



Guilsborough Academy

Guilsborough Multi Academy Trust



Head of Physics

and joint 2nd in department
(required for September)

Candidate information

Letter from Mr Simon Frazer, Principal

Dear Colleague

Thank you for taking an interest in our Academy and particularly in the post of Head of Physics.



I know how important it is to make the right decision when deciding whether to apply for a new teaching post or moving from an established position. It is important to find out as much as you can about us, so I would encourage you to visit our website, www.guilsborough.northants.sch.uk, where you will find lots of information, including our recent newsletters.

We will be making tours available to prospective candidates as I believe it is important to get a feel for the academy and our values. If you would like a tour of the academy, which will take place outside of normal school hours, or a virtual meeting with a Senior Colleague instead, we would be pleased to arrange this. Please contact Helen Thompson, our HR Manager, on hr@guilsborough.northants.sch.uk.

Our Ofsted report can be found [here](#), which is another source of information for you and which highlights 'the positive learning environment in which lessons take place' and 'good behaviour' of our pupils.

While most staff at Guilsborough are long serving members of staff, I joined Guilsborough as Principal in September 2020. I was made to feel extremely welcome. Colleagues' support for our students, and each other, has been a highlight as we tackle the many challenges facing education during the global Coronavirus pandemic. The messages of support from our parents/carers, examples of which are on our website, have also been heartening as we work hard to make sure our students continue to make the progress we know they can. Long serving colleagues say that they stay because of the pupils, their colleagues, and the training and career development opportunities they are able to access. We have colleagues who started with us as NQTs and are now Assistant Principals.

If you feel that Guilsborough Academy could be the right school for you then we would welcome your application.

With best wishes for the future.



Simon Frazer
Principal of Guilsborough Academy

About Guilsborough Multi-Academy Trust

We are a small MAT located in North West Northamptonshire close to the border of Northamptonshire, Leicestershire and Warwickshire. We are presently comprised of two academies: Guilsborough (11-19) Academy and Naseby Church of England Primary (4-11) Academy. Guilsborough is a "converter" Academy and formed a Multi Academy Trust with our partner primary school, Naseby Church of England Academy in 2014.

The aim of GMAT

Our aim is to pursue and promote sustainable excellence in the provision of 4-19 Education for the benefit of our pupils, staff, parents/carers and the wider community.

The GMAT Strategy

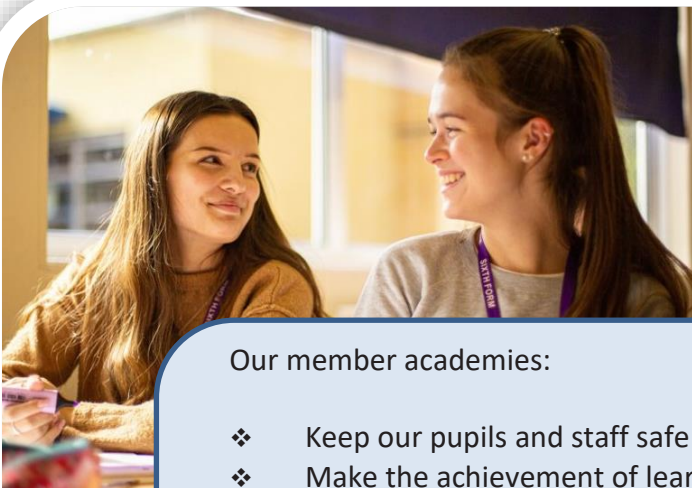
We play an active role in the wider community of educators. We value productive relationships and partnerships that help us to maintain and further develop our expertise, and we also seek opportunities to share our own best practice with others.

We value our relationship with church colleagues and the expertise they bring to our Trust.

We recognise and encourage the individuality of our academies, and the need for them to reflect the character of the communities that they serve. Success and excellence warrant a greater autonomy.

The Trust values the work of our Academy Governors to hold their Academies to account and to constructively monitor school progress. Intervention must come where and when it is needed and in proportion to the identified area of development.

The Trust provides a set of centralised services to support our academies and help them remove distracting administrative duties from our education leaders. Through the centralisation of support services we can align centres of excellence in our back office, which in turn help create savings that we can direct into the classroom to continually drive up education standards.



Our member academies:

- ❖ Keep our pupils and staff safe
- ❖ Make the achievement of learning goals enjoyable
- ❖ Encourage pupils to appreciate the value of education and the opportunities it can create; and
- ❖ Prepare our pupils to be active and valued members of society.



