



Recruitment Pack

Teacher of Science





INFORMATION FOR APPLICANTS

Thank you for downloading this application pack and for your interest in becoming a Teacher of Science at Birches Head Academy, in Stoke-on-Trent.

This is an exciting time at the Academy, as we have made dramatic improvements and seen a complete culture change in recent years, resulting in growing numbers of children applying for places.

We are part of the Frank Field Education Trust, providing a firm foundation to enable us to flourish. As an Academy within the Frank Field Education Trust, schools will particularly benefit from the Trust's access to services that will improve the support we can offer to all students and families and also from the opportunity to work with like-minded people, who want the best for children and young people.

The Academy works in partnership with a number of schools both locally and nationally, including our primary feeder schools and colleges to ensure all students have the very best opportunities and outcomes.

Our vision is to provide:

- An exceptional academic education to all children (Intellectual Capital)
- A values led approach to education for every child (Cultural Capital)

- The right environment for every child to flourish by building learning communities in partnership with parents and carers (Social Capital)

Achieving these commitments will ensure that, when pupils leave the Academy, they are ready for the next step in their journey; leaving with the necessary skills and knowledge, and the desire to serve others, to become the next generation of leaders.

Our determination to do this, in its fullest sense, resonates with our Academy motto inspired by the words of Oscar Romero "Aspire to be More". We have very high aspirations for the young people at Birches Head Academy. We want the very best for them. We want them to 'Aspire to be More'.

If you feel you can make a contribution to this important enterprise and help our children to be the best that they can be, then I look forward to receiving your application.

If you would like to discuss this vacancy or visit the school please contact Mrs J Bracegirdle, Principal's PA, by email at: jbracegirdle@bircheshead.org.uk.

Ms Katie Dixon
Principal

A WELCOME FROM THE CEO OF THE FRANK FIELD EDUCATION TRUST



The Frank Field Education Trust (FFET) is a multi-academy trust (MAT) based in two Regional Schools Commissioners areas (L&WY and West Midlands) which aims to build on the work of the Outstanding teachers, leaders and schools within the Trust to serve the most disadvantaged schools and communities in England.

The founder of the Trust, the Rt. Hon. Lord Frank Field, served for almost 40 years as the Member of Parliament for Birkenhead. During this time, Frank has written extensively on education and, in 2010, wrote "The Foundation Years: preventing poor children becoming poor adults" report, which is regarded as a landmark document regarding the importance of education and Early Years care in ending disadvantage. The review found that the gap in cognitive, social and emotional skills between the most and least disadvantaged students starts well before children enter the education system. This gap widens still further during school years.

Our intention is to work with schools that buck this national trend, with the aim of equalising or bettering life chances by the time our young people leave school. We believe social justice can be achieved through excellence in education.

We welcome applications from people who share our ambition to provide an education for children that is unparalleled in this country and have the enthusiasm and drive to make this a reality.

Mr Tom Quinn
CEO of The Frank Field Education Trust





STOKE-ON-TRENT

The City of Stoke-on-Trent is in the West Midlands and has a population of 270,000, which is predominately white British, but with a significant minority ethnic community. Ambitious plans are underway to transform and renew the City through major investment in health, housing, economic development, and education.

The 'Potteries' as Stoke-on-Trent is affectionately called, is renowned for its world-class ceramics industry and industrial heritage. The Midlands power house is driving economic growth and renewed prosperity.

The City boasts a strong cultural tradition with its ceramics and Performing Arts heritage. With an increase in the number of children, education is of critical importance to the future prosperity of the City.



JOB DESCRIPTION: Teacher of Science

Reports to: Head of Science
Accountabilities: Teaching Groups - Student Progress and Achievement

To teach your subject discipline, inspiring students to have a passion for the subject and an understanding of its key ideas, concepts and skills. To be explicit in modelling and developing models for learning and mental schema so that students can make connections and apply their learning in a variety of contexts. To continuously improve classroom practice and achieve excellent student outcomes.

Teaching and Learning:

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- Plan work in accordance with subject schemes of work and National Curriculum programmes of study.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery.
- Work in collaboration with Inclusion Support Assistants attached to any teaching group.
- Take account of students' prior levels of attainment and use them to set targets for future improvements and plan curriculum provision.
- Set work for students absent from school for health or disciplinary reasons.
- Maintain good classroom management by adherence to the advice given to staff in the staff handbook and elsewhere.
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the school's behaviour policy.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.

