




Recruitment Application Pack

Teacher of Science

Required for April 2019

MPS/UPS + TLR 2A

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Welcome Letter

Dear Colleague,

Thank you for your interest in the role of Teacher of Science at Bishop Young C of E Academy.

We hope you will find all the information you need to inspire you to join our team. This pack contains information about the Teacher of Science role, from which we hope you will gain an understanding of our ethos and approach, the high aspirations we have for ourselves and our students, and the exciting journey we're embarking on together having joined the Abbey Multi Academy Trust in May 2017.

As a member of the Abbey Multi Academy Trust, we aim to provide the best possible environment for the staff, students and community we serve. Together we need to be both realistic about the challenges ahead, but unswerving in our commitment to tackling them with pace and confidence.

The Academy has seen big changes to its staffing, structures and routines in the last year. We have a dedicated and talented team who are committed to achieving the best for our students.

Joining us at this exciting time presents a career defining opportunity. We have begun an improvement journey that will take us to "outstanding", which will be an incredibly rewarding experience for everyone at Bishop Young. All staff will benefit from opportunities to work closely with other partners in the Abbey Multi Academy Trust and, most importantly, our students will flourish.

If you are seeking a truly distinctive role within a unique environment, please come and visit us and see what Bishop Young Academy and Abbey MAT have to offer.

We look forward to meeting you and reading your application.

Paul Cooper
Principal
Bishop Young C of E Academy

Advert

ABBEY MULTI ACADEMY TRUST l BISHOP YOUNG C OF E ACADEMY Principal: Paul Cooper

Teacher of Science – MPS/UPS + TLR2A (Teaching and Learning Leader: Science)
Required for April 19

Additional recruitment and retention allowance may be available for an exceptional candidate plus access to an individually tailored CPD package

Bishop Young C of E Academy is a thriving and highly successful 11-18 Church of England convertor Academy which serves communities right across the city of Leeds. We are part of a newly formed and growing multi academy trust, **Abbey Multi Academy Trust.**

We are looking to appoint a highly motivated teacher to join our successful Science Department. The successful candidate will show a passion for teaching and learning and be committed to achieving the very best outcomes for our students. You will be required to teach throughout the age and ability range to GCSE. The ability to teach A Level would be an advantage.

This is an exciting opportunity for a committed and passionate teacher to join a successful and CPD focused department where new initiatives are welcomed and encouraged.

As a Teacher we will nurture, challenge and support you throughout your career here at Bishop Young. You will be:

- A routinely good/outstanding teacher with the ability to teach all aspects of Science KS3/KS4 and potentially KS5
- A colleague looking to either start or further your career within a supportive team
- Able to encourage and enthuse students to achieve their full potential
- Inspirational to colleagues and students - sharing best practice

We can offer:

- An Academy and Science Department that will allow you to be inspirational, creative and play an active part on our journey
- Tailored CPD with a commitment to support your career ambitions, free car parking and personal iPad
- A Department which welcomes new ideas with energy and enthusiasm

This is a genuinely exciting time to join our Academy. If you are looking to join an Academy with happy positive and polite students and staff, then we want to hear from you.

Visits to Bishop Young Academy are encouraged and can be arranged by contacting the HR department at recruitment@abbeytrust.org

To obtain an application pack please visit our vacancy page http://www.abbeymat.co.uk/vacancies.html

The closing date for applications is Monday 28th January 2019 with interviews held shortly after. ***For an informal discussion about the role, please contact Recruitment on 0113 2739170.***

Abbey Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. An enhanced disclosure from the DBS will be required for this post.

Application Process

The closing date for applications is Monday 28th January 2019.

Completed applications should be returned by email to:
recruitment@abbeytrust.org

All applications will be acknowledged within 24 hours. Should you fail to receive confirmation of receipt please call 0113 273 9170.

We will contact successful candidates after the closing date with details of the interview process.

Abbey Multi-Academy Trust is robust in promoting the safeguarding of children and is rigorous in its recruitment checks. An enhanced disclosure from the DBS will be required for this post.

Queries

If you have any queries on any aspect of the application process or need any further information please contact recruitment@abbeytrust.org



Bishop Young Church of England Academy - Job Description

Job title: Subject Teacher of Science

Salary: MPS/UPS

Reporting to: Achievement Director: Curriculum via Subject Leader

Overall purpose of the post:

To promote a secure, caring and challenging educational environment for each class taught and the individual students within it.

