



Thornhill
Academy

Enriching Lives, Inspiring Ambitions

RECRUITMENT PACK

2nd in Department - Science



Consilium
Academies

Enriching Lives, Inspiring Ambitions

Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of 2nd in Science at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through:

Partnerships

- Opportunity
- Integrity
- Excellence
- Equity
- Being people-centred

We believe in the unique value of each individual – whether that be staff or student – and are dedicated to ensuring each member of our Trust achieves their full potential. As a result of this, we work collaboratively with our stakeholders and external organisations to foster relationships that will enhance opportunities for all our members across the Trust.

At Consilium we're people centred, and want everyone in our Trust, whether teaching or support staff to have access to exceptional professional development. that's why we created our Centre for Professional Learning, which is available for every single colleague across the Trust. here, our colleagues have access to bespoke training opportunities and resources tailored specifically for their needs.

We believe every student, no matter their background, is entitled to an excellent education with an equal opportunity to fulfil their potential. It is only through this vision that we can provide an environment where every pupil can thrive.

As part of our MAT, our Academies follow the collective aims of:

- Ensure everything we do has a focus on helping pupils achieve their potential academically, socially, and emotionally
- Instil a passion for life-long learning and continued improvement so our Academies, staff, and students can grasp their aspirations and ambitions
- Create a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed
- Ensure all stakeholders are seen as partners in our work with the communities we serve

Consilium Academies is going through a huge period of development with rapid growth and opportunities for all staff; I can't think of a better time to join us.

Tracey Greenough

Acting Chief Executive of Consilium Academies.

Welcome from the Headteacher

Dear Candidate,

Thank you for the interest in working at Thornhill Academy. I am immensely proud to be the Headteacher of this academy and work within our trust. All our staff at Thornhill are committed to giving our students high-quality education, that will help them become the best they can be. As well as aiming to prepare our students for success in studying at the Academy, we aim to prepare them for success in their life beyond Thornhill too.

At Thornhill Academy, we aim to work collectively with our local community to provide the highest-quality education in an environment which is welcoming and inclusive. We believe only in this setting can learning and personal development flourish successfully. Our aim is clear, to develop the whole person in a dynamic and progressive learning environment that expects exemplary standards of behaviour and respect and demands a thirst for continuous learning. Every member of our Academy is clear on what we want to deliver to current and future students, through equal opportunities, for every pupil to succeed.

We are committed to:

- Providing students with an exciting, engaging, and rich education;
- Recognising and celebrating the unique nature of every child in our community;
- Celebrating the successes of our Academy and our community to the full

Thornhill Academy is proud to be part of Consilium Academies Trust. As part of Consilium, we are dedicated to working towards the Consilium mission of 'Enriching Lives' and 'Inspiring Ambitions.'

Thank you again for your interest, this is an exciting time to work in our forward-looking academy. Our Ofsted inspection in March 2022 highlights the rapid improvement journey our school is on and we look forward to new staff joining us who share our belief in our young people and want to support our school on this journey of providing our young people with the skills, knowledge and opportunities to be the best they can be

I look forward to receiving your application.

Kind regards,



Mrs Sue Hamilton

Headteacher



About the Academy

Thornhill Academy is an 11 to 16 secondary academy, with over six hundred students which occupies a large site in close proximity to Sunderland City Centre. Thornhill Academy is a unique school in its area, this uniqueness comes from the diversity of our student population. Across the school, students come from 14 different ethnicities, with 35 different languages. We are proud to be this vibrant and diverse community and have developed a culture that has moved far beyond tolerance and one in which we celebrate, learn from, and embrace our differences. The diversity of our community offers students and staff rewarding and deeply engaging experiences and supports staff on their journey to become inspirational and reflective practitioners, improving life chances for all in our community.

At Thornhill we take pride in developing each individual pupil to achieve their potential and make a positive contribution to society. We provide a safe, happy and nurturing environment in which we challenge all to strive for personal accomplishment and excellence.

Students, parents, staff and governors are proud of recent achievements here and, as well as helping students achieve the results they need to follow chosen career paths, has a huge and varied programme of activities and extra-curricular opportunities on offer.

Our Aims are to create an environment in which all take responsibility for their actions, behaviour and learning; relishing and learning from challenges. We want to create a safe, supportive and happy working environment in which diversity is celebrated and pupils and staff thrive. We have high expectations of all students in terms of behaviour and commitment to learning and of our parents in working with us as partners to support individual progress.

