

Information for Candidates

Job Vacancy: Science Technician



**THE
HESSLE
ACADEMY**

Mr V Groak
Headteacher

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Our Academy

The Hessle Academy is one of only 170 all-through schools in the country providing education and support for learners aged 3-19. The Academy comprises Hessle High School and Sixth Form College and Penshurst Primary School.

The Hessle Academy is a member of The Consortium Academy Trust, a fast-growing Multi-Academy Trust, formed in 2017. The Academy, located in the East Riding of Yorkshire, primarily serves the East Riding town of Hessle and some parts of West Hull. Smaller groups of learners are drawn into the secondary phase from the neighbouring small towns and villages of East Yorkshire as well as from Barton, in North Lincolnshire. Proximity to the M62 ensures easy access to the motorway network and other major cities in Yorkshire and beyond.

The Hessle Academy is a good and ambitious school. This was recognised by Ofsted in our most recent inspection in September 2018, when the achievement of learners, quality of teaching, behaviour and personal development of learners, leadership and management were all judged to be good. In recent years, outcomes for learners have been consistently above average in terms of attainment and the school is a disciplined and well-organised environment. We have high standards of school dress and have clear expectations on punctuality, attendance and behaviour. Our learners are positive and respond well in all aspects of school life.

The school is a hub of learning with enthusiastic and engaged children who demonstrate a real passion for both work and play.

Penshurst Primary is a larger-than-average school with two/three teaching groups in each year and is heavily over-subscribed. In 2019, 145 applications were received for 70 places into the reception year. The school also offers a nursery which is equally popular with parents. The school occupies a traditional yet extremely attractive series of buildings which are at the heart of the local community set in extensive grounds.

Historically, Hessle High School was a split-site school, however, in January 2016 we took possession of our new single site school. Staff and students alike are now enjoying the benefits of high-quality accommodation, equipped with the latest technology and specialist facilities that are among the best in the region. The Hessle High School and Sixth Form College is set in attractive grounds, located on Heads Lane, with excellent views down the River Humber and across the spectacular Humber Bridge.

The Sixth Form College is focussed on providing high quality teaching and care to secure the best achievement and outcomes for all. As a school, we have a long history of partnership working in this area, being a part of 'The Consortium', a widely recognised successful sixth form partnership with two other local Academies. Students are able to study at Hessle as well as having the option to study subjects at either of the other Consortium Academies.

The Sixth Form is based in the historic Tranby House, a Grade II listed building that was fully refurbished and brought back to its former splendour in our recent renovation. Tranby House now comprises a Sixth Form social area and catering facilities as well as extensive study facilities. Sixth Form students play a full role in the life of the school, but equally will continue to enjoy the advantages of this dedicated provision.

The teaching staff are extremely dedicated to maximising the potential of the children in their care. Most have worked at the school for many years and have sent their own children to the Academy. The atmosphere is supportive and friendly, many visitors and staff often remark that 'it feels like an extended family'.

The Academy prides itself on the wide range of extra-curricular opportunities offered to our learners. Annually, learners take part in over 300 teams, clubs, and events.

The Hessle Academy enjoys an excellent reputation amongst the local community and is a popular choice amongst parents. During our recent Ofsted inspection, a response to the Parent Survey commented that;

“All the staff from the headteacher to the caretaker seem to genuinely care for the children from a pastoral care and academic point of view”.



Multi Academy Trust

In September 2017, The Hessle Academy Community Trust, Wolfreton School and Sixth Form College, along with Cottingham Academy Trust and founded a new multi academy trust, 'The Consortium Academy Trust'. The schools have a shared history of over 25 years of working together through our Consortium Sixth Form partnership. In September 2018, Howden School joined the Trust, in October 2018 Holderness Academy and Sixth Form joined and most recently in September 2019, Winifred Holtby Academy.

The Trust has been developed in order to provide a platform to deliver high quality educational experiences for the children and young people within our local community, to enhance and improve their life chances and enable them to make substantial and sustained contributions to society. We will achieve this by building a strong, regional offer that supports the educational aspirations of current and future generations while providing excellent career opportunities for staff.

The Consortium Academy Trust:

- Promotes excellence for all learners
- Actively encourages shared working, adopting common approaches where it is in the best interests of learners
- Establishes robust and transparent systems of accountability

The Consortium Academy Trust (TCAT) currently comprises five secondary schools and three primary schools with a significant staff team.

Values and Vision

"Everyone can achieve the extraordinary"

Our Vision for Our People:

HESSLEVISION

All of our learners develop exceptional character.