Key responsibilities:

- To share and support the Academy's responsibility to secure the highest possible standards of learning and student progress
- To contribute to the high expectations for achievement in the Academy.
- To be aware of the established policies and practices of the Academy and share in collective responsibility for their implementation and for its ethos
- To share and support the corporate responsibility for the well-being, education and discipline of all students.
- To be aware of the professional duties of teachers and the statutory framework in which we work.
- To support the work of the Leadership Team to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students, supporting the curriculum area, in accordance with the aims and objectives of the Academy.
- To have a secure knowledge and understanding of the subject(s) being taught and the relevant pedagogy to teach effectively across the full age and ability range.
- To know, understand and use the relevant statutory and non-statutory curricular and frameworks for the subject(s) or curriculum area taught

Responsible for:

- Teaching, support and accountability of assigned students to ensure high expectations and high standards of learning and good progress for individual and groups of students.
- To set, monitor and evaluate subject and individual student progress targets to make a measureable contribution to whole Academy targets.
- To monitor and evaluate the curriculum target in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.
- To assess, record and report relevant to teaching and learning making effective use of Assessment for Learning Strategies and intervention as appropriate.

Key Tasks:

Educate

Teaching & Learning

- Ensure the provision of an appropriately broad, balance, relevant and differentiated curriculum for students study in the subject, in accordance with the aims and ethos of the Academy.
- To know how to make effective personalised provision for those taught, including those for whom English is a second language, have special needs or disabilities or other groups of students.
- To establish a purposeful learning environment within the classroom.
- To teach challenging, well organised lessons and sequences of lessons across the age and ability range they teach in which they:
    - Use an appropriate range of teaching strategies and resources, including e-learning and iPads which meet students' needs and take practical account of diversity and promote equality and inclusion.
    - Build on the prior knowledge and attainment of these they teach in order that students meet learning objectives and make sustained progress.
    - Develop concepts and processes which enable students to apply new knowledge, understanding and skills.
    - Adapt their language to suit the students they teach, introduce new ideas and concepts clearly, and using explanations, questions discussions and plenaries effectively.
- To plan, mark and monitor set homework or other out-of-class work to sustain student progress and to extend and consolidate their learning.
- Know how to use skills in literacy, numeracy and ICT, including iPads and digital learning to support teaching and wider professional activities.
- To assist in the development of appropriate syllabi, resources, Schemes of Work, marking polices and teaching strategies in the curriculum area.
- To contribute to the improvement plan and its implementation.
- To undertake a designated programme of teaching and to plan and prepare courses and lessons.
- To participate in 'learning walks' and other learning evaluation and quality assurance strategies in accordance with Academy policy.
- To design opportunities for students to develop their literacy, numeracy, ICT, thinking and learning skills and cross-curricular themes so that they are reflected in the teaching and learning experience of students.

Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To make effective use of a range of assessment, monitoring and recording strategies, including writing reports in line with published deadlines.
- To know and apply the particular assessment requirements and arrangements for the subject(s) taught, including internal and external examinations and assessment for learning strategies.
- To participate in preparing and presenting students for public examinations.
- To maintain appropriate records and to provide relevant, accurate and up to date information using the Academy's data collection systems.
- To complete the relevant documentation to assist in the tracking of student progress.
- To mark, grade and provide written, verbal and diagnostic feedback as required.

Nurture

- To establish a clear framework for class discipline in line with Academy policy to manage students' behaviour constructively and promote self-control and independence.
- To know the legal requirements, national polices and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the Academy's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.
- Know how to identify and support young people whose progress and development of well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- To contribute to the preparation of education plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with parents of students and with persona or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff according to the Academy's Policy.
- To contribute to PSHE/Citizenship and enterprise activities according to Academy policy.
- To be a Form Tutor to as assigned group of students.
- To liaise with the Pastoral Team and Achievement Directors to ensure the implementation of the Academy's pastoral system.
- To register students accurately, accompany and supervise them in assemblies and worship activities and encourage their full attendance at all lessons and their participation in other aspects of academy life.

- To support the Academy's extra-curricular offer.

