HABERDASHERS' ASKE'S

KNIGHTS ACADEMY

2020-21 Teacher of Science Candidate Briefing Pack

Haberdashers' Aske's Knights Academy



www.habsknights.org.uk

Welcome from our Executive Principal

Dear Candidate,

Thank you for your interest in the post of Teacher of Science. This is an excellent opportunity to make a major contribution to the Academy's continued success.

To succeed in this role you will need to be able to plan and deliver stimulating and challenging lessons whilst setting appropriate and challenging work for all abilities. We are looking for someone who is committed to working with colleagues across our Federation and who is committed and ambitious for their own professional development.

We are therefore looking for an exceptional Science practitioner who can use their experience, extensive subject knowledge, and vision to get the best from the Science team and support the Head of Department to deliver high quality outcomes for our students

Haberdashers' Aske's Knights Academy is a vibrant, diverse 11-18 school community with a relentless focus on high expectations and aspirations. We serve the families of the local community in the London Borough of Lewisham and Bromley and are part of the Haberdashers' Aske's Federation Trust, a hard Federation of oversubscribed 3-18 school clusters in the South East of London, the other schools being Haberdashers' Aske's Hatcham College, Haberdashers' Aske's Crayford Academy and Haberdashers' Aske's Borough Academy which opened in September 2019.

The Federation currently comprises four secondary, five primaries and a teaching school, which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

Our school and our Federation is a uniquely exciting place to be and I hope that you decide to join us in our current phase of rapid development and growth. I look forward to receiving your application and welcoming you into our Knights Academy school community.



Dr. Tesca Bennett
Executive Principal
Haberdashers' Aske's Knights Academy



Our Trust



About Haberdashers' Aske's Federation

Haberdashers' Aske's Federation is a Multi-Academy Trust of nine schools, (four secondary and five primary) supported by a Teaching School. These are currently organised as four 'clusters'. Knights Academy is part of the Knights cluster.

A cluster leader oversees the central services provision of the cluster, to ensure that all schools within it are supported well.

Our principal sponsor is the Worshipful Company of Haberdashers, who are very generous in their support. Put simply, our mission is to ensure that each of our schools offer a great education and are great places to work.

Each of our schools serve their local communities in Southwark, Lewisham and Bexley. As a Federation, we can offer more to all staff and students than any single school could offer alone. This 'Haberdasher's Advantage' ensures that the opportunities presented by working and learning at a Haberdasher's Aske's Federation school are truly exceptional.

Whilst each of our schools maintains its individuality and serves its unique context, we share a common vision as a group of schools: 'To support our staff and young people to be the best they can possibly be.' In this complex world, we need our young people to develop as compelling individuals – ready and able to take their place in the world with confidence. We know that education matters to the life chances of all young people, particularly those from disadvantaged backgrounds. We believe that each and every child and young person can and will succeed.

To find out more about Haberdashers' Aske's Federation, please go to: www.habsfed.org.uk

Our Vision



Federation wide vision

Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation, but always within the context of our long tradition of providing excellent education.

Based upon these values we aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment.
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

We will achieve these aims by providing a safe environment where all children and young people can succeed and through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge. High expectations of every member of our community

Our Sponsors

The Worshipful Company of Haberdashers

Our heritage dates as far back as the 1680s. A haberdasher, Robert Aske, left a substantial sum to build a school and educate 20 disadvantaged boys – giving them the chance to better themselves and lead fulfilling lives.

The Haberdashers' Company is one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

The Haberdashers' Company supports pupils, past and present, as they progress through their educational and professional journey, which offers pupils in the Haberdashers' schools something truly unique.

Find out more: www.haberdashers.co.uk

Temple Grove Schools Trust

Temple Grove Schools Trust is a charitable trust dedicated to raising standards for primary education. The Trust was founded some 50 years ago and springs from one of the country's oldest prep schools, Temple Grove founded in 1810. The Trust seeks to provide all children with a breadth and depth of learning opportunities in order to realise individual aspirations and potential.

Our primary schools are extremely fortunate to have a partnership with the Temple Grove Schools Trust. Schools benefit from bursaries that allow us the opportunity to give our children learning experiences they may not get at other schools; including music lessons, professional coaches and multiple trips.