Welcome to Guilsborough Academy

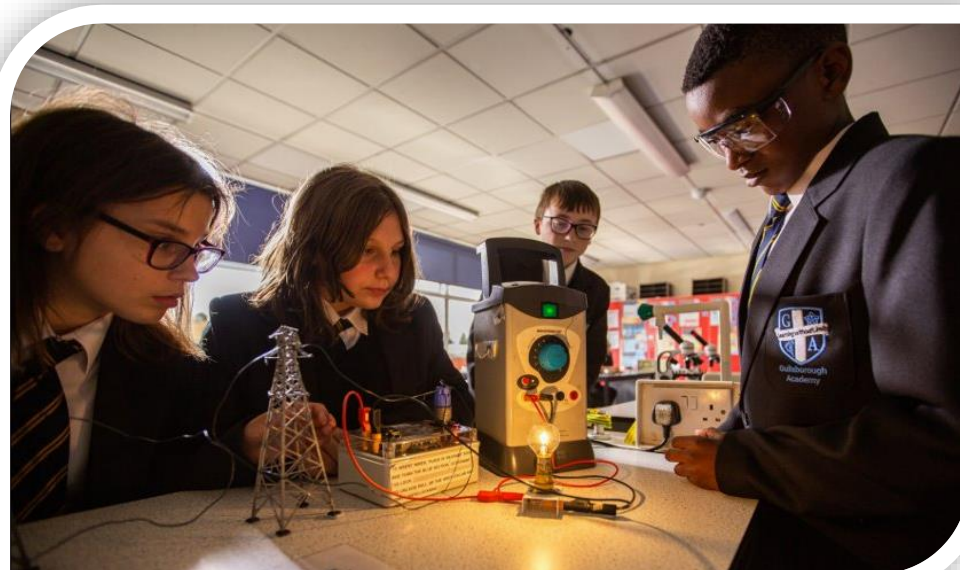
At Guilsborough we believe that learning should be enjoyable and challenging. This belief, combined with the excellent teaching skills and commitment of our staff and the enthusiasm and hard work of our pupils, lies at the heart of our success.

We are passionately committed to the achievement of every individual pupil and to providing high standards of teaching and learning. Our reputation with the local and wider community rests on consistently providing quality education for pupils of all abilities. Our pupils' excellent academic achievements can be seen in the national league tables. Every year our most able pupils achieve very highly; we encourage and support pupils to aim for top universities, whilst also providing strong support for alternative routes to higher qualifications post 18. This is supported by our excellent Careers programme. We also hold the prestigious CEIAG award (Career Education, Information Advice and Guidance).

Guilsborough Academy is committed to a comprehensive intake and accepts pupils of all abilities. We are an extremely popular choice for parents/carers and we are over subscribed for September 2021. An inclusive school community, our pupils come from a wide variety of different social and cultural backgrounds, and we support pupils with special educational needs. Our aim is to challenge all our pupils to reach their full potential and celebrate their successes. We ensure that those pupils who have special learning needs are provided with appropriate support, so that they too may reach their potential.

Individual strengths within our pupils are encouraged and celebrated. We encourage them to explore a wide variety of interests within and beyond the school curriculum. Our aim is to develop thoughtful, kind and considerate adults, who will not only contribute to the school, but also to the wider community. Pupils' personal development and happiness are very important to us and our extensive programme of extra-curricular activities, including excellent Music, Drama and Sports provision, supports this process. We expect high standards of behaviour and seek to build strong relationships between staff and pupils. Considerate and responsible attitudes and behaviour are fostered through a strong Life Skills programme.

Continuous staff development, supported by a research led focus on Teaching and Learning forms the basis of our professional work. The most recent Teaching and Learning pack may be found [here](#).



The Science Department

The Science department at Guilsborough Academy consists of 17 Specialist Teaching staff members and 4 Science technicians, both full and part-time, spread across the separate subject areas. Some of our team deliver lessons in other areas such as Health and Social care and Maths. We have a dedicated Science Curriculum Support Assistant who is instrumental in our support of Disadvantaged and SEND students, alongside a specialist science TA. We work together to make sure our curriculum supports all our learners and is relevant to the needs of the Academy and beyond. The Separate Science subjects have their own Head of Subject in addition to the Director of Learning for Science and a Lead Teacher who helps support best practice across the department. A lot of our staff have been at Guilsborough for many years, and we have a strong SCITT training programme with many of our former trainees being appointed to Science teaching roles.

Our curriculum

We have worked hard on our research-based curriculum. Throughout our curriculum we aim to provide opportunities for our learners to:

- become good scientific enquirers. Gaining valuable skills including data handling, investigation design, using practical techniques and problem solving.
- have a broad understanding of the world around them, understanding the role science has in society.
- have a wide range of technical vocabulary.
- be confident in the use of mathematics in the context of science.