Key Tasks continued:

Empower

Staff

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To participate in arrangements for further training and professional development as a teacher.
- To share corporate responsibility for the implementation of academy policies and practices.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of Academy policies and procedures eg Equal Opportunities, Health & Safety etc.
- To participate in the Academy's ITT programme where appropriate.

Students

- To ensure the involvement of Student Voice in the production of Self Evaluation and the development of the subject.
- To ensure that the delivery of the subject within the curriculum area delivers on the Academy's Mission Statement to empower students.

Partnership

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- To follow agreed policies for communications within the Academy and with external partners.
- To take part in marketing and liaison activities such as open Evenings, Parents' Evenings and liaison events with partner institutions.
- To contribute to the development of effective subject links with external agencies.
- To prepare and present informative reports to parents/carers and attend Parents' Evening/meetings and Academy events.
- To provide opportunities to develop students' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the Academy context. Making use of external opportunities as appropriate.

General Duties:

- To carry out supervisory duties in accordance with published schedules.
- To take part in appropriate meetings and events with colleagues, parents/carers, governors and external partners.
- To accept personal responsibility for supporting the general ethos, atmosphere and progress of the Academy.
- To contribute to the PHSCE programme as required.

Note:

This Job Description provides the overall strategy and remit of the post holder. This Job Description will be reviewed annually and may be subject to amendment or notification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties. Elements of this Job Description, and changes to it, may be agreed at the request of the Principal or the incumbent of the post. The above must be viewed in conjunction with the relevant sections of the School Teachers' Pay and Conditions of Service document which is published annually.

I have read the Job Description and agree to all the terms and conditions set out therein. I also agree to comply with all Abbey Multi Academy Trust Policies, Child Protection and Health & Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the CEO/Principal/Headteacher.

Name:	Signature:
Date:	

SUBJECT TEACHER: TEACHER OF SCIENCE PERSON SPECIFICATION CRITERIA								
Qualifications		**ESSENTIAL**			**DESIRABLE**		
1	Qualified teacher status for England (or equivalent)	A	R				
2	Relevant degree (or equivalent)	A	R				
3	Recent, relevant professional learning and development	A	R				
4	Record of continuous professional development				A	R	
Professional knowledge, skills and abilities		**ESSENTIAL**			**DESIRABLE**		
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I			
2	Evidence of track record of results that exceed expectations	A	R	I			
3	Demonstration of in-depth subject and curriculum knowledge	A	R	I			
4	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I			
5	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I			
6	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I			
7	Ability to lead, motivate and develop students to work independently	A	R	I			
8	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I			
9	Knowledge of/involvement in educational research on teaching and learning				A	R	

10	Consistently good and outstanding teacher in relation to career stage	A	R	I			
11	Confident in the use of ICT to support learning	A	R	I			
12	Able to deliver all aspects of Science	A	R	I			
13	Able to teach a specification to A level Science				A	R	I

Experience		**ESSENTIAL**			**DESIRABLE**		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Experience of pastoral/tutor role	A					
3	Experience of cross curricular initiatives/projects or whole school developments				A		I
Professional Attributes, Qualities and Values		**ESSENTIAL**			**DESIRABLE**		
1	Willingness to make a positive contribution to the wider life of the school/Academy and community	A	R				
2	Appropriate and effective professional relationships with all		R	I			
3	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
4	An inspirational teacher, passionate about teaching and learning	A	R	I			
5	Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	A	R	I			
6	Ability to articulate, communicate and support the Christian ethos and values of Bishop Young Academy			I			
7	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			

8	Enthusiasm to take the Academy forward through a process of change, development and ongoing improvement			I			
9	Excellent interpersonal, written and oral communication skills			I			
10	High level of emotional intelligence and self-awareness		R	I			
11	Excellent time manager		R	I			
12	Personal resilience		R	I			
13	Inspire, challenge, and motivate students towards a shared vision		R	I			
14	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
15	Prioritise, plan and organise self and others		R	I			
16	Think creatively in order to anticipate and problem solve		R	I			

The criteria will be evidenced as indicated below:

'A' refers to the candidate's Application form and covering letter

'I' to interview

'R' to reference

Candidates should address at least all items marked 'A'

Referees are asked to comment on items marked 'R'

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.