Thornhill Academy is a fantastic school and I believe it is our job to develop a lifelong passion for learning through high quality teaching which fosters curiosity and promotes independence. We are committed to recognising and developing the whole child: physically, emotionally, socially and intellectually, creating active and responsible citizens who lead a successful and fulfilling life.

Our young people tell us they are very happy here and we work closely with parents and carers to ensure a successful experience for all.

In December 2022, we were delighted to be named on the Department of Education's list of schools as part of the School Rebuilding Programme (SRP), being named in July 2023 as one of the fifty initial schools for development. We are now beginning the exciting journey to bring a state-of-the-art school to our community.

About the Trust

The Consilium Mission

“Enriching Lives, Inspiring Ambitions”

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Interim Chief Executive, Tracey Greenough. The team provide direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations

About the Role

Job Title: 2nd in Science

Start date: 1st January 2024

Hours: Full time

Contract: Permanent

Salary: MPS/UPS plus TLR2c

Do your students have a high 'concentration' of enthusiasm in your lessons? Do children move with a high 'velocity' to your classroom? Is your 'formula' for teaching a successful one? Are you passionate about Science and determined to make a real difference? We are looking to appoint an inspirational, dynamic and enthusiastic 2nd in Science to support the Director of Science in raising standards of pupil attainment and achievement within the Science curriculum area in line with national school policies/priorities.

This will include engaging with whole faculty initiatives regarding the quality of learning, teaching and assessment. In addition, it will mean monitoring pupil progress and coordinating effective intervention to improve pupil outcomes for pupils for whom you are accountable.

We are looking for an outstanding teacher who is ambitious and wants to further their career. Candidates will have the drive and motivation to continually improve the department, whilst understanding the importance of developing a positive culture.

The successful candidate will present the best possible example of professional

To apply please download and complete the attached application form. Please note we do not accept CV's. We ask that all completed application forms are sent to Kim Weller at kim.weller1@consilium-at.com

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is Friday 1st December 2023

Interviews will take place on a date TBC

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.



Job Description

Job Title:	2 nd in Science
Reports to:	Head of Department
Based at:	Thornhill Academy
Grade:	MPS/UPS + TLR 2c

Main purpose of the Role

- To support the Director of Science in raising standards of pupil attainment and achievement within the Science curriculum area in line with national school policies/priorities. This will include engaging with whole faculty initiatives regarding the quality of learning, teaching and assessment. In addition, it will mean monitoring pupil progress and coordinating effective intervention to improve pupil outcomes for pupils for whom you are accountable.

Core Responsibilities & Tasks

Knowledge and Understanding

- *Demonstrate that they have a thorough and up-to-date knowledge of their subject.*
- *To take account of wider curriculum developments which are relevant to their work.*
- *Planning and Setting Expectations.*
- *To coach, mentor, and support other Science colleague to develop their practice.*
- *To support in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.*
- *To manage and develop high quality teaching resources to match the needs of the curriculum and the different abilities of pupils.*
- *To aid in development and implementation of a well sequenced curriculum in science and ensure the delivery of a high-quality Science provision in all curricular and extra-curricular activities.*
- *To demonstrate consistent and effective planning of courses and lessons to meet pupils' learning needs.*
- *To demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for pupils.*
- *To develop and co-ordinate curricular links with primary schools and external agencies, for example STEM opportunities.*

Leadership

- *Agreed area of responsibility depending on experience.*
- *Assisting the Director of Science in ensuring that the curriculum is appropriate, robust and follows the NC as a minimum.*
- *Assisting the Director of Science to develop self-evaluation strategies within the faculty to monitor, evaluate and improve the quality of learning and teaching through:*
 - *A structured, rigorous, and recorded programme of informal lesson observation for all staff; providing feedback and advice on developing as appropriate.*
 - *Completing self-evaluation audits to identify strengths and areas for development.*
 - *Ensuring that this process informs improvement planning within the faculty.*
 - *Developing and formalising arrangements for the scrutiny of pupil's work and staff planning.*
- *Deputising for the Director of Science in the event of absence: take responsibility for the day-to-day leadership issues in this event.*
- *To deputise for the Director of Science by attending meetings or working parties as and when required.*

