Kirk Hallam Community Academy

Teacher of Computer Science Fixed Term Summer 9th April 18 - 31 August 18

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01
Welcome

Dear Applicant,

Welcome to Kirk Hallam Community Academy. Since taking up post as Headteacher in April 2014 I have been clear with all that my focus is a simple one - to ensure that all our children enjoy their time at the Kirk Hallam and leave with the very best exam results.

Kirk Hallam is an inclusive and open learning community characterised by the highest standards of achievement, opportunity and aspiration for all. We are committed to providing a supportive, happy and safe environment for students at the Academy which is at the heart of our community. Our students, staff, governors and community are dedicated to working together to inspire individuals to develop the skills, confidence and initiative to play active and positive roles in their future.

The word 'Community' in the Academy title goes back to the opening of the school in 1973, and 40 years later it continues to be a major community hub, providing a wide range of facilities used by partner schools and community groups.

This is an Academy with simply amazing students, a committed and enthusiastic team of staff and governors; and one which is financially robust and has an excellent range of facilities. We are the only Sixth Form provider in the area and have our own dedicated Sixth Form building 'Lakeside' which houses specialist Post 16 teaching rooms with technician support for the Science Department.

I hope that you will take the opportunity to look at the Academy website which will give a much fuller picture of the school- www.kirkhallam.derbyshire.sch.uk

We are very proud of who we are, and of the journey we have been on over the last 40 years, but we are not complacent. Education is in a constant state of change and we are constantly adapting and modifying our practice to ensure the very best for all our students. I am sure you will be 'googling' our most recent OFSTED report from November 2016 and when you do, you will see that we have some work to do, but are very much heading the right direction.

I hope you will see this as a fantastic opportunity and I look forward to receiving your application. The start date for this post is negotiable, as is the salary for the right candidate.

Yours Sincerely

Martin Ebbage, Headteacher

The Historical Context

02
About the Academy

Kirk Hallam Community Academy is a very successful school with impressive Examination Results and high levels of Added Value. This success and status has been hard won over its 40 year history. After a period of steady, but marked improvements in students' examination performances it has been during the last 14 years that we have enjoyed excellent results. These very significant improvements were prefaced by the school gaining Specialist Technology status in 1998 and Beacon status in 1999 and both these developments were influential in bringing about these results. The advent of Specialist Technology status marked a major turning point. It provided an injection of much-needed funding to support curriculum development and improve staffing levels, and an opportunity for some capital projects. Staff rose to the challenges and demands of being a Specialist School and set about attaining the ambitious targets with real passion and commitment. The evidence of their success is clearly demonstrated in the recognition we received from the Specialist Schools Trust. Our levels of performance have previously secured 2 DfE Achievement Awards and 9 Achievement, Improvement and Added Value Awards. The SSAT Community Programme Award reflected the emphasis we place on collaboration with both our Primary and Secondary school partners as well as with our wider community.

Specialist Schools Trust
EXCELLENCE AND DIVERSITY

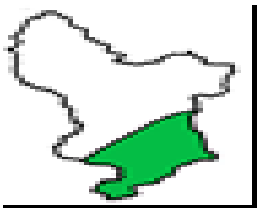
TECHNOLOGY

APPLIED LEARNING

SPORTS COLLEGES

Kirk Hallam is an outward-looking school which recognises the many benefits which come from strong partnerships and the sharing of good practice. The school was identified by the DCSF as a 'High performing Specialist School' and was also designated as a sports college having the additional specialism of Applied Learning.. When we gained Beacon School status in 1999 we established the South-East Derbyshire Secondary Schools Improvement Partnership [SEDSSIP] as the best vehicle for developing and sharing Good Practice in Teaching and Learning. SEDSSIP was formally recognised as a DfES Leading Edge Partnership and provided a varied and ambitious programme bringing staff together to develop innovative practice and devising effective mechanisms for sharing the outcomes for the benefit of all students and staff in the area. The Academy is a member of the George Spencer Teaching School Alliance

LEADING EDGE
PARTNERSHIP PROGRAMME



Over the years the school has been awarded a number of Quality Marks including: Investor in People, Sportsmark, Artsmark Silver, The Basic Skills Agency Quality Mark Careers Mark, Leadership Development School, Local Authorities Caterers of the Year We have used these Quality Marks as a way of externally benchmarking the quality and extent of our provision and

assisting us in achieving continuous improvement. For example, we were one for the first Derbyshire schools to gain Investors in People status in 1996 and have used the standards involved along with the re-appraisals to help us improve our practices in staff management and development. In the last re-appraisal report we were described as 'an Exemplary Investor in People' and are working hard to maintain this standard. As a high performing specialist school, we successfully applied to become an 11-18 school and received £6million funding to build a Post 16 centre. This was originally part of the Ilkeston Post Sixteen Partnership but, in September 2013 the Kirk Hallam Sixth Form created; we now have a thriving Sixth Form of our own with excellent facilities.