Assessment, Recording and Reporting

- Maintain notes and plans of lessons undertaken and records of students' work.
- Mark, monitor and return work in line with school policy and provide constructive oral and/or written feedback and clear targets for future learning as appropriate.
- Carry out assessment programmes (e.g. reports) as agreed by the school policy.
- Attend the appropriate parents' evenings to keep parents informed as to the progress of their child.
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.

JOB DESCRIPTION:

Teacher of Science

Pastoral Work

- Undertake responsibility for a personal tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the personal tutor group.
- Monitor the social and academic progress of individuals in the personal tutor group.
- Be prepared to undertake responsibility report writing, references and other forms of record for personal tutor group and support the application process to post-16.
- Promote good attendance and punctuality and monitor in accordance with the school's attendance procedures.

Professional Standards

- Support the aims of the school to promote a "learning community".
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of the school by attendance at and participation in events such as open evenings. (as appropriate to their responsibilities).
- Support the ethos of the school by upholding the behaviour policy, uniform regulations etc.
- Take responsibility for own professional development and participate in staff training when provided.
- Reflect on own practice as well as the practices of the school with aim of improving all that we do.
- Read and adhere to the various policies of the school as expressed in the School Improvement Plan, the staff handbook and subject team etc.
- Participate in the management of school by attending various team and staff meetings as published in the school calendar.
- Undertake duties as prescribed within school policies.
- Ensure that all deadlines are met as published in the school calendar.
- Undertake professional duties that may be reasonably assigned to them by the Principal.
- Be proactive and take responsibility for matters relating to health and safety.

Monitoring: As specified by the Principal and in accordance with Academy Calendar

Meeting Attendance: As directed

Other: As a Teacher perform such whole college duties and perform other reasonable tasks commensurate with the post as requested by the Principal.

PERSON SPECIFICATION: Teacher of Science

The following lists provide the Essential and Desirable Skills, Qualities, Experience and Qualifications for the Teacher of Science at Birches Head Academy.

Qualifications

Essential:

- First Degree in area relevant to subject teaching or evidence of relevant level of subject knowledge.
- QTS for secondary education.
- PGCE / teaching qualification for secondary education.
- English and Mathematics at G.C.S.E. / 'O' Level or equivalent and/or sound Literacy and Numeracy skills (ITT accreditation test level).

Experience

Essential:

- Successful secondary teaching practice / record.
- Creative, engaging lesson planning.
- Experience of, and able to, produce and implement plans and policies
- Experience as a personal tutor / form tutor.

Desirable:

- Experience of monitoring and evaluation processes.
- Experience of running extra-curricular activities and trips.
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Specialism

Essential:

- A high level of competence in teaching Science.
- Ability to develop new and imaginative units of work.
- Excellent subject knowledge.

Desirable:

- Able to use new technologies in the teaching of Science.



PERSON SPECIFICATION:

Teacher of Science

Practical & Intellectual Skills

Essential

- Effective and successful classroom teacher.
- A commitment to effectively making use of ICT.
- Excellent organisational, communication and decision-making skills.
- Good time management skills.
- Good analytical, conceptual and problem-solving skills.

Disposition, Aptitude & Attributes

Essential

- Positive disposition to implementing the Trust's educational vision.
- The ability to relate to, and build relationships with, students, parents / carers and other members of the school community.
- High personal standards in terms of attendance, punctuality and meeting deadlines.
- Positive disposition towards inclusion of all students, including those with learning difficulties, in mainstream learning and education.
- Student-focused commitment
- Solution focused disposition and a positive attitude, particularly to challenge and change.
- Understanding of and commitment to Equal Opportunities issues and principles and the need to apply an equal standard of care to all students.
- Able to work as part of a broader inclusion and student support system.
- Ability to work as a team player and be supportive of team working.
- Commitment to participative and continuous improvement / development.
- A willingness to participate in after school / extra-curricular activities.
- Ability to work without constant supervision, to provide assistance as and when required, to seek tasks when unoccupied, and think clearly and calmly in an emergency.
- Understanding of the principles of accountability and quality assurance to achieve best possible student outcomes.
- Openness and willingness to learn.
- Resilience.
- Reliability.
- Proactivity.



Science Department Information

The Science team are working hard to ensure that improvements made in recent years are used as the foundation for further improvements in student achievement and progress. The team is supportive and works collaboratively, sharing good practice to provide good quality teaching and learning that engages and enthuses our students.

The successful candidate will benefit from the positive, professional working relationships within the Science department. The department is in a strong position, yet is passionate about developing further.