Find out more: www.templegrove.org.uk

“In my role at Knights Academy, I have felt the support of a Leadership that shares the same ethos and vision for my subject area. This support, combined with a Principal that will always do what is best for the students, has allowed me to develop the Music department towards achieving our aims. The students are eager to get involved in the activities we offer them, showing a real enthusiasm for making music. Their willingness to perform at events and represent the school demonstrates the sense of community felt by our students, giving the school and students a sense of pride and belonging.”

Mr Nicoli, Head of Music,
Haberdashers’ Aske’s Knights Academy

Job Role



Job Title:	Teacher of Science
Contract Length:	Permanent
Salary:	MPS/UPS+ILW
School/ Service:	Haberdashers' Aske's Knights Academy
Location:	Launcelot Road, Bromley
Accountable to:	Curriculum Director of Science

About the role

We are looking to appoint an outstanding classroom practitioner to join our Science team and our leading Federation in South East London.

We are seeking a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate is a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the role, alongside genuine enthusiasm and passion for Science.

Applicants should be able to demonstrate previous and successful experience of raising standards through their teaching of Science, across KS3, KS4 and KS5, including a mixed ability range. They will have the ability to motivate pupils, as well as being able to work as part of a team to ensure all pupils reach their full potential. We therefore require someone who:

- Has a proven track record of raising standards;
- Can demonstrate and evidence a strong subject knowledge;
- Be organised, innovative and self-motivated;
- Help lead an established team and report on the quality of standards, attainment and student progress

You will have the drive, high standard and passion to enthuse our pupils and make a real difference to their outcomes and life chances. It is expected that the successful candidate will consistently plan and deliver good - outstanding lessons within the department

Key responsibilities of the role

- To work within and contribute to established Federation, School and Department frameworks for:

    - Lesson planning, delivery and evaluation
    - Student behaviour and care
    - Student assessment

- To actively contribute to the teaching of Science across all age and ability ranges
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate
- To devise innovative, challenging schemes of work
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal examinations and tests as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- To provide accurate information for parents as directed by the School and Department policy and to attend parents' evenings and other presentation meetings as directed
- Plan, prepare and deliver good/outstanding lessons to provide students with the opportunity to achieve their potential
- Ensure that lessons are engaging and stimulating taking into account students' individual needs
- To actively encourage a range of effective teaching and learning strategies
- Contribute to building a curriculum structured around both knowledge and skills with each child's progress and development at its root.
- Ensure effective learning in the classroom and department areas by following the school's Behaviour Management Policy

Achievement/Pupil Progress

- To ensure that the students' progress is assessed in line with the school's assessment policy Ensure students receive high quality assessment feedback through book marking and assessment in lessons
- To be able to use data to identify underachieving pupils and to introduce the use of interventions to raise achievement.
- To use data to set targets for individual students, ensuring triangulation of target setting with teacher, pupil and parents
- To oversee reporting to parents on student achievement in the given department

Behaviour for Learning

- To effectively build on behaviour management strategies within the department which work in line with the whole school policies.
- To improve the rewards system, overseeing the issue of certification to these pupils
- To support the Head of Department in producing self-evaluation to ensure that the students' progress is assessed in line with the school's assessment policy

Key responsibilities of the role

Other responsibilities

- Keep up to date with developments in your subject area and in teaching practice and methodology.
- Take responsibility for your own professional development in discussion with your line manager.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of school and Federation policies and procedures throughout the subject areas.
- Work collaboratively with the other academies and colleagues within the Federation.
- To contribute to departmental self-evaluation
- To monitor the quality of teaching; based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- To take responsibility for own professional development in discussion with the Head of Dept.
- To help disseminate ideas and approaches for classroom and curriculum management to help raise standards.

