



CANDIDATE INFORMATION BROCHURE



**Broadlands
Academy**
To make our best better



**Academies
Enterprise Trust**
To make our best better

To inspire young people to make their best better



October 2017

Dear Candidate

Welcome to Broadlands Academy and thank you for taking the time to apply for this exciting role at Broadlands Academy.

Broadlands Academy opened in December 2012 and is part of Academies Enterprise Trust, the largest nationwide, multi academy sponsor in the country.

Academies Enterprise Trust firmly believes 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.

Broadlands Academy has an exciting future and this appointment represents a great opportunity to secure positive outcomes for our learners.

If you share our vision and values then we would be very excited to hear from you.

Yours faithfully

A handwritten signature in black ink, appearing to read 'J Hall', written in a cursive style.

James Hall
Principal

Broadlands Academy

Broadlands Academy opened on 1 December 2012 and is sponsored by Academies Enterprise Trust. Our Principal, James Hall, took up post on 1 January 2017. Previous to becoming an academy, Broadlands has served the families of Keynsham and South Bristol in the West of England since 1935.

We are a popular, mixed, fully inclusive comprehensive school taking children from ages 11 to 16 and remain one of the best choices for learning in the area. We aim to value, develop and nurture each student who attends our academy: raise their aspirations, broaden their horizons and promote a life-long love of learning.



Since becoming an Academy in December 2012, Broadlands has been on a trajectory of rapid improvement. This had led to the consistent achievement of over 60% 5 A*-C including English and Maths every year since academisation. In 2016, 66% gained an A*-C grade in English and Maths (English 84%, Maths 68%). High levels of A*-C achievement were also seen in: History (75%), Graphics (79%), Biology (100%), Chemistry (100%), Physics (100%), Film Studies (73%), PE (GCSE 82%, BTEC 95%), Music (80%), Core and Additional Science (77%) and Catering (71%). Broadlands Academy is now a school with not only a strong reputation for excellent academic progress and achievement but also for exceptional pastoral support for its students. Ofsted visited the Academy in January 2016 and were full of praise for the rapid improvement that has taken place and the strong position that the Academy now finds itself in as officially a "Good" school.

The academy is situated in extensive grounds and is located between Bath and Bristol. The academy benefits from a number of links with the local community and has an excellent reputation. Broadlands will expand over the coming years to develop post 16 learning on site.

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

- respect themselves and the community (people, property and the environment);
- 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;
- are thoughtful and have the ability to listen;
- have good communication skills;
- offer themselves as good role models for younger students;
- can demonstrate strong self-belief and confidence and have high aspirations;
- can work together in groups and, as they develop, can begin to lead others.

Broadlands Academy teaches the National Curriculum at Key Stages 3 (Years 7 to 8) and 4 (Years 9, 10 and 11). Post 16, many of our students go on to study A/AS Levels at the nearby St Brendan's Sixth Form College or other local providers.

The candidate will benefit from a range of wonderful opportunities to enrich their teaching and learning, including:

- Membership of the AET national science teacher network including national conferences and three regional meetings each year.
- Personal support and coaching from the AET science regional leader
- Visits to other Science Departments within our community to observe and share best practice as well as to coach and develop colleagues.
- Invitation to be a member of the national AET Science Innovation Team to work on international and national science projects.
- Opportunities to collaborate with academies within our cluster on joint projects such as Academy-to-Academy Competitions using video technology and Curriculum Development.
- Free access to a range of national training opportunities from the central AET Science team.

Our children need excellent science teachers who can inspire them to love science, to develop the skills and attributes of scientists and to achieve their best; our teachers need a leader who can support and challenge them to make this a reality for all children.

Job Description

Job Title: Teacher

Location: Broadlands Academy

Hours of work: 13

Reports to: Principal / Curriculum Leader

Overall Responsibilities:

Teacher of SEND (0.4)

General Duties:

Carrying out 'the duties of a school teacher' as set out in the Schoolteachers Pay and Conditions document.

Specific Duties: Undertaking the following responsibilities:

1 Teaching

- [a] To teach a number of classes of varying ages and abilities
- [b] To plan and prepare lessons appropriate to the different abilities of students, including students with special educational needs
- [c] To teach within the Department/Faculty as required and, where appropriate, to the whole 11-16 range.
- [d] To assess and mark students' work in accordance with the school and faculty policies and National Curriculum requirements
- [e] To create an orderly atmosphere for learning within the classroom
- [f] To maintain a pleasant learning environment for students

