

Athena

Sixth Form College



Bexwell Road, Downham Market, Norfolk, PE38 9LL

DOWNHAM MARKET
ACADEMY



[Downham Market Academy](#)
[Athena Sixth Form College](#)
[Eastern Learning Alliance](#)



Recruitment information pack

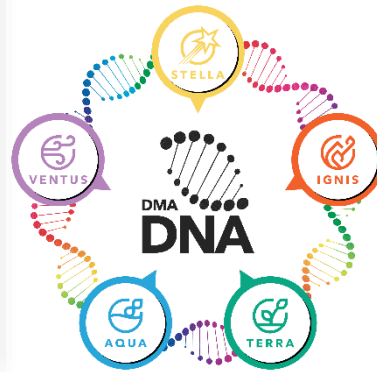


**Passion. Progress.
Perseverance. Pride.
Positivity**





Welcome to our school



**Passion
Progress
Perseverance
Pride
Positivity**

Thank you for your interest in joining Downham Market Academy. We are an ambitious school that has high aspirations and expectations for our students. This is underpinned by our new ethos the "DMA DNA", a set of five core values that were formulated from student, staff and community feedback.

We have planned an ambitious and broad curriculum for the young people in our care who we inspire to become life-long learners, empowering them to be valuable members of society. Every student has many opportunities to enhance their learning through trips and visits and our extensive extracurricular programme provides all students with opportunities to learn new skills and improve on existing ones outside of the normal classroom environment; make new friends and develop life skills.

Knowing each student and member of staff individually allows us to build positive, mutually respectful relationships that support learning and create a culture of academic aspiration where success is celebrated. Promoting inclusivity, equality and diversity is fundamental to our academic curriculum and personal development programme. Our students and staff feel valued, respected and safe and we place great emphasis on their personal development and welfare.

Please visit our [website](#) to find out more on our school which we are incredibly proud of. If you would like to ask any questions or visit the school before you apply, please do get in touch.

Best wishes

Mark Eastwood
Headteacher

Job description

Main Purpose

To inspire students to become self-motivated and confident learners by conveying your passion for your subject and for learning. To plan and deliver high quality teaching and learning experiences to ensure that students are successful learners and that their knowledge, understanding and progress are of the highest levels. To adapt teaching so that those with additional needs are supported and challenged and to provide pastoral care to students as their wellbeing and personal development is paramount. To develop positive relationships with students, colleagues and parents/carers and communicate and collaborate effectively so that the daily experience for everyone is exceptional. To contribute to the wider life of the school through engagement with CPD, staff events, trips, clubs and other enriching activities.

The duties outlined in this job description are in addition to those outlined by the latest 'School Teachers Pay and Conditions' document. The job description will be reviewed regularly and at least annually to reflect or anticipate changes to the job, commensurate with the salary and areas of responsibility

Curriculum, Teaching & Learning

- To contribute to improving schemes of learning and curriculum materials
- To plan engaging lessons that follow the scheme of learning with clear outcomes, challenging content and activities, opportunities for active learning in groups and independently and adapted resources to meet the needs of all students
- To use prior assessment data and individual profiles to inform planning and ensure progress in every lesson
- To set high standards for students' behaviour through good classroom discipline, focused teaching and positive relationships
- To set and monitor homework as an integral part of students' learning and use opportunities to reinforce literacy, IT and numeracy skills within teaching
- To use enterprising and innovative approaches to teaching and learning and share these with colleagues
- To deliver the Personal Development programme (PSHE, Careers and RSE) with passion and commitment and be a central figure in the life of students in the PD group
- To contribute to the extra-curricular activities programme for students

Monitoring and Evaluation

- Carry out formative assessment within lessons to inform planning to support students to prepare for summative assessments
- To give clear and insightful feedback to students on how to make progress in line with school policy
- To implement all school policies regarding assessment, recording and reporting

Personal

- To collaborate within the curriculum and pastoral team, identifying opportunities for working with colleagues and sharing good practice
- To set an example to students in work ethic, conduct, presentation, punctuality and attendance
- To take responsibility for your own professional development and keep up to date in subject expertise and teaching skills
- To maintain effective working relationships with teaching and support staff

General

- To be committed to contribute to the school vision and values
- To comply with the requirements of Data Protection Regulations and ensure confidentiality is maintained
- Ensure appropriate responses in respect of child protection and safeguarding issues
- To maintain working practices that ensure the health, safety and wellbeing of oneself, colleagues, students and other members of the community
- Undertake such other duties as may be reasonably requested by the Head of School and/or Chief Executive Officer

Person specification

All of our staff are passionate about improving the daily experience for our students and for each other. Everyone is dedicated to challenge themselves and support colleagues so that the education that we provide is the best for the young people in our care.