General Responsibilities

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy
- To promote the ethos of the Federation / Academy
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To support the Academy's commitment to the continued professional development of all staff
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies
- To undertake any additional duties as may reasonably required by the CEO or Executive Principal

Knowledge, skills and experience



Education and Training

- Will hold a good honours degree in a relevant discipline
- Will hold a teaching qualification

Experience

- Experience and ability to teach Science at KS3, KS4 and KS5
- Demonstrable commitment to students continuing to study Science beyond Key Stage 4
- Can motivate students at all levels of ability, thus ensuring that all students fully access the Science curriculum
- Will be an outstanding classroom practitioner with an excellent track record of progress and results
- Proven track record of securing excellence within an educational establishment
- Ability to delegate responsibility with accountability

Knowledge and Skills

- Will have knowledge of the National Curriculum, GCSE and A-Level developments
- Proven track record of raising educational standards
- Will demonstrate high level communication and literacy skills
- Has keen organisational skills and the ability to multi task and delegate
- Use of performance data to track student progress and monitor achievement. Has strategies for raising achievement
- Ability to establish clear management and accountability systems and articulate expectations
- Understanding how to analyse and use data effectively

Personal qualities

- Is committed to individual learning pathways and assessment for learning
- A team player who will contribute to the wider development of the Academy
- Is a 'can do' person who works positively and collaboratively
- Will be able to demonstrate professionalism of the highest order
- Commitment to safeguarding and promoting the welfare of children and young people

Why Haberdashers?

We're proud of our people. Bound by the Haberdashers name, our inclusive community in the heart of South East London is alive with diverse backgrounds, personalities and passions. We are building a culture where pupils, parents, teachers and staff selflessly serve each other, centred on traditional values and behaviours. When you become a part of Haberdashers', you find a place where you belong.

Working in education is not always an easy task. We see the effort, the creativity, the hours our staff put in. We show our appreciation by:

Providing talent development opportunities

We want the best people to join the Haberdashers' community because they are ambitious, talented and want to make a difference to children and young people. The Haberdashers' Trust is committed to the continuing professional development of all staff. Our staff are important to us. We know that without great staff, our children will not be as successful. Therefore, professional development is key to our success. We are fortunate to have our own teaching school (Atlas), where a number of professional development programmes are co-ordinated.

Providing a good pension

When you join the Haberdashers' community, you can join an excellent Pension scheme, either the Teachers' Pension scheme or the Local Government Pension Scheme depending on your role.

Offering flexible working

We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements.. We are able to consider all requests for flexible working after 26 weeks of continuous service

Supporting your health and wellbeing

Balancing everyday life with the requirements of work and home can create pressures for all of us. Work is a large part of people's lives. We support a, healthy work environment that is conducive to a healthy lifestyle. All employees have free access to a 24-hour confidential counselling service, designed to help staff deal with a range of personal and general problems.

Actively promoting equality and diversity

We are committed to promoting an equal, diverse and inclusive community. We want the best people in our schools regardless of age, disability, gender, gender identity, race, religion or belief, sexual orientation, pregnancy and family or marriage and civil partnership. We are particularly keen to receive applications from candidates from historically under-represented and minority groups

“When you join as a member of staff at Knights, you become a part of the 'Knights family'. The welcome and support I received upon joining, from every corner of the academy, helped me to settle in quickly and feel successful straightaway. Our students are curious and ambitious, and they help make the school a great place to work.”

Ms Ennew, Teacher of English
Haberdashers’ Aske’s Knights Academy



Recruitment process and additional recruitment information

Closing date: 24th May 2021, 12pm
Interview date: from 25th May 2021
Start date: September 2021

Recruitment Process:
Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- A written task
- Classroom visit (including with staff and students)
- Panel Interviews on a variety of topics

Special Requirements:
If you require reasonable adjustments prior to your interview, these can be arranged by emailing knightshr@haaf.org.uk

Equality and Diversity:
We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference

References: Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK: Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

Data Protection: Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Criminal Convictions: All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.

.

HABERDASHERS'
ASKE'S

KNIGHTS ACADEMY

For an informal discussion about this post, more information or to arrange a visit, please contact knightshr@haaf.org.uk

---

Thank you for your interest in Haberdashers' Aske's Knights Academy. We look forward to receiving your application.

Haberdashers' Aske's Knights Academy, Launcelot Road, Kent, BR1 5EB
www.habsknights.org.uk