



# APPLICATION PACK

<b>ACADEMY:</b>	GREAT SANKEY HIGH SCHOOL
<b>ROLE:</b>	HEAD OF BUSINESS & COMPUTING
<b>START DATE:</b>	SEPTEMBER 2023
<b>SALARY:</b>	£28,000 - £43,685 TLR 2C (£7368)
<b>GRADE:</b>	MPS - UPS



“Since setting foot into Great Sankey High School, I have felt a sense of meaning and purpose within school life. The atmosphere is warm, and all staff and students are friendly, especially as a young Year 7 embarking on a new school journey. As a driven student, wanting to reach my full potential, I knew that the school would help me achieve my goals academically.

As a school, Great Sankey offer a wide range of extra-curricular activities including sports, STEM, and musical clubs. I have taken music lessons within school and joined the school musical giving me an enriched, well-rounded school life.

Since beginning my GCSE courses, I have been very supported by all my teachers and am on my way to achieving my objectives. All students at Great Sankey High School are valued as individuals who come together to create a fantastic learning environment.”

Jenny  
Year 11, Head Girl



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# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Great Sankey High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of six schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In the last 12 months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of the Ofsted Inspections for five of our schools, with four schools retaining their 'Good' judgments and one retaining 'Outstanding'.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,

A stylized, handwritten signature in black ink.

Mr Christian Wilcocks  
CEO Omega Multi-Academy Trust

# MESSAGE FROM CHAIR OF TRUSTEES

Thank you very much for your interest in the post at Great Sankey High School. This post is an exciting opportunity to work in a wonderful secondary school.

As a trust, we believe passionately in the power of genuine school-to-school support and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide.

The vision of Omega Multi-Academy Trust is to provide the best school experience possible for every child and to be the best employer we can be. We believe that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our students and young people to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

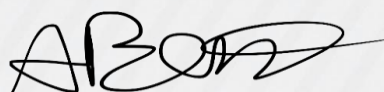
We are looking for colleagues who can lead by example, holding and articulating the Trust's vision and values and focusing on providing an excellent education for our pupils.

Thank you again for your interest in Great Sankey High School and Omega Multi-Academy Trust and I hope that the information contained within this pack provides information to help you to decide if you have the right qualities, skills and experience to apply for this exciting position.

Yours faithfully,



Andrew Bent  
**Chair of Trustees**

A handwritten signature in black ink, appearing to read 'ABent', written over a light blue horizontal line.



# MESSAGE FROM THE HEADTEACHER

I am delighted to share this amazing opportunity at Great Sankey High School, as we seek to recruit a talented and aspirational professional to join our team.

I am proud to be the Headteacher of the school and I will lead the Great Sankey learning community to be an employer of choice who provides excellent teaching and learning with passion and purpose, based on our ten core values, devised with our students. Our mission is for everyone in our school to be happy and inspired by their school experience and for our staff this means working in a warm, welcoming and purposeful environment. This position is key in helping us to empower students to harness their own creativity, to raise their aspirations and to achieve their potential.



Great Sankey High School was judged as 'Good' overall by Ofsted in 2017 and following our most recent inspection in March 2023 we retained our "Good" rating, with a positive report. We aim to continue a journey of improvement and transformation and I am determined to provide an exceptional quality of education and culture for all students, with the ambition that all will excel both academically and as aspirational and inspirational young people. There is no better time to join us, as a colleague, a leader or a student.

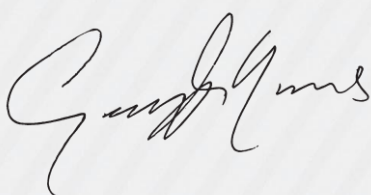
Our philosophy is grounded equally in securing the highest professional standards and supporting and caring for all professionals. Great Sankey High School is a founder member of the Omega Multi- Academy Trust and all staff benefit from exceptional networks and opportunities. A broad and varied professional development package is available, driven by the latest educational research with a focus on the development of all professionals at each career stage. Colleagues who train with us, grow with us and progress with us.

The school is situated close to local transport links and is easily accessible from areas in the North-West. Our School has been over subscribed for a number of years and now boasts over 2100 students across Key Stages 3, 4 & 5. The school has Barrow Hall College, a large school based sixth form. Students and staff are incredibly proud of their school and are determined to work together to secure further improvements and achievements.

Great Sankey High School benefits from increasingly impressive facilities and ongoing projects. The school has seen significant investment in a building and refurbishment programme, resulting in a range of new specialist science classrooms and new sports accommodation.

So, if you are eager to join a forward-thinking organisation committed to securing the highest educational, professional and personal standards, are keen to learn, develop and work with colleagues, students, parents and the community and are passionate about transforming student lives and the opportunities provided to our communities then we would be delighted to hear from you.