Academy status

Following a full and thorough period of consultation with the Local Authority, staff and their professional bodies, the school became a Converter Academy in March 2011. Since becoming an Academy the we have noticed a number of benefits including: greater independence, extra revenue and control of the appeals process. Academy status has also brought a number of new responsibilities for the Academy Trust to oversee.

The Geographical Context

The Academy is located in Kirk Hallam which adjoins the town of Ilkeston, mid-way between Derby and Nottingham. Our catchment area encompasses Kirk Hallam, West Hallam, Stanley, Stanley Common and Mapperley with a significant number of students also coming from the town of Ilkeston itself. The area has a mixed-economy of employers mainly small to medium-sized with an increasing tendency towards new technologies. Agriculture still figures in the area with many small family farms still operating.

The area is easily accessed from all parts of the country. The M1 is just 10 minutes away from the Academy, the nearby A52 provides the direct route to the East and the A38, A50 and M42 to the West. For those travelling by train there are Midland Mainline stations at both Nottingham and Derby.

The Socio-Economic Context

The table below is the Socio-Economic profile of the Academy's catchment. Intake figures vary a little from year to year but this is a fair indication of the present situation.

Wards from which students are drawn

	% Pupils in ward	% Adult higher education	% High social class households	% Minority ethnic children	% Overcrowded households
Kirk Hallam	34.3	5.4	8.3	1.7	12.2
West Hallam and Dale Abbey	22.0	21.0	26.7	2.7	2.6
Hallam Fields	10.0	11.7	14.9	3.3	5.3
Stanley	8.2	15.1	19.0	0.7	3.5
Little Hallam	6.2	13.7	18.8	2.5	3.2
Others	14.5	10.2	15.34	2.1	6.18
England	19.2	20.7	10.3		14.6

As you will note the catchment does contain one area of social deprivation from which around a third of students originate. A further third of students however originate from a neighbouring village which is almost at the other end of the Socio-Economic Scale. The remainder live in communities where social deprivation remains an issue.

The following pages provide some details of the Academy but we would recommend that you also look at our Website www.kirkhallam.derbyshire.sch.uk for further insight.

The Governing Body
The Academy has a very supportive and hard-working Governing Body. It is quick to recognise the achievements and commitment of staff and offer thanks. It is equally vigilant of areas of concern or difficulty and closely monitors the management of the Academy through its Committee structure.

Academy Personnel
The Academy employs approximately 85 teaching and 70 associate staff.
Cleaning is managed 'in-house' with a team of staff led by the Cleaning Manager
School Meals are contracted to the County School Meals Service and delivered by a team of staff led by the Catering Manager
Staffing is stable with only a small percentage turnover in any area each year. Teaching staff are organised into Faculty Areas each lead by a Head of Faculty.

The Leadership Team
The Academy Leadership Team consists of:

- The Headteacher
- 2 Deputy Headteachers
- 6 Assistant Headteachers, including the School Business Manager.
- Two seconded middle leaders.

The team meets weekly to share updates on developments in all areas and to plan future strategy and events. The Head and Deputy Heads share an Open Office and operate an 'open-door policy' whenever practicable.

Academy Buildings and Site
The Academy has a very attractive campus. It is fronted by a Lake which is home to a variety of birdlife. An area of ancient meadowland, through which the Nutbrook Canal used to run, lies to the West of the campus, whilst the Sustrans long-distance path and cycleway skirts the northern boundary of the site. There are extensive Playing Fields to the west of the buildings along with tennis courts and an all-weather Sports area. To the East lies a conservation area of meadowland and the Academy's Land and Environment Unit and Herb Garden.
The majority of the Academy buildings date from the early 1970s and is of CLASP construction. A large teaching block was built in 1985 to house additional numbers. All areas of the building are linked around a pleasant open courtyard area containing garden beds and paved and tarmac areas. The buildings are in excellent condition and full use has been made of all available internal space, with some imaginative alterations, to house the increased numbers of students and staff in recent years. The Academy is very well decorated internally with an abundance of first-class displays of work in classrooms, corridors and open spaces. Academy staff pride themselves on creating a stimulating and attractive environment for learning.

A purpose built sixth form building was opened in 2009. A Sports Hall opened in early 2011 along with a Multi User Games area and Floodlit 3G pitch[part funded by the FA]. As well as being a great resource for the Academy and its students, these facilities are also extensively used by members of the local community during the evening and at weekends.
The Academy has recently been able to access considerable maintenance funding from the DfE which has replaced boilers, windows and roofing as well as the construction of new classrooms.