Core value	Detail	Desirable	Essential
Qualifications	Qualified to degree level with QTS	✓*	
	Successful DBS; barred list check & 128 check		✓
Professional knowledge, skills & experience	Commitment to continuous professional development		✓
	Ability to articulate high quality teaching & learning		✓
	Ability to adapt teaching and resources to ensure an inclusive teaching environment for all learners		✓
	Understanding of responsibility for safeguarding		✓
	Ability to articulate the importance of pastoral care		✓
	Reflect on lessons and improve for the future		✓
	Understanding of the importance for careful curriculum sequencing & meaningful assessment		✓
	Confident & competent in the use of technology to aid teaching, engage learners and communicate		✓
Enriching the experience for all	Willingness to be involved in the wider life of the school & contribute to our range of trips, visits clubs and other enrichment activities		✓
Communication	Ability to build & maintain positive relationships		✓
	Analyse assessment data to inform future teaching		✓
	Listen to others showing empathy & understanding		✓
	Compose clear and concise written emails & letters		✓
	Conduct honest conversations via telephone or face to face		✓
	Adapt communication style to engage students, parents/carers and colleagues		✓
	Understand procedures & legislation relating to confidentiality		✓
Personal qualities	Be aligned to our values: passion, progress, perseverance, pride & positivity		✓
	Ability to prioritise workload		✓
	Resilience and reliability to meet deadlines		✓
	Calm in a challenging situation		✓
	Work creatively and collaboratively		✓
	Good sense of humour		✓
	Commitment to inclusivity & equality		✓

* We have a strong track record of supporting passionate and knowledgeable people who aspire to gain degrees or QTS. This includes on the job training and financial support. Get in touch to learn more

Training to teach at Downham Market Academy

Teaching is, without doubt, an incredibly rewarding career! No two days are the same and this huge variety offers a day to day experience second to none.

Embarking on a career in teaching is potentially daunting and ensuring you have the right training environment and provider is key to a successful start.

At Downham Market Academy, we nurture unqualified teachers through a carefully planned and well-established system in collaboration with the University of Buckingham. This is a fully-funded route that culminates in QTS and a PGCE qualification whilst learning on the job and earning a salary at the same time.

We can offer you:

- A reduced teaching timetable to support your development
- A subject-specific mentor with allocated meeting time each week to support planning and pedagogy
- The opportunity to teach in a second school as part of the training year
- External training affiliated to the University of Buckingham as well as weekly in-house CPD run by members of our school
- A friendly and supportive environment in which to work
- All the benefits of being a member of staff within our Trust



THE UNIVERSITY OF
BUCKINGHAM

Science

at Downham Market Academy

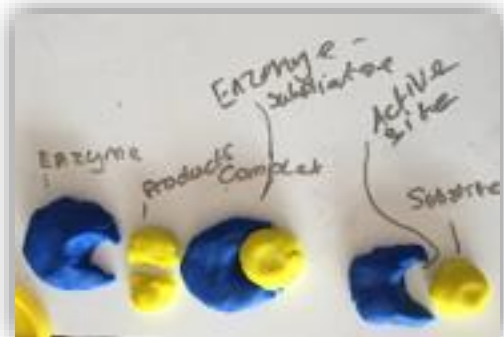
Here at Downham Market Academy we have a team of teachers and technicians who not only teach science – we love it and bring it to life for our students! All teachers are specialists and we work closely together to support one another and inspire our students to love science.

Our centralised resources provide a great starting point for planning lessons meaning a healthy work life balance is maintained. We encourage teachers to be creative in their planning and to create immersive experiences that made conceptually-challenging ideas more accessible.

At KS3 we teach all across three sciences which allows us to get to know our classes really well. We then branch out into teaching our own specialisms at KS4 which allows us to teach our passion and inspire our students even further.

A level Biology, Chemistry and Physics are popular choices at our on-site Sixth Form and a new Applied Science course at KS5 this year means that even more students can continue their education in the subject. All our KS5 classes are taught in specialist labs that were purpose-built to support our small classes.

Alongside timetabled lessons we like to provide our students with additional experiences such as visiting Sizewell Nuclear Power Station, a local distillery and RHS Wisely as well as a science club where students complete practicals and projects including the Big Award competition.



In April 2022, inspectors recognised the improvements made at DMA and judged us as a “good” school for the first time in more than 15 years



“Pupils praise how their teachers take care of them.”

“Pupils enjoy learning... they demonstrate a **deep understanding** of complex ideas.”