Yours faithfully,

A handwritten signature in black ink, which appears to read 'Gary Evans'. The signature is fluid and cursive, written over a light blue horizontal line.

Mr Gary Evans  
Headteacher



# JOB DESCRIPTION

<b>Academy:</b>	<b>Great Sankey High School</b>
<b>Job Title:</b>	<b>Head of Business &amp; Computing</b>
<b>Grade:</b>	<b>MPS-UPS</b>
<b>Salary:</b>	<b>£28,000 - £43,685 TLR 2C (£7368)</b>
<b>Accountable to:</b>	<b>SLT and Headteacher</b>
<b>Contract type:</b>	<b>Permanent</b>
<b>Closing date:</b>	<b>Tuesday 30th May 2023</b>

We seek someone who shares our vision and values and has the passion and commitment to promote a culture and ethos wherein all students are able to achieve and have their achievements recognised. We are looking for an inspirational teacher to lead the curriculum development of our successful Business & Computing department that currently delivers qualifications at GCSE and A Level.

The successful candidate will be a passionate and hard-working teacher who can offer:

- an innovative and creative flair
- the learner at the centre of their vision
- excellent classroom practice
- the ability to motivate, challenge and be challenged

## **Core Purpose:**

To provide professional leadership and management of the Business & Computing Department and curriculum in order to secure high quality teaching, effective use of resources and improve the standards of learning and achievement of all learners.

## Job Dimensions

### Key Responsibilities:

- To be responsible for the academic achievement of all learners in Business & Computing across key stages 4 & 5
- To be responsible for the leadership of the Business & Computing team
- To be responsible for the efficient and effective management of the Business & Computing Department budget
- To inspire, motivate and challenge learners and staff, supporting their individual learning journeys

### Strategic Direction:

- To ensure the vision for the department is clearly articulated, shared and understood and acted upon effectively by all
- To develop and implement policies and practices for the Business & Computing Department which reflect the school's commitment to high achievement and success for all
- To assist with the short-, medium- and long-term plans for the development and resourcing of the Business & Computing curriculum, through the School Improvement Plan (SIP)
- To set, monitor and evaluate department targets that impact on learning
- To be committed to continual improvement and the achievement of Outstanding standards

### Learning and Teaching:

- To provide support, guidance and appropriate direction of learning and teaching methods within the Business & Computing Department
- To develop and implement recording and assessment systems to inform learning and record individual learner progress
- To ensure Schemes of Work are developed appropriately and to a high standard, meeting the needs of the learners
- To accurately monitor and evaluate the quality of learning and teaching in the department and set targets for improvement
- To provide support and coaching for both the induction and development of staff.
- To facilitate the sharing of best practice
- To be dynamic, reflective and progressive in practice and procedures
- To be an inspirational role model in the classroom

**Leading and Managing Staff:**

- To be the lead professional and ensure excellence for all and by all
- To be involved in the selection and recruitment of all Business & Computing staff
- To develop subject teams and individuals to enhance performance and support effectiveness
- To plan, delegate and evaluate work carried out by individuals in the department
- To create, maintain and advance strong leadership by encouraging creativity and innovation
- To secure and allocate resources to support effective learning and teaching employing Best Value
- To conduct Performance Management with rigour and consistency

**Knowledge and understanding:**

- Demonstrate excellent subject knowledge and an understanding Key Stage 3, Key Stage 4 and Key Stage 5
- Experience and knowledge of school improvement and self-evaluation processes
- Strong people skills to manage a large department well, maximising strengths and ensuring excellence
- A working knowledge of practices of effective leadership and the management of change
- Thorough knowledge of effective curriculum planning
- Financial planning and resource management understanding
- Emotional intelligence and strong interpersonal skills
- A real understanding of young people and how to motivate their success

This job description is not necessarily a comprehensive definition of the post and will be subject to modification or amendment at any time after consultation with the post holder. The post-holder will undertake the professional duties of a member of school staff as circumstances may require under the reasonable direction of the Headteacher.





"At Great Sankey High School, I have always been supported to fulfil not only the school ambitions but my own as well. The school is a place where careers are made.

My own personal journey has given me fantastic career progression, which has allowed me to hold several positions of responsibility including KS3 Science Co-ordinator, Aim Higher Co-ordinator, Teaching and Learning Co-ordinator, Specialist Leader of Education, Head of Biology, Head of Science, STEM Leader and after completion of my NPQSL, most recently, Head of the Sixth form provision, Barrow Hall College.

My professional development is testament to Omega MAT's commitment to staff development which over the years has allowed me to progress in a school where our shared values do mean that we are great in name and greatest together."

