

THE BOXING ACADEMY

TEACHER OF SCIENCE
CANDIDATE INFORMATION PACK
April 2024



Introduction

The Governors of the Boxing Academy are seeking to recruit a Teacher of Science. This is a significant opportunity for an ambitious candidate to help shape the future of one of the UK's most successful Alternative Provision schools. The academy provides an alternative pathway for children who have failed in (and been failed by) mainstream education, operating with the spirit of a boxing gym. For any candidate, aligning with this vision and wanting to work to improve the life chances of vulnerable and disadvantaged students is vital.

The Boxing Academy converted in May 2017 to become an Alternative Provision Free School. Since then, it has delivered on its mission of delivering high quality education and development to the most hard-to-reach young people, realised through the discipline and ethos of boxing. The Academy has gained a local and national reputation for excellence by consistently achieving some of the best outcomes of any AP in the country.

In 2017, in recognition of these achievements, the Boxing Academy was named the Tes AP school of year. In March 2020, following its most recent OFSTED inspection, the school was graded 'Outstanding'.

Diversity

The Boxing Academy is passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all our people equally, without compromise. We are committed to ensuring that the recruitment and selection of staff is conducted in a manner that promotes equality of opportunity.

The Boxing Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Candidates should be aware that the Boxing Academy may conduct searches of social media and other online content in advance of any interviews. Our commitment to safeguarding is underpinned by robust processes and checks for all applicants.

Background of the Boxing Academy

The Boxing Academy was established as a charity in 2007, out of a boxing gym in Tottenham. With the support of Gladesmore Community School, it opened its doors to 12 students in the first year. The Academy was registered as an Independent School in 2014 and became an Alternative Provision Free School in May 2017.

Why Boxing?

Boxing benefits our students by getting them fit, teaching them teamwork, anger management and discipline, and improving their confidence and concentration.

This school is not aiming to produce competitive boxers, in fact many of the students have no interest in Boxing. The value is in the positive benefits of daily



training and the relationships that grow in the gym. We employ boxing coaches in this role because young people instinctively look up to and respect the strong role models within the boxing gym who present a positive image of respect for others, discipline, responsibility, a work ethic and good manners.

As a school we understand behaviour as communication and that adverse childhood experiences including abuse, neglect and or exploitation can impact and influence the way children behave. When addressing behaviour we hold children's safety and welfare central to our decision making and incorporate the risks and vulnerabilities our pupils may have.

The boxing coaches support their students in the gym and the academic classes which allows the academic teachers to teach without interruption. Our approach to boxing training offers pupils the opportunity to expend their energy in a purposeful manner, to channel their aggression and to learn teamwork, discipline and the acceptance of authority. The support and encouragement they receive improves their self-esteem and confidence, while creating a positive cycle of achievement.

Our students are interesting, challenging, lively, bright and funny: attributes that contribute to the unique atmosphere found in the classrooms and the boxing ring.

Curriculum

We currently offer a core curriculum of five GCSE or equivalent subjects including Maths, English, Science, Art, and PE. The Academy also offers the capacity to sit exams in students' community language if appropriate. Curriculum delivery is interspersed with boxing sessions, and SMSC, PHSE and British Values. We also offer careers advice, and free to participant trips such as residential outward bounds holidays.

The curriculum at the Boxing Academy is constantly reviewed and assessed for impact so that we can be sure it meets the needs of our cohort and their ever-changing circumstances.

As a teacher, you should have the highest of aspirations for every student, be confident adapting your teaching to cater for a range of SEND and challenges and be prepared to go the extra mile.

"The curriculum is designed to prepare pupils for life in modern Britain. Staff quickly get to know each pupil, so that they can provide individualised support. They model the personal characteristics and traits needed to be a successful adult. They listen carefully to pupils' concerns and interests.

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Staff ensure that every pupil goes on to suitable education and training when they leave. Pupils follow courses leading to GCSE qualifications. These have been deliberately chosen to give pupils a concrete starting point for future study. Teachers quickly assess pupils' academic needs. They know that many have gaps in their learning. Some have special educational needs and/or disabilities (SEND). The needs of these pupils are met."

- OfSTED 2020



JOB DESCRIPTION

JOB TITLE:	Teacher
ACCOUNTABLE TO:	Principal
SALARY RANGE:	MPS - UPS

JOB PURPOSE

The successful candidate will be committed to delivering consistently good Science lessons (Years 8-11; KS3-4) ensuring students are engaged with and enjoy the subject. They will aim to raise the attainment of students and promote Science across the Academy. They will be comfortable working with a range of stakeholders, including parents and other schools.