The Team:

- Head of Science
- Second in Science
- One Lead Practitioner
- One STEM Leader
- Six Science Teachers
- One Senior Laboratory Technician

Facilities

The Science department has a purpose built suite of rooms providing flexible teaching spaces, including a resource and small group work room. The teaching areas are spacious, light and modern. The area is fully supported by ICT, with all rooms equipped with interactive whiteboards and data and electrical outputs that enable individual and collaborative work using digital media. As with all other teams in the school, there is further access to portable devices, including iPads, digital cameras, a learning gateway and technical support through our central resource.

Curriculum

The KS3 curriculum follows our own Schemes of Work with students assessed regularly through a range of different assessments. This information is used to monitor progress and inform necessary interventions. Students are set according to ability. At KS4, the department currently offers GCSE AQA Synergy and AQA Biology, Chemistry and Physics (Triple).

Our key next steps are:

- To provide appropriate challenge and effective feedback to pupils to ensure sustained progress.
- To ensure that achievement and progress continue to improve under the new examination.
- To continue the improvement of learning and teaching, ensuring the engagement and motivation of all students.



HOW TO APPLY

If you decide to apply for this position, please complete an application form: curriculum vitae alone will not be accepted. Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address:

- Why you are attracted to this position and Academy
- How your experiences and achievements match the job description and person specification

Please return your completed application to:

Jocey Bracegirdle (PA to the Principal)
at: jbracegirdle@bircheshead.org.uk

Please note, it is the policy of Birches Head Academy to contact shortlisted candidates only.

Academy Location

Birches Head Academy
Birches Head Road
Stoke on Trent
ST2 8DD
01782233595
Email: info@bircheshead.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk

Information about Stoke City Council: www.stoke.gov.uk

Frank Field Education Trust: www.ffet.co.uk



ABOUT THE FRANK FIELD EDUCATION TRUST

The Frank Field Education Trust (FFET) is a Multi Academy Trust (MAT) formed with the explicit intention of delivering world-class education. We do this by delivering a curriculum that focuses on developing intellectual, social and cultural capital in our young people that will enable them to become adults that will have choice-filled lives and be good people. Our Trust has a particular focus on working with the most disadvantaged in our society and we believe through excellence in our schools we can ensure that social justice will prevail for all our students and families. There are currently three schools in FFET (and two Associate Schools):

The Ellesmere Port Church of England College

Based in Ellesmere Port, Cheshire, this 11-18 school has been transformed into a high performing College. It is a faith school and, as such, reflects our vision within a Christian context.

Handforth Grange Primary School

Based in Handforth, near Manchester, this outstanding primary school and National Support School leads the way in innovative curriculum development and inclusion.

Birches Head Academy

Based in Stoke, BHA is our newest school to join the Trust and is rapidly growing in pupil numbers as its reputation for inclusion, diversity and excellence spreads amongst its community.

The Frank Field Education Trust is recognised by the Department for Education as a sponsor. This means the Trust has given a commitment to support academies facing all types of challenges, including educational standards and financial viability. Our growth model is established around local hubs within the Lancashire & West Yorkshire and West Midlands RSC regions which will provide education from 3-18 years and also include support from birth to three years.



EMPLOYEE BENEFITS

Collaborative Working



We work collaboratively with academies in our FFET family, allowing our students and staff many opportunities to develop themselves.

Strong Culture & Purpose



A strong organisational culture and purpose. Establish a positive school culture that is focused on achievement and well-being.

Staff Development & Well-being



A commitment to staff development and staff well-being. A palpable sense of community built on trust and transparency.

New Ideas and Innovation



A culture that embraces new ideas and uses innovation for continuous improvement.

Medicash



Our Medicash health plan offers a wide variety of benefits from cashback on your everyday healthcare treatments and checks to virtual guides and tools you can use from home.

Employee Assistance Programme



Provides employees 24-hour access to confidential support, professional advice and short-term counselling to help them deal with personal and work-related problems.

CycleScheme



Cyclescheme is an employee benefit that saves you 26-40% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary.

The Electric Car Scheme Salary Sacrifice



Our electric vehicle salary sacrifice scheme lets an employee pay for an electric car each month using their gross salary – that's before tax and other contributions are deducted!

GROWING NETWORK

Joined December 2018



The Ellesmere Port
C of E College

Joined February 2019



Handforth Grange
Primary School

Joined December 2020



Birches Head
Academy

September 2021

Early Life Project begins



Early Life
Programme





Part of the

Frank Field

Education Trust

ASPIRE TO BE MORE

Birches Head Academy, Birches Head Road, Stoke-on-Trent, Staffordshire, ST2 8DD

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Frank Field
Education Trust