

Generations Multi Academy Trust Goffs-Churchgate Academy



**Lead Teacher of Science
(Focus on Raising Achievement at Key Stage 4)**

To start September 2019

Information for Applicants





**Lead Teacher of Science
L3 – L7 + Fringe
(£43,091 - £47,538)**

REQUIRED FOR SEPTEMBER 2019

The successful candidate for this post:

- Is an outstanding practitioner, with the energy to inspire, motivate and challenge students
- Has a proven track record in raising achievement in Science at Key Stage 4
- Has the ability to lead and coach others, in the pursuit of high quality learning and teaching in Science
- Has a positive, can do attitude with colleagues and students
- Believes in the right of every student to fulfil their potential
- Has excellent interpersonal skills and is a real team player

In return, Goffs-Churchgate can offer you:

- The opportunity to be part of a new, growing school, which has already generated significant local interest and excitement
- Dedicated leadership development and ownership of key whole school strategic work as part of the wider SLT
- Brand new teaching facilities and a highly professional working environment
- A truly collaborative working environment
- A highly aspirant school, with students and staff equally committed to that agenda
- Outstanding career development, including opportunities across the Generations Multi Academy Trust
- Personalised CPD support

Please contact the HR department, on 01992 624375, or by email at recruitment@generationsmat.herts.sch.uk for further details.

Closing date for applications: 13th May 2019 at 9:00am

Interviews will be held as soon as possible. The Trust reserves the right to interview applicants prior to the formal closing date.

The school is committed to safeguarding children and young people. All postholders are subject to a satisfactory enhanced DBS check



JOB DESCRIPTION

<u>Job Title:</u>	Lead Teacher of Science
<u>Salary:</u>	L3 – L7 + Fringe (£43,091 - £47,538)
<u>Purpose:</u>	<ul style="list-style-type: none"> • To be responsible for raising achievement at Key Stage 4 in Science • To be responsible for developing innovative learning and teaching in Science • To overtly and positively lead on and support all whole school policies and ethos • To work in close collaboration with the school's leadership team to ensure that the school exceeds expectations and targets. This will include being part of the extended SLT including attending key meetings both within school and with Trustees
<u>Responsible to:</u>	Head of Department
<u>Key Areas</u>	<p>The post holder will:</p> <ul style="list-style-type: none"> • Demonstrate on a daily basis a clear sense of passion and excitement for learning and teaching • Work across the Science department to raise achievement and outcomes in Science • Coach and lead, learning and teaching in Science, and support the Vice Principal in whole school learning and teaching • Ensure the Department achieves its performance targets, and play a lead role with SLT in ensuring that the school performs to expectation • Work with the SLT and Trustees to implement the school's vision and values, demonstrably underpinning the school's move to outstanding • Contribute to the wider leadership of the school (position remunerated on the Leadership pay scale) • Take a leading role at all times in promoting excellence, equality, high expectations and aspirations amongst all members of the school community • Work within the school community to translate the vision and ethos into agreed objectives and operational plans that will promote and sustain school improvement • Take a leading role in creating a safe learning environment that is engaging and fulfilling for all students • Be accountable for designated areas of the self-evaluation process • Contribute to the strategic development of all colleagues' professional development • Attend SLT and Trustees meetings if asked to do so to discuss achievement in Science