In every phase, all of our learners achieve excellent outcomes.

All of our learners develop high levels of cultural and global awareness.

Our children, young people and adults will create positive and happy memories that last for a lifetime.

HESSLEVALUES



Respect

We respect ourselves; we respect each other; we respect our diverse community and our environment.



Resilience

We are determined, we do not give up when things get tough. We persevere. We know that learning is often hard but we know that it will be worth it.



Aspiration

We aim high; we have ambitious expectations of ourselves and others. We believe that we can make a difference to our local community.



Responsibility

We take responsibility for our own actions; equally, we are not blamed when we make mistakes. We see mistakes as an opportunity to do it better next time.



Integrity

We do the right thing. We are honest with each other and ourselves. We are comfortable in ourselves and proud of our values.



Kindness

We treat each other with kindness, courtesy and have good manners.

These set of six core principles underpin everything that we do. They guide our behaviour and our decision-making. They are timeless, unchanging statements of what we believe to be important.

Our Values and Vision have been inspired by all of our learners and staff. They are important to us and they will guide our behaviour and decision-making.

The Academy Values and Vision are displayed prominently around our Academy and are shared with our parents, staff and stakeholders at every opportunity.

New Staff and Early Career Teachers

All new staff benefit from a comprehensive induction programme that ensures a smooth start to your career at the Hessle Academy.

Early career teachers benefit from an extensive and well-regarded support programme, led by our Teaching and Learning Lead Practitioner. This weekly twilight programme is fully supported by members of SLT and other staff with a wide range of experience in the school.

New, but more experienced, colleagues will also benefit from our 'buddy' programme whereby all new staff work closely with an existing member of staff to ensure that you can quickly and smoothly become familiar with how things are done at Hessle!

Staff Development and Wellbeing

Staff Development and Wellbeing is a Strategic Development Priority at Hessle. We know that, in order to deliver continued quality education for our young people, our staff need to be well-trained, dedicated, energised and happy. In addition, we expect everyone in our school to want to get better, from learners to teachers to support staff to senior leaders. That is our ethos.

To that end, our CPD programme encourages staff to take responsibility for their own developmental priorities, fully supported by the Senior Leadership Team and subject leaders. Staff training sessions are led by the staff themselves through teaching and learning groups. Under our ethos of continual improvement, even our most experienced teachers are keen to learn and do so in mutually supportive learning environments, where newly qualified teachers and others in the early stages of their career are just as likely to lead pedagogical discussions and training. During the Covid pandemic and lockdowns, the teaching staff adjusted their practice to incorporate blended learning and live teaching; this monumental change and upskilling was planned, delivered and evaluated by classroom teachers themselves, with minimal input from senior leaders.

Staff Wellbeing is a crucial consideration in all decision-making, including how we undertake lesson observations, our marking policy and meeting schedules. Throughout the pandemic, we have placed our trust in our staff to provide the very best education for our learners and they have delivered an exceptional programme of study, consistently looking to find improvements. The success of this was reflected in a Parent Survey conducted by our Trust which commended both the online provision, parental communication and student feedback.

Staff wellbeing surveys are carried out regularly and there is an effective staff wellbeing group which looks for ways in which we can adjust our operation to improve wellbeing without compromising standards. Staff retention is very high and the school typically attracts high quality fields whenever a vacancy arises.

Our staff work hard; they are fully committed to providing the best education for our young people and recognise the well-known phrase;

"It won't be easy, but it will be worth it."

Leadership Team

The Senior Leadership Team at Hessle High School & Sixth Form College is an experienced, ambitious and committed team. All members believe firmly in the school's vision and values and all share a determination to secure continuous improvement and achieve the best for learners. The Senior Leadership Team comprises:

Headteacher

Hessle High:

Deputy Headteacher

4 x Assistant Headteachers

(Inclusion and Safeguarding, Standards, Student Welfare, Director of Sixth Form)

Penshurst Primary:

Head of School

2 x Assistant Headteachers

(Pupil Development and Behaviour, Quality of Education)

The Operations Manager is the senior member of the support team.

The leaders of the English, Mathematics, Science and Humanities Faculties form part of the school's Extended Leadership Team.

Each member of the Senior Leadership Team (SLT) acts as a line manager for a Head of Department, Head of Faculty or Head of Year. This ensures that leaders at all levels are fully supported and challenged and that their leadership potential is developed.

The Vacancy

Applications are invited for the post of Lab Technician in this popular and successful school to start as soon as possible. This is a permanent position, working 30 hours per week, term time plus five additional days.