Teaching and Managing Pupil Learning

- To ensure a high-quality learning environment within the Science Faculty by managing, improving, and monitoring classroom behaviour and ensuring that department policies on sanctions are consistent with the agreed school Behaviour Policy.
- Support the identification of, and provision for students with additional educational needs within the classes they teach.
- Regularly evaluate the effectiveness of their teaching and learning as part of the personal development process.
- Ensure setting of realistic and challenging expectations of students in the classes they teach.
- Contribute fully to meetings, discussions and management systems necessary to coordinate the work of the school as a whole.
- Show a willingness to teach across all Science disciplines up to KS4.
- To teach, pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere.
- To assess, record and report on the attendance, progress, development, and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy, and Numeracy are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of curriculum content.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, curriculum areas and schools' procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Assessment and Evaluation

- Assisting the Director of Science by monitoring, developing, and enhancing the assessment arrangements across the faculty. This will involve co-ordinating and monitoring strategies to raise pupil achievement and ensure continuity of progress, making best use of assessment information
- Managing, setting and co-ordinating assessment data including liaising with the Data Manager and other staff where appropriate.
- Be accountable for monitoring, developing and co-ordinating strategies to raise pupil achievement in areas that you will lead on
- Assist the Director of Science by monitoring and reviewing long, medium- and short-term planning within the department to ensure appropriate coverage and provision of a range of learning experiences
- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information effectively to inform teaching and learning.

Pupil Achievement

- Demonstrate that, as a result of their teaching, their pupils achieve well relative to the pupils' prior attainment, making progress as good as or better than similar pupils nationally. This should be shown in marks or grades in any relevant national tests or examinations, or school based assessment for pupils where national tests and examinations are not taken.

Managing Own Performance and Development

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.

- *To engage actively in the professional development process.*
- *To ensure the effective/efficient deployment of classroom support.*
- *To work as a member of a designated team and to contribute positively to effective working relations within the school.*

Quality Assurance

- *To help to implement school quality procedures and to adhere to those.*
- *To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed schools' procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.*
- *To review from time-to-time methods of teaching and programmes of work.*
- *To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.*
- *In the absence of the Director of Science ensuring that appropriate work is provided for the cover teacher*

Pastoral Duties

- *To be a Form Tutor to an assigned group of pupils as required and to carry out the duties associated with that role as outlined in the generic job description.*
- *To promote the general progress and well-being of individual pupils and of the form group as a whole.*
- *To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.*
- *To evaluate and monitor the progress of pupils and keep up-to-date student records as may be required.*
- *To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.*
- *To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.*
- *To contribute to PHSE and citizenship and enterprise according to schools' policy.*

Communication

- *To communicate effectively with the parents of pupils as appropriate.*
- *Where appropriate, to communicate and co-operate with persons or bodies outside the school.*
- *To follow agreed policies for communications in the school.*
- *To take part in activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools as required in the conditions of service documentation.*
- *To contribute to the development of effective subject links with external agencies.*

School Ethos

- *To promote actively the school's corporate policies.*
- *To play a full part in the life of the school community, to support its distinctive vision and ethos and to encourage and ensure staff and students to follow this example.*

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or School.
- The Trust operate a no smoking policy.



Person Specification

Qualifications and CPD	Essential	Desirable
Qualified Teacher Status; degree level or higher	X	
2:1 or higher Honours Degree	X	
Postgraduate degree		X
Experience, Knowledge and Skills	Essential	Desirable
Clear educational vision for science	X	
Ability to inspire confidence and trust in team members	X	
Caring attitude to staff, pupils and parents	X	
Strong track record of exam results at GCSE level	X	
Evidence of strong organisational skills	X	
Ability to deliver through a variety of teaching and learning styles	X	
Excellent classroom teacher with a history of strong outcomes	X	
Experience of teaching across the full age and ability range of an 11-16 school	X	
Ability to teach science to KS3 and GCSE	X	
Full working knowledge of the National Curriculum requirements for science	X	
To be able to assist in the planning and organisation of co-curricular activities		X
Personal Attributes	Essential	Desirable
Flexibility and responsiveness	X	
Resilience in the face of demand	X	
A sense of humour	X	
Aspirations to develop professionally	X	
English Fluency	Essential	Desirable
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English or Welsh by a recognized institution abroad	X	
Passing an English or Welsh spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.	X	