



Ark Isaac Newton Academy

Science Technician





About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.

Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision to 'equip every student with the knowledge, learning power and character necessary for success at university and beyond'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022.

My vision for the community is to strive to ensure that the students and families we serve continue to receive excellent levels of care and academic support, whilst pushing new boundaries in pursuit of the ambitions I have for the academy and community. These ambitions will be fulfilled by each person in our community committing to our BRIDGES values, displaying a growth mindset and believing that our aspirational vision can be achieved by all. Ultimately, I want to help lead a legacy of pioneers who will positively change the world around them.

I wish you the best with your application.



Morgan Haines
Principal



Our Vision, Our Mission and Core Purpose

At Isaac Newton Academy our core purpose (mission) is to equip students with the knowledge, learning power and character necessary for success at university and beyond.

We:

- Set clear, ambitious goals, and rigorously monitor our progress in achieving them
- Offer a curriculum emphasising core academic subjects, while providing the facilities and the specialist staff to meet and stimulate a wider range of interests
- Employ an approach to teaching that instils knowledge, understanding and a desire to learn
- Ensure that all students, teachers, staff and parents commit fully to making Isaac Newton Academy a vibrant learning community.

We expect all staff to be aligned to the mission, core purpose, vision and ethos of the Academy.

Our Ethos

We strive to create a stimulating, challenging and rewarding environment in which to support learning, teaching, development and progress. We share a collective duty of care for resources, facilities and accommodation.

At Isaac Newton Academy everyone is a learner with needs and entitlements. We all have a responsibility to support everyone else in the school community with their learning and a role to play in encouraging ambition, hope and optimism in our fellow learners.

We model good learning habits and we discuss and reflect on our learning journeys. Everyone is expected to work hard and with a common sense of purpose and direction.

The ethos of Isaac Newton Academy is one of mutual respect and consideration. Interactions between members of staff, between students and between staff and students are based on trust and the highest regard for each other. The language we use and the way in which we communicate with each other reflect this. The authority of staff is acknowledged and respected.

The differing backgrounds, views and outlooks of members of the school community are honoured. The particular needs, talents, interests and contributions of students are nurtured and developed.

Core Purpose

- To demonstrate belief in the potential of all students to develop the skills and character necessary for a place at a top university and success in life.
- To embrace shared accountability for the achievements of the students and the performance of the Academy. This will require hard work.
- To uphold all school policies and follow all agreed procedures with consistency and care.
- To maintain zero tolerance of any form of student behaviour that runs counter to the Academy's stated aims and objectives: for example, disrespect, rudeness, bullying, dangerous/anti-social/loud behaviour, failure to bring basic equipment or complete independent learning tasks, possession of banned items, lateness.



BRIDGES at Isaac Newton Academy

At INA, we know that developing our students' character crucial to them living happy, fulfilling and successful lives. Our Bridges programme develops the following learning dispositions and characteristics:

"We build too many walls and not enough bridges"

Isaac Newton

CHARACTERISTIC

SHOWN THROUGH

BRAVERY

courage, creativity, leadership, experimentation, risk-taking, optimism

RESOURCEFULNESS

remembering, making connections, transferring, gathering, recycling,

scavenging, questioning, reasoning, imagining, imitating

INTEGRITY

fairness, humanity, justice, citizenship, honesty, humility

DISCOVERY

curiosity, open-mindedness, enthusiasm, energy, noticing

GRIT

patience, persistence, resilience, determination, managing distractions, perseverance, concentration

EMOTIONAL INTELLIGENCE

listening, empathy, collaboration, sociability, reflectiveness, imagining, understanding, openness

SELF-DISCIPLINE

organisation, hard-work, patience, absorption, practicing, focus, prioritising, planning, prudence, revising, self-regulation, independence, motivation



About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 38 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

All Ark Schools prioritise six key principles:

- High expectations
- Excellent teaching
- More time for learning
- Knowing every student
- Exemplary behaviour
- Depth before breadth

A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

About the department

At Isaac Newton Academy, we believe that there is a unique opportunity to ensure that Science is taught correctly from the beginning. It is our aim to ensure that the scientific knowledge and understanding required at A-level has its roots in the material taught right from the beginning of the student's secondary school experience. By embracing the concept of depth-before-breadth and teaching extended Science topics, we aim to provide every student with the foundations for success in science during and beyond secondary school. Our curriculum has practical science at its heart, and we strive to ensure that Science is taught in a hands-on manner where students are taught to think critically and highlight the importance of experimental evidence. We take every opportunity to inspire and engage our students, providing opportunities for investigation and discovery and are committed to enriching the curriculum with out of class learning opportunities.

We have a significant number of Key Stage 5 Science groups including a growing Applied Science BTEC provision where many students choose a science related destination for university and this is an exciting opportunity to contribute to the continuing development of the A-Level Science curriculum as we grow and develop our sixth form Science provision.