<p><u>Specific Responsibilities</u></p>	<p>Within Science:</p> <ul style="list-style-type: none"> • Lead on driving forward outstanding/best practice across the department, working with the Science leadership team and SLT • Lead on all aspects of raising achievement in Science • Lead on driving forward innovative and high impact CPD across the department • Ensure a high and positive Science profile with all key stakeholders via events, the website, newsletters, student voice panels etc. • Own, lead and develop staff leadership coaching in Science <p>Member of the Wider SLT</p> <ul style="list-style-type: none"> • To work with the Vice Principal to support raising the quality of teaching across the school, including undertaking individual and group mentoring and coaching • Lead on a designated whole school priority area, being fully accountable for progress and outcomes • Observe lessons, provide feedback to staff and implement improvement plans across the school to consistently raise the standard of learning and teaching, including supporting with formal capability procedures if required • Provide 1:1 support for staff and students to secure improvement • Support staff who experience difficulties and challenges as requested by SLT • Coach others within the school to be at least consistently good in their teaching • Develop/design, lead and deliver training programmes designed to improve the quality of learning and teaching – whole school, subject and support staff training programmes • Play a lead role in delivering the school’s strategic plans for ensuring consistently <p>Within the Wider School:</p> <ul style="list-style-type: none"> • Be a clear example of consistently outstanding practice in the classroom, modelling and demonstrating innovative teaching methods and practice, and delivering consistently outstanding outcomes for students • Remain fully up to date with local and national learning and teaching initiatives and policy, advising SLT, Trustees and staff accordingly • Disseminate to school staff ‘best practice’ in learning and teaching gathered from research locally, nationally and around the world • Lead groups of staff dedicated to improving the quality of learning and teaching across the school • Have an overview of school wide lesson planning and Schemes of Learning to ensure consistently high quality learning is delivered across the school • Lead on researching and developing high quality learning and teaching materials across the school • Play an active role in assessing, monitoring and evaluating the progress of students across the school, taking the initiative to secure positive outcomes for students where under performance is identified by groups or individuals
--	---

	<ul style="list-style-type: none"> Actively seek out opportunities to raise the profile of learning and teaching at Goffs-Churchgate <p>Developing Self and Working with Others:</p> <ul style="list-style-type: none"> Attend regular meetings to discuss, initiate, implement, monitor and review whole school policy and practice; carry out a share of supervisory duties; ensure excellent standards of student behaviour and discipline at all times Continue to develop own professional knowledge and skills to support the development of learning and teaching at the school Participate in all internal and external reviews that relate to areas of responsibility, leading them where appropriate
<u>Knowledge and Experience:</u>	<ul style="list-style-type: none"> Honours degree in a relevant subject Teaching qualification Excellent time manager with the ability to work to tight deadlines Highly organised and efficient The ability to communicate effectively Excellent interpersonal skills The ability to demonstrate initiative Proven ability to build positive relationships with students, parents and staff Good team member Ensures they, and others, follow the policies, systems and procedures of the school
<p><u>Other Specific Duties:</u></p> <ul style="list-style-type: none"> To continue personal development as agreed at appraisal reviews To engage actively in the appraisal review process To address the appraisal targets set by the line manager each Autumn Term To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example To support the school in meeting its legal requirements for worship To promote actively the school's corporate policies To comply with the school's Health and Safety policy and undertake risk assessments as appropriate To show a record of excellent attendance and punctuality To adhere to the school's Dress Code To undertake any other reasonable duty delegated by the Principal 	

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

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.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school 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.

This job description is current at the date shown, but following consultation with you, may be changed by Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.

AGREED BY: _____ **(Job Holder)** **DATE:**

AGREED BY: _____ **(Line Manager)** **DATE:**



PERSON SPECIFICATION



PERSON SPECIFICATION

LEAD TEACHER OF SCIENCE

Essential:	Desirable:
Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Degree relevant to area of responsibility 	<ul style="list-style-type: none"> • Higher degree e.g. MA, MEd
Experience <ul style="list-style-type: none"> • To have successfully taught Science across KS3 – KS4 with outstanding outcomes • To have a proven track record of raising achievement in Science • Evidence of managing and leading change • Evidence of leadership of a team or area of responsibility 	
Professional expertise <ul style="list-style-type: none"> • Outstanding teacher • Ability to lead, develop and enhance the department through excellent leadership and management • Able to secure outstanding outcomes • Develop a wide range of teaching skills within the department • Excellent organisational skills and time management • Effective use of ICT • Understanding of how to develop a department • Excellent knowledge of learning, teaching and assessment strategies 	<ul style="list-style-type: none"> • Experience of cross curricular/whole school projects
Personal Qualities: <ul style="list-style-type: none"> • A commitment to the aims and ethos of the school • Desire to raise student achievement at all levels • Solution focused attitude • Enthusiastic and inspiring leader • Ongoing commitment to professional development 	



INFORMATION ABOUT THE SCIENCE DEPARTMENT

The Science Department at Goffs-Churchgate Academy



Do you want to be part of an ambitious and energetic department, where our vision is to ensure consistently high standards of teaching and learning for all students?