“Teachers provide pupils with **support** to help them improve further.”

“(DMA) provide(s) an **ambitious** and broad curriculum.”

“The curriculum promotes **inclusivity, diversity, and equality.**”

“Leaders have also instilled a **powerful ethos** which nurtures and rewards important human values such as compassion, empathy, and resilience. **Pupils are kind.** They work hard and support others.”

You can read the full report [here](#)





At the heart of our school is "Athena", a Sixth Form offering personalised opportunities for learning and development

Students at Athena benefit from a personalised curriculum; they are all well-known and treated as individuals in order to develop both their intellectual abilities as well as helping them to develop as independent learners.

We will ensure students achieve the highest possible academic outcomes through a combination of outstanding teaching in very small classes and the close support needed to thrive in a more independent environment. This support can range from celebration events, enhanced learning tasks or bespoke support contracts to allow students to achieve their very best.

Alongside their studies, students at Athena are offered a wide variety of extra and super curricular activities to engage in as well as trips and visits. The Student Executive Committee work closely with me to provide student with a range of events and opportunities to help them develop their skills, unwind and have fun. We believe it is imperative to develop the whole student, so that they are ready and prepared academically and socially for their future.

We hope that your subject expertise will help to inspire the next generation of brilliant minds who will go on to be authors, doctors, engineers, chefs, teachers and more.

For more information, please visit our [website](#).

George Pettitt
Deputy Headteacher



Living & working in West Norfolk

Downham Market is a thriving town in West Norfolk, ideally situated with excellent road and rail links to the stunning North Norfolk coast; Norfolk Broads National Park and a host of attractions to suit families and thrill-seekers alike.

Within Downham Market itself are many restaurants, bars and pubs as well as sports teams and facilities and a host of community groups.

Within a short drive of Downham Market there are all manner of family attractions ranging from unspoilt countryside providing internationally-important wildlife havens to high-octane activities for thrill seekers.

Ely, Cambridge, Norwich are in easy commutable distance and the bright lights of London are only 90 minutes away on a direct rail service.



Staff wellbeing

We are committed to providing an exceptional experience and opportunities for professional development to all our staff. This includes:

- An aspirational culture where students and staff are encouraged to maintain high standards and be at the forefront of education
- Students who are ambitious, polite and hard-working
- The chance to contribute to planning an inspirational, inclusive and knowledge-rich curriculum and enhanced by opportunities to learn outside the classroom both in school and on educational visits, local and further afield
- A supportive and collaborative staff body that works closely with colleagues in other schools within our Trust using our "ELA Horizons" communities
- Excellent facilities and equipment where all staff have their own laptop; students have their own iPad to use in lessons and at home and where the school community makes excellent use of IT to communicate, collaborate and learn more effectively
- A commitment to providing extensive and tailored CPD that allows all our staff to flourish and a reduced timetable to allow for this
- The opportunity to teach sixth form
- Career pathway opportunities with a culture of looking to promote from within, including responsibility across the Trust
- A comprehensive support programme for new members of staff, particularly Early Career Teachers who benefit from expert advice and mentoring and a significantly reduced timetable
- A staff benefits package including flexible working arrangements, paid annual family day, ticket ballots for high profile events, laptop & mobile phone payment plans, private health care cash plan, subsidised gym membership rates, partnerships with local restaurants and convenience business, cycle to work and electric car lease schemes and a comprehensive mental health service



Overseeing Staff Wellbeing is our Director of Personnel who regularly meets our linked Governor to ensure that all decisions consider the impact on all of our staff.

Working together with other schools in our Trust



The Eastern Learning Alliance is an **innovative and exciting family of schools** in the East of England who all share a set of common goals:

- To provide **world class outcomes** in progress, attainment and development for all
- To **enhance life** for students, staff and parents by working together as a community of schools
- To provide a **wholly inclusive** educational experience – celebrating diversity and understanding individual needs

Led by Lucy Scott, CEO, the Eastern Learning Alliance is a Trust where each school has it's own identity, vision and values but all collaborate and cooperate to provide an exceptional education for young people in each of the communities that they serve.

Ofsted inspectors described the contribution of the Trust to Downham Market Academy as "ground-breaking".

Schools in the Eastern Learning Alliance are as follows:

- Cambridge Mathematics School
- Chesterton Community College and Sixth Form
- Downham Market Academy & Athena Sixth Form College
- Girton Glebe Primary School
- Impington Village College
- Impington International College
- The Cavendish School
- Witchford Village College
- Vista Academy Littleport

You can read more about our Trust and each of the schools within in on the [Eastern Learning Alliance](#) website.

