

Recruitment Pack

Head of Sixth Form (Science Specialism)

Closing Date: Monday 21st October
2024 at 08:00am



MARINE ACADEMY
PLYMOUTH

the
university
school

LEADERSHIP | RESILIENCE | ASPIRATION

Ted
Wragg
TRUST

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values



How we will succeed





Marine Academy Plymouth

Welcome from the Principal

Thank you for your interest in joining our community at this exciting time in the journey of our school. Driven by our passion for social justice, we are incredibly proud to have recently been rated 'Good' by Ofsted, and are now striving to become a beacon of national excellence, eager to redefine what is possible in education. Our mission is ambitious yet clear: to provide every student with the opportunity to get to and through university. By achieving this, we empower our students to excel in top careers and live the best possible lives.

To work here, you must believe in the importance of setting the highest expectations for both student behaviour and academic achievement. We believe that exceptional conduct is crucial to maintaining a safe and happy environment for all and we support our teachers in delivering an unashamedly academic curriculum, where they teach as the subject experts in a calm, purposeful environment. Equally, we believe that joy and community are just as crucial to our school culture. We encourage all staff to create warm, positive relationships and bring moments of joy to students. Our innovative rewards and celebration systems go above and beyond those of other schools, ensuring that students feel valued and recognised for their achievements. This balance of high expectations and a joyful, supportive atmosphere helps our students reach their full potential while building a strong, connected community.

At our school, we believe that the well-being of our staff is fundamental to our success. That's why we are committed to enabling a healthy work-life balance and providing ongoing professional development for all staff, at every level and in every role. We deeply value the contributions of every member of our team, knowing that a culture of collaboration is essential to ensuring our academy continues to improve and evolve. You will also benefit from being part of the Ted Wragg Trust, an ambitious and inclusive family of schools that shares our belief in the transformative power of education. Being a part of this network enables us to collaborate with some of the best leaders, teachers, and communities, further enriching our educational environment and enhancing the opportunities available to both staff and students.

If you share our vision and are passionate about making a real difference in the lives of young people, we would be delighted to welcome you to our school.

Warmest Regards,

Jen Brimming
Principal

Key Details

Job Title:	Head of Sixth Form (Science Specialism)
Location:	Marine Academy Secondary
Salary:	LI- L4
Closing Date:	Monday 21st October 2024 at 08:00am
Interviews:	TBC
Required From:	January 2025

If you share our ambition, values and commitment to social justice, we would love to hear from you!

We are proud to have nationally recognised for our commitment to staff wellbeing and workload reduction. Benefits of working as a teacher at MAP include:

- Fortnightly 'Golden PPA' where teachers can work from home
- No written marking
- Centralised, fully resourced curriculum
- Centralised behaviour system
- Weekly instructional coaching
- Protected time in your timetable to be able to contact parents
- Meetings only take place on a Monday
- Support of the Ted Wragg Trust

How to apply

If you would like an informal conversation about this role please contact at SLT Admin at SLTAdmin@marineacademy.org.uk

To apply please visit our trust portal and search for Marine Academy Plymouth :
<https://www.tedwraggtrust.co.uk/vacancy>



Job Description

Job Description

Job Title:	Head of Sixth Form (Science Specialism)
Location:	Marine Academy Plymouth
Responsible To:	Assistant Principal
Salary Grade:	L1-4
Contract:	Permanent

Key Purpose of Job

To ensure excellent standards of T&L provision in the sixth form

To work with the VP Quality of Education to ensure excellent A level and Vocational outcomes.

To ensure excellent standards of pastoral care for the Sixth form

To ensure standards of behaviour, uniform and attendance are met across Sixth Form

To oversee recruitment strategy into Sixth Form and successful retention of students; including open evening and liaison with All Saints Academy

To oversee the sixth form student leadership team

To line manage Assistant Head of Sixth Form and Sixth Form support

To oversee Sixth Form tutor team and the development of excellent tutor time provision

To lead on the development of the sixth form PSHE curriculum delivered via tutor time and assemblies

To lead on the provision and delivery of UCAS applications, student finance guidance and next steps advice

To oversee student voice across Sixth Form

Anticipated Outcomes of Post

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

Sixth Form outcomes remain successful

Excellent levels of recruitment into Sixth Form

An excellent pastoral provision is in place for our Sixth Form students and becomes a beacon of excitement for Yr11s to aspire to

List Key Duties and accountabilities of the post

Oversee the quality of academic and pastoral provision across sixth form

Help to ensure behaviour of presentation of Sixth Form students is in line with Academy expectations

Contributing to the quality assurance of internal and external provision.

Monitoring of attendance and behaviour

Lead on the wider provision of pastoral care, including ensuring effective home-school relationships

Assist to build and maintain excellent links and partnerships for the post 16 provision within the local community and other Universities.

Assist to oversee the head students and the sixth form council and their contribution to the MAP community

Alongside Assistant Principal for student development, help to develop student leadership offer for Sixth Form

Plan and deliver whole-cohort assemblies

Assist with coaching of sixth form teachers

Work with subject leads to improve sixth form outcomes

Present sixth form data to the Senior Leadership Team and other stakeholders e.g. governors.

Assist the SVP in the formulation of the Sixth Form Improvement Plans, School Evaluation Form (SEF) and Action Plan, taking account of the agreed priorities of the School and how these links with national and local initiatives.

Supervision / Line Management Responsibilities of the post

The post holder will be responsible for the supervision and quality of academic and pastoral provision across Sixth Form.

Direct LM of Assistant Hd of Sixth Form and Sixth Form Support Staff

Working Environment & Conditions of the post

In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people the post holder may be required to work at other sites.

Other Duties

- a) All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- b) The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- c) The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- d) The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- e) The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- f) This post is based at Marine Academy Plymouth but the post holder may be required to move their base to any other location within the Trust upon request.
- g) The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.