**Helen Stones**

**Assistant Head Teacher-Head of College**

# PERSON SPECIFICATION

**Academy: Great Sankey High School**

**Job Title: Head of Business & Computing**

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded. The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.

QUALIFICATIONS		
<b>E</b>	Degree or equivalent qualification in Business & Computing and a teaching qualification	A
<b>E</b>	Up-to-date in-service training in subject and whole school issues	A
<b>D</b>	Additional qualifications relevant to the post	A

EXPERIENCE		
<b>D</b>	Post with management responsibility within existing or previous school	A/I
<b>E</b>	Recent experience of teaching the 11-16 age range	A/I
<b>D</b>	Recent experience of teaching the 16 -18 age range	A/I
<b>D</b>	Involvement in the professional development of staff	A/I
<b>E</b>	An outstanding classroom practitioner	A/I
<b>E</b>	Experience of producing examination results to a high standard with positive residuals and strong value added	A/I
<b>D</b>	Experience of change management	A/I
<b>D</b>	Experience of working in more than one previous school	A/I

### KNOWLEDGE & UNDERSTANDING

<b>E</b>	Strong working knowledge of the National Curriculum, issues and developments	A/I
<b>E</b>	Knowledge of equal opportunity issues for students and staff	A/I
<b>E</b>	A flexible and open-minded approach to learning and teaching with an understanding and proven practice of differentiation	A/I

### PERSONAL QUALITIES AND SKILLS

<b>E</b>	Highly effective interpersonal, communication and presentation skills; the ability to lead and enthuse others; the ability to co-operate and co-ordinate with other departments	A/I
<b>E</b>	Excellent administration, organisation and management skills	A/I
<b>E</b>	Excellent information and communication technology skills	A/I
<b>E</b>	A commitment to raising achievement across the whole age and ability range	A/I
<b>E</b>	Ability to multi task and deal with numerous challenges simultaneously	A/I
<b>E</b>	Willingness to be involved in extra-curricular activities	A/I
<b>E</b>	Ability to motivate and coach staff to perform to the best of their ability	A/I
<b>E</b>	Commitment to developing links with parents, the community and business	A/I
<b>E</b>	Commitment, drive and determination to ensure all students make excellent progress regardless of their starting point	A/I

### PRE-EMPLOYMENT CHECKS

<b>E</b>	Positive recommendation from all referees, including current employer	R
<b>E</b>	DBS Clearance post appointment	N/A



# THE SELECTION PROCESS

## HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role with the Headteacher or a member of the Senior Leadership Group email Jen Lewis at [headshipteam@greatsankey.org](mailto:headshipteam@greatsankey.org) with your request.
- Download and complete the Omega Multi-Academy Trust application form
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Great Sankey High School. CVs cannot be accepted.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Tuesday 30th May 2023

**Start date:** September 2023



“It is a privilege to teach at Great Sankey High School. Since the beginning of my career I have been surrounded by the most supportive colleagues who have always made me feel as part of a family more than a staff body.

Each year I have been provided with the opportunity to develop my practice not only as a subject teacher but also in taking on different opportunities outside the classroom.

The most fulfilling part of my role has been working with the students pastorally, providing them the platform to achieve their absolute best in a safe and supportive environment.”

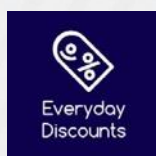
**Ben Evans**  
**Deputy Head of Year 10, Teacher of History and Politics**



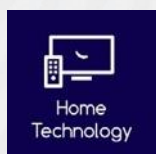
# STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK



# STAFF WELLBEING & BENEFITS



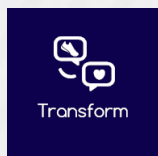
Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



"I completed my teaching training through the School Direct programme at Great Sankey High School and was so happy when I was offered a teaching position after completion. I work in an incredible department with some amazing teachers who are very supportive and who I can always rely on if I need advice and guidance. As an ECT this is so welcome.

As a career changer I wanted a job that makes me happy and teaching at Great Sankey High School does that. It is the relationships I build with the students that is the key to feeling success, the moment a student understands what I am teaching and the pride they have in themselves is amazing.

The continued professional development and ongoing support I receive from the Great Sankey High School and Omega MAT allows me to be the best teacher I can be. I feel like a valued member of staff amongst the students, staff and the wider community."

**Meg Heaton**

**Teacher of Mathematics, ECT**





“Great Sankey has always provided me with the best environment for learning. The school has always made me feel a part of the Great Sankey family and has constantly supported me to succeed.”

**Oliver**  
**Year 11, Head Boy**







**Great Sankey High School**

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