Curriculum and Resources

At KS3 we are following the Collins scheme of learning. At GCSE we teach both AQA Combined Science Trilogy and AQA Separate Sciences. We follow the OCR 'A' courses for all the 'A'-Level Science subjects and also offer a very successful BTEC in Applied Science. Teachers mainly teach within their specialism at KS4 and 5 and we try to provide CPD for all teachers to improve their own subject knowledge and gain that within other areas should they wish.

We have 10 Specialist laboratories split over two areas; each area has their own prep room. Many of our labs have been refitted in the recent past and, in addition to the usual lab facilities and safety features, they all are fitted with projectors, speakers and whiteboards. There are also several interactive whiteboards within the department. We have an excellent range of practical equipment and are fortunate in being able to purchase additional equipment if we feel there is a sound educational reason for investing in it.

Professional Development

We believe strongly in the continued professional development of staff and many have been involved in a variety of training programmes to enhance their skills. Colleagues share ideas, plan collaboratively and reflect on best practice at every available opportunity. We do this to share the workload, shine a light on excellent teaching practice and to ensure consistently high standards. We have a Lead Teacher within Science who coordinates research ideas which we then discuss. We are part of The SWANN group, a network of local schools where we discuss ideas and support each other with training.

The staff within the department frequently talk about the supportive ethos we have nurtured. We pride ourselves on how welcoming, friendly and helpful the team truly is. We know how important a happy working environment is to the wellbeing of a teacher, and the subsequent outcomes for our students. The Science department looks forward to meeting you.

Head of Physics and joint 2nd in department (Full time from September)

Salary: TLR 2a

Start: September 2021

An exciting opportunity has arisen for a passionate and inspirational teacher to join our committed, enthusiastic and high performing team as Head of Physics and joint 2nd in department. As Head of Physics you will have responsibility for the overview and development of the teaching, delivery and monitoring of Physics at all key stages. The role provides an excellent opportunity to gain vital leadership experience, whilst contributing to continued improvement and success within the science department. The Science department consistently achieves results well above national average. In Combined Science, 87% of students achieved grade 4+ and 67% of students achieving grade 5+ at GCSE in 2018/2019; due to COVID-19, data for 2020 is not comparable. We also teach the three Separate Sciences to over 20% of our cohort with 100% achieving a grade 4+ in all three subjects; 98% achieved a grade 5+. We aim to create an enjoyable and nurturing working environment for both staff and students, where together we strive to actively engage, learn, and improve. The department is popular with post-16 students with all three sciences being taught at 'A'-Level.

Job purpose

- To be responsible for Physics at all key stages which will involve monitoring and updating the assessment structure and intervention programme as necessary.
- To be able to manage a team of teachers and provide support across the department.
- Coordinate and develop all aspects of teaching and learning in Physics ensuring high achievement and engagement of all students.
- To work with the Director of Learning and other Heads of Subject to monitor and evaluate student progress throughout the key stages and accurately target intervention where required.
- To be an effective professional who demonstrates excellent curriculum knowledge, can teach and assess effectively and to a very high standard, take responsibility for professional development and ensure students achieve well.
- To be a key member of the Science Curriculum Team and contribute to the high standards of teaching and learning.
- To be able to teach Physics at all key stages.

Staff wellbeing is at the core of our working practices in the department and staff retention in the department is very high. We have a huge collection of resources and offer staff extensive CPD opportunities.

If you would like to join our friendly and happy Science department, we would be delighted to hear from you. Applications are welcome from both experienced teachers and NQTs.

For further information and an application form please visit our website:

www.guilsborough.northants.sch.uk

Closing date: 14th April 2021 2pm

We reserve the right to close this vacancy at any time and so applying early is advised.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We are also committed to meeting the requirements of disability discrimination and other legislation.

JOB DESCRIPTION

JOB TITLE: Head of Physics and joint 2nd in Department

RESPONSIBLE TO: Director of Science

SPECIFIC RESPONSIBILITIES

1. As Head of Physics you should seek to enhance student self-esteem through a supportive, encouraging, yet challenging approach to learning, employing a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes.
2. You will be expected to prepare, teach, assess and maintain records of attendance, progress, behaviour and achievement in accordance with agreed school policies, using the information to raise standards of learning, with target grades set and reviewed regularly with students. You will be expected to support colleagues and will be responsible for monitoring this across all Physics classes at KS4 and 5 and work with other Heads of Subject to do so at KS3.
3. Teachers are encouraged to take the initiative in putting forward ideas and to assist in the development of any aspects of the Academy. As Head of Physics you will work closely with the Director of Learning and the Lead teacher to use research based evidence to develop teaching and learning and will help integrate agreed ideas within the department.
4. As Head of Physics will be expected to work collaboratively with other staff as members of teams, departments and other cross-curricular groups. Their contributions of your own particular talents and skills to such groups will aid the production of new initiatives, policies, resources, schemes of work etc. You will line manage a number of science staff and will follow the Academies PMR policies.
5. In collaboration with students, all staff are responsible for caring for the school environment, ensuring health and safety requirements are met and that a good learning environment is created.
6. All staff should work in partnership with parents, communicating with them and always seeking to achieve the best outcome for each student.
7. All staff should establish high expectations of positive student behaviour and appearance.
8. In order to meet their own professional needs and the aims of the Academy all staff have the right to appropriate support and professional development opportunities, both through training and through formal and informal contact with colleagues. This is accessed through the performance management review programme.
9. Teachers should be aware of the Academy's agreed policies in all areas and work together to implement these effectively.