The Pastoral System
The Academy has a very strong and effective Pastoral Support Team. It is led by one of the Deputy Heads who has overall management responsibility. She is supported by the Head of Key Stage 4 and Head of Key Stage 3. Each Year Group is led by a Head of Year. A non-teaching Pastoral Support Manager in each Key Stage supports this work.
One of the assistant Headteachers is the Head of Sixth Form where he is supported by an Assistant Head and by a non-teaching Student support Officer.
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The Faculty System
The Curriculum is managed and delivered through a Faculty System. There are 10 Faculties – English, Mathematics, Science, Design and Technology, Computing and Business, Humanities, Modern Foreign Languages, PE, Expressive Arts, and Learning Support.
A Head of Faculty leads each Team of staff and they are supported in each case either by a Second in Faculty or Heads of Subject.. All Heads of Faculty have a Leadership Team Link, meeting regularly in a timetabled slot with a member of the Leadership Team to discuss issues and consider developments. LSAs are attached to each Faculty area.

Associate Staff
Associate staff provide support in all areas of Academy life including but not exhaustively, financial management, HR, Health and Safety, the management of Data and Examinations, Work Experience, Staff Cover, Reporting to Parents etc. Higher Level Teaching Assistants and Learning Support Assistants provide support within Faculties as well as to individual students. We have five cover supervisors to cover for absent Teaching Staff.

The Academy Curriculum
From September, the Academy Curriculum will be delivered across a 25-period week, and will operate a two week timetable. Periods will be of an hour's duration

The Key Stage 3 Curriculum is fairly standard and includes:
English, maths, science, humanities (geography, history and RE), modern languages (French or German), design and technology, expressive arts (art, drama, music and dance), computing, PE and PSHE

The Key Stage 4 Curriculum *is a mixture of the core curriculum (studied by all students)*
ENGLISH English Language & English Literature
MATHEMATICS
SCIENCE Core and Additional Science or 3 separate sciences
RELIGIOUS EDUCATION
PHYSICAL EDUCATION
And options of which students select four eg:
ART & DESIGN, CHILD DEVELOPMENT, DRAMA, FRENCH, GERMAN, MUSIC, PHYSICAL EDUCATION, HISTORY, GEOGRAPHY, COMPUTER SCIENCE, DESIGN TECHNOLOGY

For those students for whom the full curriculum is considered to be inappropriate we offer an Alternative Curriculum of work-related learning, work-experience, outdoor education and other activities in place of some of their subjects.

Key Stage 5 Curriculum
Is an academic programme, all at Level 3 and largely consisting of A Levels; we offer well over 25 subjects and are always looking to amend and extend our offer in response to student demand. Most students study four subjects in Year 12, dropping to 3 in Year 13.
There is also a personal development programme to support Post 16 students in, for example, applications to university and employment.

The Extra-Curricular Programme
The range of Additional Educational Experiences available to young people at Kirk Hallam is enviable. The staff as a whole are totally committed to providing a full programme of visits, trips, exchanges, clubs, teams, events, competitions and the students respond enthusiastically. Details appear in the half termly Newsletters as well as on the Academy website. We are very proud of our involvement in the Derbyshire/Toyota City Exchange Programme which sees 20 Derbyshire students exchanging with 20 Japanese students. These are just two examples of our programme which sees an equal emphasis on sporting opportunity Arts events, visits to France and Germany, Theatre Visits and Public Speaking competitions etc.

‘The Academy’s curriculum is excellent, and is significantly enriched through its technology college status. It also benefits enormously from the extraordinary range of extra curricular activities offered to all its students, including many sporting activities, expressive and performing arts, modern foreign languages and model formula one racing car club’.
Ofsted

Numbers of Students on Roll
Numbers of students on roll has increased markedly over the last 10 years as the Academy has become an increasingly popular choice for parents. Today numbers stand at 1282. Although numbers of students in our normal area are falling, we continue to be oversubscribed.
The vast majority of students are from a white English background.

03 Job Description

Subject Teacher
Title and Grade of Post Classroom Teacher -
Core Purpose
To teach pupils within the Academy
To maintain high professional and academic standards
To remain up to date in subject matter and teaching and learning pedagogy
To contribute to the effective functioning of the faculty / department
To carry out such other associate duties as are reasonably assigned by the Headteacher.
Relationships

The postholder is responsible to the Headteacher in all matters, and to the Head of Faculty in respect of curricular matters and the Head of Year in pastoral matters.

The postholder also interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them and to promote mutual understanding of the Academy curriculum with the aim of improving the quality of teaching and learning in the school.

