

**Teacher of Science**

MPS or UPS

Would suit an NQT

**Plus the Banbury Aspirations Campus retention package for the successful candidate**

**Applicant information pack**



Pupils are friendly, polite and calm (Ofsted, 2018)



Banbury Campus Wykham Park Space Studio

Sixth form Academy Banbury

**Welcome to Banbury Aspirations Campus**

**Wykham Park Academy (11-19) and Space Studio Banbury (14 – 19)**

Leadership of teaching, learning and assessment is strong. It has improved the quality of teaching rapidly. (Ofsted May 2018)

Spiritual, moral, social and cultural education is a strength. Pupils are well-prepared for life in modern Britain and are proud of their inclusive school community. (Ofsted May 2018)

Leaders have established a robust culture of professional learning among staff.

(Ofsted May 2018)

Thank you for considering Banbury Aspirations Campus for the next stage of your career. We seek a teacher of Science who is passionate about helping young people make better progress in the subject. We are recruiting for a September 2019 start.

This is an excellent opportunity for an ambitious practitioner who wants to make a real impact on further driving up attainment and progress in the subject.

You will have the opportunity to work with other Science teachers in our schools as part of our Trust’s Teaching School Alliance.

Our campus is unique. We have two distinct schools and a cross campus sixth form which is in the top 25% of all schools in the country for progress. It is a team and a family of people who are all working together to achieve our mission of preparing our pupils for success in high quality apprenticeships or a place in university. We believe in a set of recognisable and traditional values: honesty; kindness to all others; respect for all; hard work and persistence.

Our teaching approaches have been influenced by groundbreaking work in charter schools in US inner cities, leading free schools in England and innovations from cognitive science research. Our teaching and learning approach is built on powerful work found in Lemov’s ’Teach Like a Champion’. Currently we are reading and researching work by Barak Rosenshine and Alex Quigley . We teach a rigorous, knowledge-based broad and balanced curriculum.

With a clear focus on excellent outcomes for students, you will be part of a Science team working tirelessly to further drive up attainment, progress and standards at GCSE and A level, as well as developing our students’ love of Science and enhancement of their ‘cultural capital’.

We have very high expectations of all of our staff, but we value them highly, and treat work load very seriously. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour. If you are able to visit, you will see a culture with excellent behaviour and engaged students who are friendly and courteous.. We know we haven’t yet got everything right, and are driven to continuously improve and aspire to become one of the best schools in Oxfordshire and beyond.

**What we can offer you:**

* A professional progression model to enable you to progress in your career
* Support and line management from the Head of Faculty
* Great students who behave excellently – you can make a massive difference to them
* Clear behaviour systems
* Centralised homework detentions for KS3 and 4 (you do not need to organise/run/chase them at all) and a robust internal exclusion system
* A feedback policy focused on closing the gap– we do not have onerous/impossible marking policies
* A centralised homework system at KS3 – you do not need to check/mark KS3 homework
* No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong staff culture
* Collaborative planning with centralised, shared units of work and resources
* CPD that starts as soon as you are appointed with a clear induction programme
* A beautiful campus situated on the very edge of the Cotswolds, only half an hour from Oxford and an hour from London by train

**Who are we looking for?**

* an excellent teacher of Science (*those who are just completing their training are strongly encouraged to apply*) who has a love for the subject and is willing to develop their skills alongside a supportive team
* someone who does whatever it takes to ensure the life chances and ‘cultural capital’ of all our pupils are maximised
* totally aligned to our values and mission. If you are the type of person who fits with our culture, you will love working here
* aligned with our teaching philosophy, built around Lemov’s ‘Teach Like a Champion’ and teaching ‘powerful knowledge’
* You will have excellent progression opportunities as our MAT continue to grow in our South Central region

We actively welcome visits and would be delighted to show you around our Academy.

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**Next steps:**

Banbury Aspirations Campus offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment. We strongly advise a visit as this Campus is unique in many ways. Please contact spearce@wykhampark-aspirations.org or ring 01295 251451 to arrange a visit or an informal, confidential discussion about the role.