Person Specification – Head of Physics and joint 2nd in Department

CATEGORY ITEM	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none"> Teaching of Physics at KS4 and KS5 The ability to teach all topics at KS3 Experience of role of tutor/pastoral role. Willingness to train as Radiation Protection Officer. 	<ul style="list-style-type: none"> Experience of comprehensive education. Wider contribution to an area of the school. Knowledge of Radiation protocols.
Education and Training	<ul style="list-style-type: none"> Degree in a linked subject or equivalent. Qualified Teacher Status. Evidence of a commitment to further professional development. 	<ul style="list-style-type: none"> Experience of working with students in an extra-curricular context or voluntary basis.
Competencies	<ul style="list-style-type: none"> Ability to set high standards and to motivate pupils and staff. Ability to lead a team of teachers and support staff within the physics area. Ability to produce high quality assessment materials, moderate the marking across the Physics area and use the data to monitor progress, especially of students within key priority groups. Ability to produce effective intervention strategies. Ability to coordinate collaborative work within the department in the ongoing production of resources, scheme of work, assessment systems, planning documents within the Physics area. Ability to maintain high standards of discipline. Effective classroom management. Good organisational and resource management skills. Willing to help support extra-curricular activities. The ability to converse at ease with members of the public and provide advice and information in accurate spoken English. Knowledge of the SEND Code of Practice 	<ul style="list-style-type: none"> Evidence of working effectively under pressure. Strong ICT Skills.
Personal Qualities	<ul style="list-style-type: none"> Committed, enthusiastic and motivated. Imaginative and innovative. Willingness to learn and share insights (a reflective practitioner). Enjoys working effectively as a team leader. Shows initiative. Co-operative and flexible. Empathy with pupils of all abilities. Suitability to work with children. 	

Support for our staff

At Guilsborough Multi-Academy Trust we value our staff. We are very aware that the positive contribution of all staff is a significant factor in the success and long-term sustainability of our Academy. Without your energy, drive and enthusiasm, the Academy would not be in the successful place it is today or as prepared to face new challenges in the future.

The benefits, support, health and wellbeing initiatives included in this bulletin are a summary of what is already available to us as well as an introduction to a few new offers and ideas.

- **Staff working party for Wellbeing**
- **Dedicated and talented staff who are keen to build on our high expectations**
- **Great students who are enthusiastic and motivated.**
We have a very positive ethos and excellent staff/student relationships
- **A developmental and supportive culture for continued professional development.**
The school strives to deliver personalized pathways and opportunities in order to enhance the growth and development of all staff members.
- **A good working environment with good resources.**
- **Supportive parents and carers.**
- **A fabulous location.**
We are based in Guilsborough, Northampton on a large and beautiful site.
- **HR Services on site**
Confidential advice and guidance on HR policies and procedures including: Maternity, Paternity, Adoption leave. Accessing staff services such as occupational health and counselling. Flexible working. Long term and short-term absence support.
- **Eye Tests**
Visual Display Unit (VDU) users are entitled to a free eye test.
- **Free Flu vaccinations for all staff.**
- **Multi-Gym – due to be refurbished in the summer.**
All employees have access to the multi-gym and this is available for staff only use: Mon-Fri 7.30-8.30am and 4.30-5.30pm. Staff showers are available.
- **Pension Schemes**
GA offers a defined benefit pension scheme which is supported by school contributions as well as those of the employee. GA has two pensions schemes, the Teacher's Pension Scheme and the Local Government Pension Scheme.
- **Healthy Eating**
Our in-house catering firm Caterlink offer a healthy range of food at both break and lunch-time. Staff are entitled to a free lunch if undertaking an evening duty.
- **PTA**
We have a very active PTA group that all staff can get involved in if they wish.
- **Additional Training Days**
Additional training day for curriculum development
- **Extended breaks**
- **Library - Book Club**
- **Friday night staff sports club**
- **Walking Club**



Guilsborough first opened its doors over 60 years ago. Our newest building will open in September 2021. We value our strong history and are excited about our bright future.



*We look forward to receiving your application
and welcoming you to our
Guilsborough family.*