This post offers an exciting chance for a dedicated and outstanding Science teacher to join our committed team in the post of Lead Teacher. The successful candidate, will join an experienced team, to raise achievement across the department, and lead on supporting Teaching and Learning across the department and the wider school. The role

would be an ideal step, for a colleague wishing to later pursue a career on a Senior Leadership Team.

We are passionate about helping students to reach their potential in Science. Science is a popular subject at the school and students are engaged in developing their understanding. As we are a small school, this role provides an opportunity to teach across all three subject disciplines of Science, in brand new Science labs.

At KS3, we aim to capture students' interest in Science, while developing key skills and the foundation of knowledge required for success at KS4 and beyond. Our specialist technician provides excellent support to ensure that we can deliver a full range of exciting practical opportunities.

We currently teach the AQA specification at GCSE, with the majority of students undertaking the new Trilogy Course. Schemes of work offer challenge, enjoyment and lend themselves to inspirational teaching, while developing the literacy, numeracy and practical skills crucial to success within new specifications. Many of our students, go on to study Sciences at A-Level and beyond.

We aim to inspire all members of the department to continue their professional development and offer excellent opportunities to do so. The school is known for its very high quality and personalised CPD, which includes a Leadership Academy, supporting and actively developing staff leadership skills at all levels of experience.

If you are a committed and passionate colleague who shares our vision and is ready to take on this crucial leadership role, we would very much like to hear from you.



INFORMATION ABOUT GOFFS- CHURCHGATE ACADEMY AND THE GENERATIONS MULTI ACADEMY TRUST



Information about Goffs-Churchgate and the Generations Multi Academy Trust

Welcome to our information pack about Goffs-Churchgate and the Generations Multi Academy Trust. The Goffs-Churchgate Academy is the first school to join the Goffs Generations Multi Academy Trust. The school is now in its second year of operation and has a new uniform, name, brand, leadership and curriculum, based on the hugely successful model in place at Goffs Academy.

The school is a fully mixed comprehensive school from 11-16 years of age, with 330 on roll; it is intended to rapidly expand this number to 120 per year group, making a school of 600. Over the past year, the school has grown in its reputation, which has resulted in a record attendance at our open evening at the end of September. This reflects the very high level of local interest in the school. Local estate agents report significant interest in parents moving to the locality with a view to being near Goffs-Churchgate: a very successful future is predicted for the school. Reflecting this, the current Year 7 is already over-subscribed and applications for next year have increased dramatically from previous years – all current indications are that the year group will have a not insignificant wait list.



One of the school's key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else – if you visit, you cannot fail to be struck by this. It is a very special part of who we are.

The post offers a genuine opportunity to work in a school community that changes the lives of the young people who we care for.

Professional Working and Learning Environment

The school has benefited from brand new facilities, opened in October 2016. These include brand new teaching and learning facilities for all subjects. The school also benefits from high quality playing surfaces for PE, a gym with professional sprung floor, a Dance studio and an indoor swimming pool. The new facilities provide light, modern, professional and a fit for purpose working environment for all.

The Generations Multi Academy Trust

In early 2016, Goffs Academy received a direct approach from the DfE asking that they consider establishing a Multi Academy Trust and work in partnership with other schools. As a result, the Generations MAT was established from 1st September 2016, with Goffs as the lead school within the Trust. Goffs-Churchgate was born from that vision. The two schools are within walking distance of each other and already share many

activities, including CPD for staff. One of the Trust's fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT is extremely financially secure. Finances are overseen by a Chief Finance Officer with considerable financial expertise in the private sector. The Trust created a dedicated Director of Income Generation position, and extensive lettings and business development work now takes place across all sites in the MAT. This additional income – soon to reach c.£500k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate.

Our future plans include establishing a nursery provision with subsidised staff places, and looking at the opportunity to establish or join with a primary school, thus effectively creating an all through education structure. The MAT offers extremely exciting opportunities for staff, students and the local area and we are all very much looking forward to its growth.