- h) To undertake additional duties as required, commensurate with the level of the job.
- i) To attend Awards Evenings and Celebration Events.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.



Person Specification

Key to Evidence:

A – Application Form & Letter

C - Certificates

I - Interview

R - Reference

	Essential / Desirable	Evidence
Qualifications and Professional Development:		
An appropriate, good honours degree (2:2 or higher)	E	A, C,
QTS or equivalent	E	A, C
Evidence of further professional study e.g. NPQ	D	A, C, I
Level 3 safeguarding training	D	<u>A,C,I</u>
Experience		
Experience of working in a good or outstanding school with sixth form provision	E	A, I, R
An excellent track record in improving educational outcomes for students	E	A, I, R
Experience of using data to drive improvements in student outcomes	E	<u>A,I,R</u>
Experience of successfully supporting and developing staff	E	<u>A,I,R</u>
Proven record of innovation and leading change successfully	D	<u>A,I,R</u>
Experience of supporting students with UCAS applications	D	<u>A,I,R</u>
Knowledge		
Ability to teach science across the whole ability range KS3 to post 16	E	A, I, R
A thorough knowledge of the National Curriculum for your subject/department	E	A, I, R
A strong understanding of statutory educational frameworks, including 14-19 reforms, Ofsted, Safeguarding and SEND	E	A, I, R
Understanding of the latest educational research and its impact	E	A, I, R
Excellent understanding of and ability to use data	E	A, I, R
Other skills		
Evidence of strong leadership skills	E	A, I, R
Complete understanding of effective pedagogy and the ability to cite recent quality research in this area	E	<u>A,I,R</u>
Evidence of effective team work and collaboration	E	A, I, R
Ability to inspire and motivate students and staff	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R
An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning	E	A, I, R
Excellent communication skills, both oral and written	E	A, I, R
The ability to gain the confidence and respect of students, staff and parents	E	A, I, R

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



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Ability to prioritise, plan and organise own work.	E	A, I, R
Other		
Committed to equality of opportunity and the safeguarding and welfare of all pupils	E	I, R
Effective use of ICT packages e.g. Word, Excel or equivalent.	E	A, I, R
Ability to fulfil all spoken aspects of the role with confidence and fluency in English.	E	A, I, R
This post is subject to an enhanced DBS disclosure	E	A, I, R
Commitment to being involved in the wider life of the School through participation in extra-curricular activities.	E	A, I, R

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Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

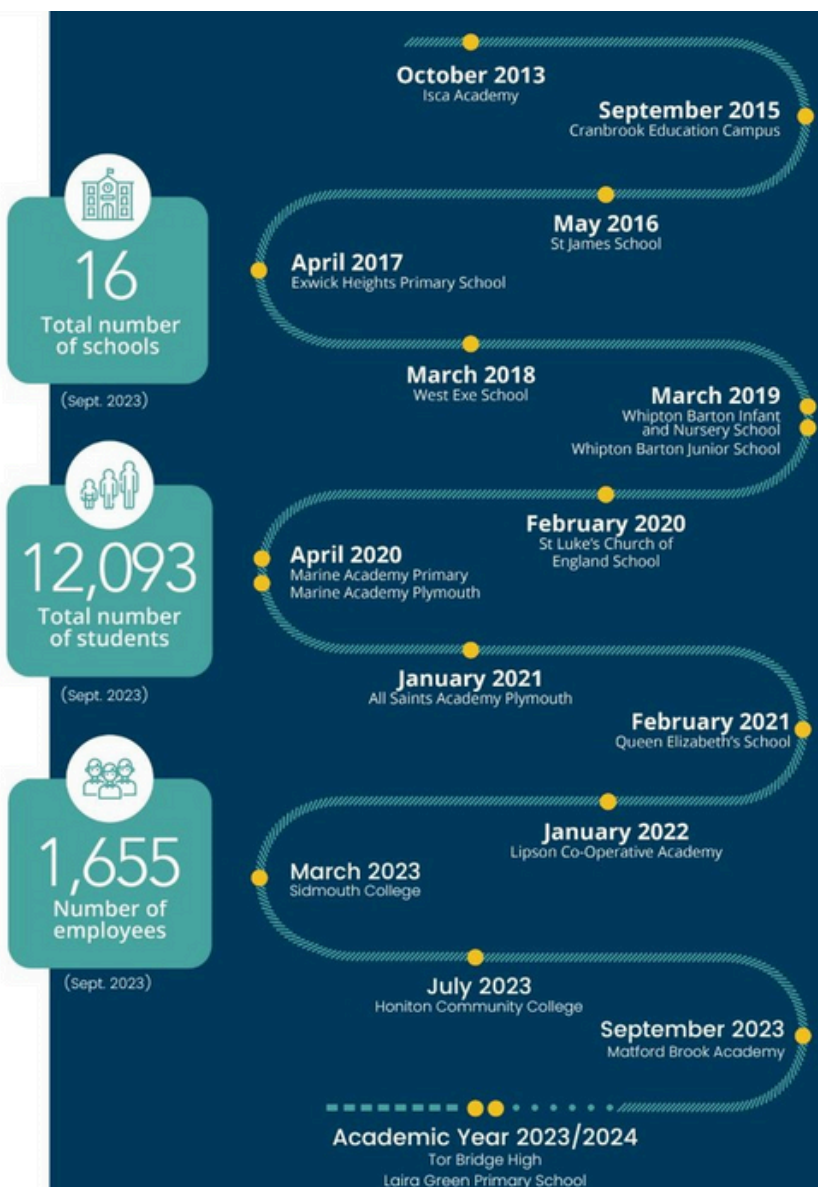


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



Thank you for your interest!



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