Particular Responsibilities
The particular responsibilities attaching to the post of Classroom Teacher are as follows:

- Teaching and Learning
- Ensure effective curriculum coverage, continuity and progression in the subject for all students.
- Establish clear teaching objectives in lessons and use appropriate teaching and learning methods.
- Prepare lessons thoroughly and review content, presentation and relevance, ensuring that full records of work done are kept.
- Follow policies for assessing, recording and reporting on student achievement, and use these to set achievable targets for further improvement for all students of all abilities.
- Ensure effective development of students' individual learning skills takes place.
- Create and maintain a stimulating learning environment.
- Ensure a level of discipline conducive to learning.
- Communication and Liaison
- Attend departmental and staff meetings and daily briefing meetings.
- Represent the department at other meetings, where appropriate.
- Meet formally and informally with Head of Faculty / Department over matters relating to teaching and learning, classroom management and over personal professional development.
- To undertake appropriate Continuing Professional Development
- Communicate and work effectively with other members of the faculty / department.
- Liaise with other staff, including Form Tutors and Heads of Year, SENCO and LSA's on matters relating to the teaching of the subject.
- Maintain appropriate contact and consult with parents of students as necessary.
- Attend Parents evenings
- General
- Keep up-to-date with and follow departmental policies.
- Assist in the general management of the department as directed.
- Carry out delegated tasks to meet faculty objectives.
- Be on time and notify the Academy promptly of absences

The Academy operates a safe recruitment process appointment to the post will be subject to suitable references and an enhanced Criminal Records Bureau check. The Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment

04 Person Specification

Teacher of Computer Science

Education, Training and Experience

Candidates should have:

- Specialist subject degree, equivalent qualification or experience

Education Philosophy

Candidates should have:

- A commitment to comprehensive education
- A commitment to equal opportunities
- A concern to help each child develop their full potential

Knowledge and Skills

Candidates should:

- Be highly competent teachers
- Be familiar with a variety of teaching and learning styles
- Be able to teach computer science to KS3 and 4
- Be able to motivate and earn the respect of students of all abilities

Personal Qualities

Candidates should:

- Have an enthusiasm for the subject and the ability to enthuse students
- Have a capacity for hard work
- Be able to work co-operatively with team members
- Show initiative and enthusiasm for their subject
- Have an interest in Information Technology and its applications to education
- Be keen to make an extra-curricular contribution
- Enjoy good relationships with pupils and colleagues
- Have a good health record

Equal Opportunities

- Awareness, understanding and commitment to the pursuit of equal opportunities.
- Ability to challenge discriminatory practice.

05 About the Computing and Business Faculty

The Computing and Business Faculty comprises one part-time and three full-time teachers. The school has over 600 Windows 7 based machines on an RM network with 10 virtual servers running Windows server 2008. There are eight dedicated ICT suites in use at the school of which two rooms contain Apple machines. All Computing teaching rooms comprise of 30 machines and have their own digital projectors.

The Faculty has moved away from ICT and has developed a new KS3 scheme for Computer Science. This new curriculum was developed with a focus to engage all students; to drive students of all abilities; to allow students to master the core knowledge and to develop all students onto their chosen pathway.

Students in Years 7, 8 and 9 receive one hour long lesson of Computing a week. In Years 10 and 11 this increases to 2.5 hours to complete a GCSE i either Computing(OCR) The Computing specification requires computing fundamentals knowledge with the ability to design and code solutions. We currently use the Python programming language to teach code and develop code based solutions.

Post-16, we currently offer the A Level Computing(OCR) qualification but in the new academic year this will be replaced in year 12 with the new AS and A Level Computer Science (OCR) qualification.

The Computing Faculty is also involved in a number of initiatives to support and enhance the Computing curriculum. We currently run a girls' SCRATCH programming club in year 7 with the aim to increase the number of girls that opt to take Computing at KS4 and have recently been involved in the BBC Micro:Bit project. The faculty is very involved in ensuring the safety of students online and every student in the school goes through a programme of study in KS3 to compliment the PSHEE programme and other whole school initiatives.

The right candidate will help ensure that all of our students can achieve and engage in the years to come in Computer Science.

06 Recruitment Timetable

How to apply

Apply online via our TES careers page https://www.tes.com/jobs/employer/-1025671

Or Applications to be returned to:

Jenni Harrison Hill
Assistant Headteacher
Kirk Hallam Community Academy
Godfrey Drive
Kirk Hallam
Ilkeston
Derbyshire DE7 4HH

Telephone 0115 9301522

or e-mail to recruitment@kirkhallam.derbyshire.sch.uk

Further information about the Academy can be found on our website at www.kirkhallam.derbyshire.sch.uk

If you would like to discuss any details of the post, please contact Jenni Harrison Hill to arrange a convenient time.

Closing date for receipt of applications Monday 5th March at 9am

The Academy operates a safe recruitment process appointment to the post will be subject to suitable references and an enhanced Criminal Records Bureau check. The Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.