Outcomes



We are delighted that our first set of outcomes as Goffs-Churchgate Academy show record improvements from the predecessor school. For the main measure of progress, our students achieved a 105% improvement from the previous year. The school is now performing in line with National Average. This demonstrates that our students make excellent progress in their subjects at the school. To support this, we target set in the top 10% of all schools nationally and strive at all times to meet ambitious targets.

We are committed to a cycle of continuous improvement and aspiration, and are keen to appoint a colleague who shares that vision, determination and a restless quest for even higher outcomes. All of these factors combine to make Goffs-Churchgate Academy a very exciting and rewarding community to be a part of.



Community

Goffs-Churchgate prides itself on its sense of community – both within the school itself, and in the wider locality. We are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community based activities for both students and parents. Our students actively support local charity work, and maintain strong links with our local primary schools.



We firmly believe in every student feeling a strong sense of community and on entering the school, each student is placed in one of four Houses: Curie, Edison, Faraday, and Rubix. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community. Students within each House arrange a variety of fund raising events throughout the school year. The House raising the most money in the year for our school charity will be awarded the annual Charity House Shield.



Our students have a wide range of student leadership opportunities open to them as part of actively encouraging leadership development. These student led groups include:

- Student Executive
- Community Captains
- Mental Health Champions

Across the Multi Academy Trust a large variety of annual school trips give students the opportunities to sample different cultures, whilst an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries and museum visits.

Goffs-Churchgate is proud to be a truly comprehensive school, with students and staff from different religions and a number of languages spoken in the school. We recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected and we strive hard to ensure we create a positive culture within the school to enable this to happen.

Care, Guidance and Support

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. Goffs-Churchgate believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the life of the school. We have an extensive pastoral care system to support the welfare and progress of all our young people.

Staff Development

Through the Goffs Generations Multi Academy Trust, the successful candidate will be able to access a range of staff development opportunities. Goffs has an extremely strong reputation for staff development both teaching and support staff. Developing the next generation of school leaders, both middle and senior, and future Headteachers for those who wish to pursue this, is a responsibility that we take very seriously.

We have a full suite of staff leadership development which staff can join, be they an NQT or highly experienced colleague.

In addition to innovative whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. All staff complete peer observations to observe best practice. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for NQTs and other interested staff which run every Wednesday after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in house.

Leadership Development

The Trust's Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring Middle Leaders
- Aspiring Senior Leaders

All pathways are personalised for the individual and staff receive one to one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the Leadership Academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- Communicating vision and values
- Developing your leadership approach
- Building a high performing team
- Supporting your team
- Leading your team day to day
- Quality assuring effective teaching
- Observation for improvement
- Using data for impact
- Fostering positive behaviour for learning
- Leading and managing innovation and change

Attendance to all training sessions leads to certification by the SSAT. In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, which includes four external sessions throughout the year. As part of the Trust's commitment to developing future leaders, a number of the existing Senior Leadership Team across both schools gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

Competitive base salary with a tailor made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for Masters and Degree courses
- Secondment and shadowing opportunities
- As part of our Multi Academy Trust, “Generations”, potential to work across more than one school to develop career enhancing skills and knowledge

Additional financial incentives and tax efficient benefits, including:

- Exam marker payment of £400 plus 2 days paid leave to do the marking (1st year)
- Childcare voucher scheme
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday: initial 1-year trial
- A £1,000 Employee Referral Scheme (i.e. finder’s fee) for any qualifying positions that you refer the successful candidate for: £500 on the person starting, and £500 if the person is still at the school 12 months later

Access to a wide range of health and well-being resources including:

- New, professional and fit for purpose working environments
- Free use of a range of sports and leisure facilities including a fully equipped gym and swimming pool.
- Occupational Health & counselling support
- Free flu jabs
- Subsidised social events
- 100% attendance reward – day in lieu, taken at each school’s discretion
- Free tea, coffee and milk for staff

Alison Garner
Executive Principal

April 2019