2 The Curriculum

- [a] To follow the department/Faculty scheme of work
- [b] To assist the Faculty in preparation of resources and the scheme of work
- [c] To prepare coursework for moderation purposes, where appropriate
- [d] To use relevant technology where appropriate
- [e] To attend Department/Faculty meetings as published
- [f] To attend subject evenings for Parents as appropriate
- [g] To take part in the reporting arrangements to parents
- [h] To contribute to the development and production of teaching materials/resources within the Department/Faculty as appropriate
- [i] To be responsible for registration procedures including information on attendance returns

3. Pastoral Responsibilities

- [a] To be a tutor or attached tutor to a particular year group
- [b] To attend Year team meetings as published in the school calendar
- [c] To attend parents' evenings as published in the school calendar
- [d] To be involved in the planning and delivery of the Tutorial Programme
- [e] To be responsible for registration procedures including information on attendance returns

4. General Responsibilities

- [a] To participate in the professional development arrangements within the school
- [b] To be aware of all policies and procedures relating to the school specifically in the school handbook and weekly bulletin
- [c] To attend briefings and staff meetings as published in the school calendar
- [d] To be aware of and observe relevant Health and Safety practices
- [e] To assist with school detentions as appropriate
- [f] To undertake weekly duties as arranged
- [g] To attend the 5 Whole School training days throughout the year [part-time staff on a pro rata basis]
- [h] To cover for absent colleagues according to agreed procedures
- [i] To undertake such other duties as may from time to time be reasonably assigned by the Principal

The post-holder is also required to undertake such other duties and training as may be required by or on behalf of Broadlands Academy provided that they are consistent with the nature of the post.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of Broadlands Academy.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
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/Group/Chief Executive

5. There may be occasions when it will be necessary to cover other Administrative roles within the academy or to work with the administrative team when there are peaks and pressing issues.
6. 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.
7. 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

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of balanced programme of training relating to the specialist subject • Evidence of a good understanding of the National Curriculum in the subject specialism in Key Stages 3 and 4 	<ul style="list-style-type: none"> • Good honours degree
Experience	<ul style="list-style-type: none"> • Record of success as a classroom teacher or in the case of an NQT, in teaching practice • Evidence of a commitment to play a full and active part in the life of the school 	<ul style="list-style-type: none"> • Evidence of involvement in extra-curricular activities
Skills	<ul style="list-style-type: none"> • The ability to motivate students • The ability to deal fairly, sensitively and firmly with students • The ability to establish good working relationships with students, staff and parents • The ability to work as a member of a team and to contribute to that team in a creative and purposeful manner • A good level of ICT skills and the ability to make effective use of ICT in the classroom • Demonstrate effective communication skills to a variety of audiences • Ability to create a happy, challenging and effective learning environment 	

Criteria	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • A belief in and optimism about young people • A passionate belief in the importance of schools • Willingness to contribute to and support the team and go the extra mile • A commitment to collective responsibility • Ability to work under pressure • Attention to detail 	

Academies Enterprise Trust



Academies Enterprise Trust is the largest Academy Partnership in the United Kingdom, with 64 schools (Primary, Secondary and Special) across England.

Click [here](#) to view a map of our Academies across the country.

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.

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.

Google Education

Google Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device!

In summer 2012, AET adopted G Suite for Education, the free web-based communication and collaboration suite available to education establishments.

With products including Gmail, Google Calendar, Google Drive, Google Sites and Google Classroom, AET recognised the potential it would bring to classroom learning, knowledge sharing across the academies, improvements in administrative efficiency and providing access from home for all.

This enables all our students and staff to have access to the most up-to-date technology. Our academies have also rolled out many class sets of Google Chromebooks, affordable browser-based laptops that provide quick, simple access to the web!

Google in Education



A New and Open World for Learning

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.

For further information about the Academies Enterprise Trust please visit our website www.academiesenterprisetrust.org or contact recruitment@academiesenterprisetrust.org to answer any questions you may have.

Staff Benefits

Career Development

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

Family Friendly

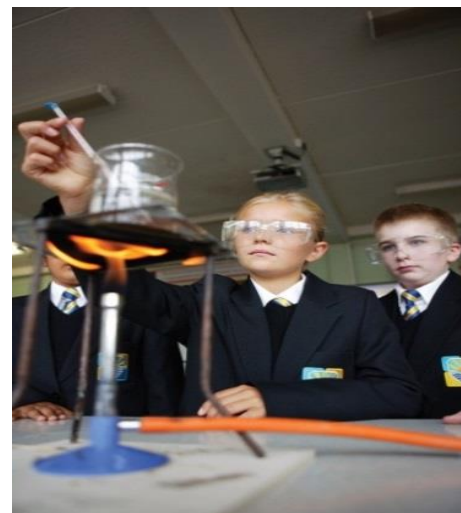
- Childcare vouchers – If you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

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.