Secondary Recruitment Pack

Weavers Academy

Teacher of Science

WEAVERS ACADEMY
Creative Education Trust

Dear Colleague



Thank you for your interest in the role of Teacher of Science at Weavers Academy.

Working in partnership, Weavers Academy and the Trust have made much progress in recent years.

Underpinning our vision - *'striving for success by focusing on learning'* – the school has pursued a rigorous and continuous programme of educational improvement. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and driven student progress. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

"We seek to appoint an ambitious, creative, committed and energetic colleague"

Our unique Knowledge Connected approach teaches students to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have an impact on the world around them.

We were delighted to have been awarded a 'good' judgement from Ofsted in May 2017. However, we are not complacent and want to achieve much more for our students and to build on the school's strengths. We seek to appoint an ambitious, creative, committed and energetic colleague to be a key contributor to the achievement of this goal.

To ensure that our staff remain at the leading edge of educational thinking and practice we offer a wide range of professional development opportunities. In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops through school-to-school support.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our 'Knowledge Connected' approach to learning on our YouTube channel: **www.youtube.com/user/creedacad**.

I look forward to receiving your expression of interest.

Yours sincerely

Vivien Swaida
Principal

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST





Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employability skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

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www.creativeeducationtrust.org.uk



ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the young people in our care.

Our on-site facilities include:

- Sports fields
- Multi-Use Games Area marked up for netball and football;
- School hall with sound system and projector;
- Dance/Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in the majority of classrooms;
- Modern and open-plan library with wide range of reading materials





Summary of Weavers Academy's Progress Scores in 2018:

- Progress 8 score: **+0.12**
- Attainment 8 score: **42.8**
- Pupils entering EBacc: **5%**
- Staying in Education or entering employment: **93%**

To see full details of the school performance data please visit:
https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy



SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.



Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteachers is a member of the Headteachers' Forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



You can find out more at:
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SCIENCE LEARNING AREA

The leadership and management structure consists of the Assistant Principal who leads science and a number of teachers with a TLR responsibility for the quality of teaching and standards. It is a cohesive team with a mix of experience and expertise.

The learning area has five specialist laboratories and three classrooms supported by specialist subject technicians. All of our laboratories have either been built or refurbished within the last few years and are well equipped. Two are fitted with fume cupboards and all have interactive touchscreens. Blackout—or close to blackout—can be achieved in most of the laboratories.

Use of technology to support learning is integral to the science Learning Area. All laboratories are equipped with touchscreen televisions and the department has a set of iPads that are utilised to further enhance learning both within and beyond the classroom.



SCIENCE CURRICULUM

Students enjoy learning science at Weavers Academy and outcomes substantially improved in 2017 with 72.4% of students completing GCSE on or above target—as a result of the emphasis placed on the quality of teaching and learning.

Teachers use a variety of teaching and learning styles and a wide range of resources to enhance and develop learning. Teachers within the science learning area regularly plan together and this has been an efficient and effective approach to raising standards. A range of strategies including assessment for learning and engagement techniques are strong and well established in science and teachers regularly team-teach and debate practice.

This is an exciting time to be joining the science learning area. The curriculum in constructed as an ‘all through’ approach with ‘Collins’ scheme of work used across years 7-11. This ensures that students receive high quality teaching on entry and provides a firm foundation for future learning.

In KS4 all students follow AQA leading to qualifications through the triple science or Trilogy route.

There is a vibrant and thriving sixth form provision and the school delivers A level Biology, Chemistry and Physics.

Marking and feedback has evolved rapidly over the past two years and the learning area now use digital marking through Excel to provide students with meaningful feedback for improving their work further.

You can find out more at:
www.creativeeducationtrust.org.uk

Teacher of Science
JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION
Weavers Academy, Wellingborough

SALARY
MPS/UPS

THE ROLE

- To contribute to raising standards of student attainment and to ensure outstanding progress
- To monitor and support the overall progress and development of students as a teacher/form tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

REPORTING LINES
The post will report to an Assistant Principal.

STRATEGIC DIRECTION AND DEVELOPMENT

- To contribute to the Learning Area Raising Achievement Plan and its implementation
- Promote and uphold the values and ethos of Weavers Academy such that the highest achievements are expected from all members of the school community.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area
- To plan and prepare courses and lessons.

QUALITY OF EDUCATION

- Undertake a designated programme of teaching.
- Secure the progress of all students through consistently effective teaching and assessment practices.
- Make a significant contribution to curriculum planning so that teaching drives learning and progress.
- Use a variety of teaching strategies to stimulate learning appropriate to student needs and the demands of teaching programmes.
- Plan to meet the needs of all students including those with SEND and those supported by the pupil premium to close gaps in learning.
- Undertake assessment of student learning as requested by external bodies, departmental and whole school schedules.
- Mark, assess and grade work providing written and verbal diagnostic feedback with next steps.
- To prepare and update subject materials.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To be a form tutor to an assigned group of students.
- To apply the Behaviour management systems so that effective learning can take place.

LEADERSHIP OF PEOPLE

- Provide exemplary leadership, being both pro-active and reactive to meet the varied behavioural, emotional and social needs of students and to provide pedagogical leadership to staff.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development
- Ensure a high level of ownership of the behaviour, attendance and anti-bullying policies to cultivate the school's ethos.
- To engage actively in the performance management review process
- To work as a member of a designated team and to contribute positively to effective working relations within the school
- Manage performance effectively.
- To help manage and co-ordinate the work of other staff where appropriate

EXPERIENCE

- QTS/Degree relevant to subject.
- Demonstrable track record of having delivered substantial improvements in student outcomes.
- Evidence of organisational skills and the ability to prioritise competing demands and a substantial workload.
- Demonstrable evidence of working effectively in a team.
- Evidence of effective working with challenging students to improve outcomes.
- A strong track record of behaviour management strategies including de-escalation techniques.

KNOWLEDGE, SKILLS AND QUALITIES

- An in-depth understanding of the statutory provisions and legislation concerning safeguarding.
- Evidence of using analysing data, setting priorities and planning action to address emerging issues.
- The ability to develop a philosophy of high aspiration and expectation for every student including those with SEND and those disadvantaged.

PERSONAL QUALITIES

- Must be adaptable, flexible and changeable.
- Excellent inter-personal skills and the ability to remain constructive under pressure.
- A ‘can do’ and ‘will do’ attitude.
- High level interpersonal and communication skills.
- A ‘team player’, able to implement collaborative techniques to drive change and continuing improvements to standards.
- Relentless drive for setting and meeting challenging targets and goals.

SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they have an understanding of the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

You can find out more at:
www.creativeeducationtrust.org.uk

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; participating in trust-wide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- Undertake any other reasonable duties deemed appropriate to the role.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

TEACHER OF SCIENCE
SELECTION CRITERIA

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	• Qualified Teacher Status. Degree relevant to the subject. • High standard of verbal and written communication.	
KNOWLEDGE, SKILLS & QUALITIES	• Expertise in planning the progression of subject skills within individual and across sequences of lessons. • Proven track record of outstanding Science teaching including marking and assessment. • Knowledge and understanding of the subject requirements for Science. • Successful experience of teaching Science at Key Stage 3 and 4. • Proven track record of delivering strong progress outcomes. • Proven track record of strong, effective behaviour management strategies.	• Experience of teaching Science at KS5.
INTERPERSONAL SKILLS	• Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). • Ability to be flexible and adaptable. • Ability to work under pressure and be able to meet deadlines. • Ability to think creatively and to prioritise.	
SAFEGUARDING	• Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Ability to raise the self-esteem and expectations of children and young people • Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline • Motivation to work with children and young people	

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