**Application**

**Advertised w/b 11th February 2019**

**Deadline for applications 9 a.m. Monday 25th February 2019**

**Interviews to take place during w/b 4th or 11th March 2019**

**Job title:** Teacher of Science

**Salary:** MPS or UPS

**Starting date:**  September 2019 (or April 2019 if available)

**Accountable to:** Head of Science faculty

**Job Description**

The post holder shall carry out the professional duties as described in the School Teachers Pay and Conditions document in line with the duties as outlined for staff on MPS/UPS.

The post holder will be committed to the highest standards in every area of our work and subscribe to a culture where continuous improvement is a non-negotiable and an outstanding judgement upon inspection as attainable.

**We expect that all employees in our Trust:**

* Promote the Aspirations Academies Trust framework of guiding principles;
* Are positive role models for children;
* Actively support the continuous focus on improving a broad range of student outcomes;
* Believe in young people and colleagues and constantly encourage them to be the best they can be

**The purpose of this role is to:**

Raise standards of student attainment and achievement in the faculty you help lead, by:

* Promoting the highest possible standards in your classrooms
* Ensuring that all of your lessons enable positive progress for all students
* Constantly monitoring the progress of your students against their targets and working to close the gaps and eradicating underperformance
* Keeping abreast of all curriculum and assessment developments within Science

**Your achievement in this role will require you to:**

* Consistently follow all campus policies
* Attend and actively participate in all Professional Learning Community sessions and engage positively with the appraisal process
* Show a willingness to work with colleagues to continually reflect on your own professional practice and improve upon it
* Meet all academy deadlines for data entry and responses to parents
* Communicate effectively with colleagues, parents and students
* Maintain excellent attendance at work

**General:**

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

**Conditions of Service**

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

**Special Conditions of Service**

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate the nature of such conviction/s.

**Equal Opportunity**

The post holder will be expected to carry out all duties in the context of, and in compliance with, the academy’s Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

## Banbury Day Nursery

Applicants may be interested to know that we have a full-time (51 weeks per year, 8.00am – 5.30pm) Day Nursery for infants (6 months) to pre-school children on campus. Availability of places and rates of fees can be obtained from Mrs Brooker, Nursery Manager (Tel. 01295 256400).

**Safer Recruitment Procedure**

The AAT 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. This process is outlined below, but can be provided in more detail if requested.

**Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

**Shortlisting**

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

**Interview**

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

**Reference checking**

At least two references will be requested, normally from the previous and current employers. These may be contacted before the interview and in all case before an offer of appointment is confirmed.

**Person Specification**

1. Assessed by application

(R) Assessed by the recruitment process which will include:

* Sitting a GCSE higher Science paper
* A taught lesson observed by two members of the school’s leadership team
* A panel interview.

| Criteria | Essential | Desirable |
| --- | --- | --- |
| **Knowledge and Qualifications** |  |  |
| Degree in a relevant subject | A |  |
| Qualified Teacher Status specialising in the teaching of a relevant subject | A |  |
| **Professional Experience** |  |  |
| Successful teaching experience, up to and including GCSE (might be currently on a PGCE or similar) | A, R |  |
| Evidence of team work and supporting colleagues effectively | A, R |  |
| Experience of successful organisation and administration | A, R |  |
| **Teaching and Learning** |  |  |
| Can rapidly build and sustain professional positive relationships with young people | R |  |
| A clear or developing understanding of what constitutes progress of students in Science | A, R |  |
| Ability to interpret and act on a wide range of key data | A, R |  |
| An ability to communicate effectively with different audiences, orally and in writing | A, R |  |
| **Demonstrable values and dispositions** |  |  |
| A passion for education and commitment to the guiding principles of the Trust | A, R |  |
| A commitment to supporting students and the college team as seen through an excellent attendance and punctuality record | A, R |  |
| Honesty and integrity | R |  |
| Prepared to listen to the ideas of fellow professionals | R |  |
| Works well under pressure | A, R |  |
| **Leadership** |  |  |
| The ability to command respect from colleagues, parents and governors | A, R |  |