a culture where achieving the best outcomes for our students is at the heart of what we do. To do this, a professional culture of self-improvement is adopted where we question everything to ensure that it is the right approach for all. In our Trust it is our job to ask why, how and what, whilst identifying weaknesses and challenging the norm to support innovation and risk-taking, seek opportunities and celebrate success.

Capacity – *Operation Excellence*

Our Trust has built the foundations for *operational excellence* and continues to thrive and grow. It is important that this growth is strategically managed to ensure capacity exists at every level. In order to create this capacity and support the 'business' and quality of education we provide, we focus on the identification, recruitment and retention of talent. The foundations for operational excellence also relate to the quality of our Governance. Our Trustees and Governors understand our community, embrace our culture and as Carter (2020) states 'ask the right questions, at the right time'. Ultimately, operational excellence where capacity is evident at all levels, is achieved through a combination of high quality governance, a great Trust team and outstanding academy leaders who are driven by our vision and values.

Character – *Preparation for Life*

It is our belief that we successfully prioritise personal empowerment and social transformation in what Tierney (2020) calls '*preparation for citizenship*'. On a Trust wide level, we focus on character and personal development in all of our schools, ensuring that every young person engages with the many aspects of life and society. We enable every student, particularly our most vulnerable, to experience outstanding extended and super-curricular opportunities from the moment they start school, to the time they leave and go on to the next phase of their journey. Across the Trust, innovation is prioritised to ensure that best practice is continuously shared within our schools and beyond. Carter (2020) discusses the dangers of being 'islands of ordinariness' in schools. He advises leaders, at all levels, to research, enquire, take risks and be open to new ideas. A commitment to go 'beyond the ordinary' guarantees that our schools become truly great and students leave us ready to take their place in the world.



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The Application Process

Further details about Campsmount Academy can be found on the school website: www.campsmount.com and also the twitter feed @CampsmountAcad

Completed application forms should be emailed to dnl@campsmount.com or by post to
Ms E Browne, Campsmount Academy, Ryecroft Road, Norton, Doncaster, DN6 9AS.

All applications submitted electronically will receive an email acknowledgement.

A telephone call will be made to shortlisted candidates, followed by an email detailing the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

If you have any queries on any aspect of the application process or need additional information, please contact the Academy.



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Post: Teacher of Science

Salary scale: MPS

Permanent

Campsmount is a successful 11-18 Academy situated in a semi-rural area on the outskirts of Doncaster and benefits from an attractive site and fantastic modern facilities. The most recent Ofsted rated the school 'Good' in all areas with 'Outstanding' behaviour. The lead inspector stated that 'something very special is happening in this school'. As a result of this success, the Academy has moved from a Single Academy in 2018 to a Sponsor Multi Academy Trust with currently four individual Academies and a clear growth plan.

Required from September 2021, the Academy Local Governing Body are seeking to appoint an enthusiastic and well qualified Science Teacher who is an excellent classroom practitioner and is able to teach across the age and ability range. This position is a full time, permanent post.

Applications are welcome from teachers at any stage in their career, including newly qualified teachers, for whom the school runs a comprehensive induction and development programme. The successful candidate will join an innovative and progressive team in a popular and successful faculty.

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The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For further details and application form please contact the school by email to dnl@campsmount.com

Application forms should be accompanied by a letter of application and must be received by the closing date of: **Monday 12th April 2021 at 9:00am**



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Job Description

Teacher of Science

Leadership Scale: MPS

Permanent

Responsible to: Head of Faculty

MAIN DUTIES

- This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the post holder's title and salary grade.
- To safeguard and promote the welfare of children and young people.

GENERAL DUTIES

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for all students and support designated curriculum/subject areas as appropriate.
- To monitor and support the overall progress and development of students as a teacher and form tutor, setting students individual improvement goals as appropriate.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To prepare and regularly update subject materials.
- To set regular, relevant and challenging extended learning tasks.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour and standards of work.
- Communicate with parents and carers regarding students' progress and attitude to learning and participate in departmental meetings, parents' evenings and whole school training events as required.
- To assess, record and report on attendance, progress, development and attainment of students and to keep such records as are required.
- To have a commitment to self-review and development.
- To attend meetings and complete additional administration tasks as required by the role.

*These duties are neither exclusive nor exhaustive and the post holder may be required to undertake other duties and responsibilities without changing the general character of the post in order to meet the needs of the organisation.

HEALTH AND SAFETY

The post holder is required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law following recognised codes of practice. The post holder is also required to be aware of and comply with the Leger Education Trust's policies on health and safety.



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Person Specification Form

Teacher of Science

Requirements	Essential (E) or Desirable (D)	Identified by: application form (AF) or interview (I)
Qualifications		
Degree and Teaching Qualification	E	AF
Enhanced DBS	E	AF
Ongoing CPD portfolio	E	AF
Further degree or diploma	D	AF
Knowledge, skills and abilities		
An experienced and strong classroom practitioner	E	AF/I
Understanding of the characteristics of high quality teaching and effective learning	E	AF/I
Ability to work within an effective team	E	AF/I
Excellent written, verbal and non-verbal communication skills	E	AF/I
Ability to see tasks through to a successful conclusion	E	AF/I
Ability to work under pressure, meet tight deadlines and pay attention to detail	E	AF/I/
High level of interpersonal skills with the ability to maintain a positive profile with pupils, staff and parents	E	AF/I
Good ICT skills	E	AF/I
Evidence of having had a positive impact on lives of young people	E	AF/I
Personal and Professional Skills and Attributes		
Patient and persistent	E	AF/I
Tactful, respectful and sensitive to the needs of others	E	AF/I
Enthusiastic with a positive and optimistic outlook and a sense of humour	E	AF/I
Committed to excellence	E	AF/I
Tactful, respectful and sensitive to the needs of others	E	AF/I



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Hard working with high expectations of self	E	AF/I
Ability to establish relationships with internal and external stakeholders	E	AF/I
Ability to work effectively as a member of a team and display excellent interpersonal skills	E	AF/I
First class communication skills on all levels	E	AF/I
Highly organised, motivated and enthusiastic	E	AF/I
High professional and personal standards	E	AF/I
A commitment to working to strict deadlines	E	AF/I
Willingness to play a part in the wider life of the Academy	E	AF/I

Requirements from confidential references:

Written reference(s) only	*
Confirmation of professional and personal knowledge, skills and abilities	*
Positive recommendation from current employer	*
Good health and attendance record	*

Leger Education Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check.