PRINCIPAL RESPONSIBILITY

- To implement and deliver an appropriately broad, balanced, relevant and stimulating KS3 and KS4 subject curriculum.
- To monitor and support the overall progress and development of students in the subject area.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve the highest of standards.

Expectations of all members of the Boxing Academy staff

- Act with professional integrity at all times.
- Consistently demonstrate the high standards expected in the school.
- Act with honesty and transparency with regard to your work.
- Adhere to school policies and procedures at all times.
- Promote the aims and ethos of the school by attendance at and participation in events such as open evenings, meetings, performances and other functions/events as required.
- Undertake specific tasks reasonably delegated by the SLT from time to time.

Classroom delivery

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and all agreed key skills are reflected in the teaching/learning experiences of students.
- To ensure a high quality learning experience for students in the curriculum area that meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods that will stimulate learning appropriate to student needs and the demands of the syllabus.
- To maintain discipline in accordance with school procedures and to encourage good practice with regard to punctuality, behaviour, and standards of work.
- To undertake assessment of students as requested by external examination bodies and whole school procedures.
- To mark, grade and give verbal/written and diagnostic feedback as required.
- To jointly plan and support any support staff in classes in the curriculum area.

Contributing to the development of the school

- Undertake regular self-evaluation and make an active contribution to the Boxing Academy's development cycle.
- Undertake continued professional development and maintain an understanding and awareness of developments in relating to working with pupils presenting social, emotional, behavioural and/or learning difficulties as well as in curriculum development.
- Take part in The Boxing Academy's performance management cycle.
- Any other duties commensurate to the level of the post that may be allocated by the Principal after consultation with the post holder.

Behaviour and Safety

- Lead by example by ensuring pupil behaviour and safety.
- Undertake annual safeguarding training with the whole staff.

Professional Standards

- Treat all members of the community, colleagues and pupils, with respect and consideration.
- Treat all pupils fairly, consistently and without prejudice.
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance.
- Support the ethos of the school by upholding the Behaviour Policy and uniform regulations at all times including travel to and from school.
- 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 Staff Handbook and Policies.
- Ensure that all deadlines are met as published in the school calendar.

Health & Safety

Promote and comply with the school's policies on Equal Opportunities and Health and Safety both in the delivery of services and the treatment of others.

Safeguarding

The Boxing Academy is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow our child protection procedures. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

This job description is additional to the basic duties outlined in contracts and reflects the policies agreed by the Governing Body. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time. This job description will be reviewed regularly and is an integral part of the appraisal and line management process.

Signed.....
Postholder

Date.....

Signed.....
Principal

Date.....

Qualifications and Professional Attributes

- Qualified Teacher Status (or working towards).
- A degree or equivalent.
- Relevant specialist qualifications and experience in your subject specialism with the ability to teach KS3 and KS4.
- Excellent classroom practitioner.
- Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
- Evidence of continuing professional development or relevant research.

Professional Knowledge and Understanding

- Thorough knowledge and understanding of curriculum requirements and developments within the subject specialism.
- Evidence of commitment to the principles and policies of equal opportunities.
- Secure knowledge and understanding of a range of Assessment for Learning strategies.
- Secure knowledge and understanding of how to make effective personalised provision for all students, including those for whom English is an additional language and students who have special educational needs.
- The implications of the Code of Practice for Special Educational Needs for teaching and learning in Mathematics.
- Knowledge and understanding of child protection, safeguarding and promoting the welfare of children.
- Up-to-date knowledge of current educational developments in Mathematics relevant to whole school issues.
- The particular challenges facing many young people in the inner city.

Professional Skills

- Excellent communication skills.
- Ability to motivate students and colleagues to recognise and respond to the diverse needs of learners.
- Ability to design opportunities for learners to develop their numeracy skills within other subject areas (e.g. finance, PSHE).

Personal Qualities

- Energy, enthusiasm, determination and an insistence on high standards.
- A willingness to learn new skills and approaches and to share the experience with others.
- Ability to relate to students, parents and carers, colleagues and other partners.
- A passion for the value your subject can bring to students and a commitment to the ethos of the wider life of the Academy.
- Be able to work under pressure, prioritise and manage time effectively.