Job Description – Science Technician

Reporting to:	Lead Science Technician
Start date:	As soon as possible
Salary:	Band 5 Ark Support Staff Scale £24,498-£27,961 per annum, pro rata, depending on experience
Hours:	Term Time + 2 weeks, 36 hours per week
Closing date:	8am, Monday 18 th September 2023

The Role – key responsibilities

To provide professional and responsive support to teaching staff to support outstanding teaching and learning in Science.

Science Technician Responsibilities

- To prepare and provide equipment and materials to support science practical teaching
- To assist with providing general maintenance of the Science labs, including the care of services, stores, laboratory equipment, drainage systems, working surfaces, etc., reporting any repairs as appropriate for action
- To monitor stock and draft requisitions as appropriate, to check and store safety apparatus and materials appropriate for courses provided by the Academy.
- To check new equipment for damages and functioning
- To plan and carry out a complete stock take and a full inspection of apparatus and services on an annual basis under supervision of the Lead Technician.
- To demonstrate specialist techniques and give advice to teachers and students, i.e. ecology collecting methods, microbiology techniques, microscopes, oscilloscopes and other apparatus
- To prepare, maintain and store apparatus for demonstration and for practical work as required
- To place requisitions, progress, receive, check (for quality and safety) and distribute equipment where appropriate
- To ensure that health and safety requirements and other relevant regulations are adhered to and observed. This may involve undertaking regular checking procedures and risk assessments, as appropriate to the work area
- To share responsibility for the care of animals and plants in the Science labs and to maintain long term experiments
- To procure biological consumables, i.e. fruit, hearts and other perishable items as necessary

General Technician Responsibilities

- To ensure timely preparation of specialist equipment/resources/materials for lessons
- To maintain specialist equipment, check for quality/safety and arrange for repairs/modifications to be carried out

- To create high quality, engaging displays and maintain display boards to a high standard in the curriculum area
- To assist with inventory of equipment and stock control in order to maintain a supply of equipment for teaching use
- To support with ordering stock as directed by the Head of Department so that resources are adequate for lessons
- To support with receiving and checking deliveries of supplies and ensure accuracy from suppliers.
- To repair, maintain and store equipment in order to guarantee safe and effective upkeep
- To provide administrative support, e.g. making telephone enquiries, filing, etc.
- To support students in the classroom environment to assist in the learning process where technical equipment is involved
- In addition to the specific responsibilities of the post, the post holder will be expected to assist with other tasks as and when required, at the deployment of the line manager

Other

- To play an active part in the development of the students through positive interactions with them and direct support of their learning
- To be a BRIDGES mentor
- To support school trips from time to time
- To dine daily with the students
- To actively promote the academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the Academy to ensure that the highest standards of behaviour and site-usage are upheld
- To communicate and liaise with staff, students, parents, governors and members of the local community as appropriate
- To be active in issues of staff and student welfare and support
- To comply with and assist in the development of policies and procedures in relation to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- To demonstrate a commitment to Equality of Opportunity for all members of the Academy's community.
- To undertake any other responsibilities as directed by the line manager/Principal

Academy Culture

- To play an active part in the development of the students through positive interactions with them, dining with them and running an enrichment activity weekly
- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To contribute to discussions at operational team, science team and other staff meetings
- To contribute to the writing and implementation of the Academy Improvement Plan
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy

- To uphold all Academy policies with consistency and diligence
- To actively promote the academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the Academy to ensure that the highest standards of behaviour and site-usage are upheld
- To communicate and liaise with staff, students, parents, governors and members of the local community as appropriate
- To be active in issues of staff and student welfare and support
- To comply with and assist in the development of policies and procedures in relation to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- To act as a role model and set and maintain the highest standards of conduct and behaviour
- To be a BRIDGES mentor
- To undertake any other responsibilities as directed by the line manager/Principal

Person Specification: Science Technician

Qualification Criteria

- Right to work in UK
- Minimum GCSE (or equivalent) C grades in English, Mathematics & Science
- Science A levels
- A science degree would be an advantage

Experience

- Experience of working with children of a relevant age in a school setting
- Experience of technician support in a school environment (desirable)

Personal characteristics

- Vision aligned with ARK's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- Excellent planning and organisational skills
- Resilience, motivation and commitment to driving up standards of achievement
- Acting as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults in particular when liaising with non-technical colleagues
- Hardworking, conscientious and accurate
- Resilience and optimism
- The ability to work effectively alone and as a part of a team
- Excellent listening skills and ICT skills (word, excel, internet, email)
- The ability to follow instructions accurately, but make sound judgements and lead when required
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills and a flexible attitude towards work
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure

- High levels of honesty and integrity
- A sense of humour and desire to have fun
- Ability to adapt to change and work successfully in a team
- A flexible attitude towards working hours

Other

- This post is subject to an enhanced DBS check

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.