This is an exciting time to join the team and we are looking for someone with excellent communication skills, who will be creative, enthusiastic and committed to support the work of the Science department; providing help and assistance to staff and students.

Full details and expectations of this post can be found in the job description and person specification below.

The Department

The team of 11 teachers is led by an inspirational Head of Science, supported by a Deputy and an Assistant in Department. In most cases, teachers have the opportunity to be based within their own teaching room. They are supported by three technicians. The department is well equipped for practical work, including specialist A level teaching rooms.

In January 2016, we moved into our new purpose-built school. The department laboratories are all equipped with 82-inch LED televisions as well as up to date computer systems running the latest operating system. All subject areas have access to a staff work room which includes computer access, printers and photocopiers and additional resource space.

The Curriculum

The department aims to provide broad and balanced study of Science for all students using a wide variety of teaching and learning styles.

Staff within the department teach all aspects of science at KS3 and usually teach their specialist subject at KS4 and KS5. Our students follow a three- year Key Stage 3 with students taught a range of topics, issues and skills. We follow the AQA Separate Science and the AQA Trilogy Combined Science.

Extracurricular Activities

The department prides itself on the support and assistance given to students at lunchtime and after school to help them achieve the highest possible grades across all the Key Stages. We run a STEM club for key stage 3.

How to Apply

Complete our application form and return to:

Electronic applications:

Paper applications:

hr@hessleacademy.com

Human Resources Department

The Hessle Academy

Tranby House, Heads Lane

Hessle, East Riding of Yorkshire, HU13 0JQ

In support of your application you may choose to include a personal statement to mention any special contribution you could bring to the department/school.

The closing date is 9.00 am on Monday 24 January 2021.

Please note that we reserve the right to close this post early or extend the deadline.

Should you have any queries, please contact:

Sarah Greenley, Operations Manager

Telephone: 01482 648604

Email: hr@hessleacademy.com

We wish you every success with your application.

Job Description



THE HESSLE ACADEMY

Post Title:	Science Technician
Allocated Person	
Responsible To:	Lead Technician
Scale Point:	SCP05

Main purpose of the role

To assist with the provision, organisation and distribution of resources to staff and students at Hessle High School.

General Duties and Responsibilities:

Under the general supervision and guidance of Head Technician and Subject Leaders:

- Liaise with the Subject Leader and other staff over lesson requirements on a day to day basis, as well as over longer term plans
- Organise classroom when practical is required
- Produce class-sets of materials and resources for student use, from details provided by teaching staff
- Set up teacher demonstrations
- Assist teaching staff by contributing to the learning of students in KS3 & KS4 by:
 - Assist individuals and small groups of students with practical work (if requested by teaching staff)
 - Demonstrating methods and techniques to selected groups of students at the request of the class teacher
 - Respond to student requests for help and advice on appropriate tools, materials and safe working practices (if required)
- Assist members of teaching staff to improve the quality of learning in KS5 by:
 - Demonstrating the safe use of practical equipment
 - Responding to student requests for help and guidance on selecting suitable materials
 - Assisting individual students with the specific requirements of AS and A2 projects
- Research external sources for the supply/purchase of materials and equipment
- Maintain all equipment to a safe standard, service equipment, record faults, repair equipment or arrange for its repair.
- Ensure Portable Equipment carries a PAT safety check label, any equipment not meeting this requirement should be isolated and reported to the Head Technician.
- Construct apparatus, equipment and teaching aids
- Maintain chemical stock list, SDS and COSHH register and advise staff and students on H & S issues in your area
- Maintain a current inventory of equipment
- Carry out First Aid, if appropriately qualified, on staff and students injured in your curriculum area
- Undertake display work, laminating and administrative work
- Attend and participate in Subject Team Meetings and respond to requests (if required)

Expectations

The Hessle Academy has high expectations of all its employees to ensure that they provide a professional service to our young people and the community of Hessle and beyond. The post holder has a significant level of daily guidance and should prioritise the safeguarding of young people at all times

Appraisal Targets will be aspirational and set on an annual basis in discussion with the Line Manager.

As a member of staff of The Consortium Academy Trust

- Role model appropriate behaviours within a professional environment including conduct, communication and personal appearance
- Demonstrate a commitment to Restorative Practices
- Role model high levels of literacy and numeracy including modelling appropriate language
- Have high expectations of students
- Aspire to develop your professional skills and qualifications

- Use all forms of social media appropriately
- Take responsibility for the reputational management of The Trust Schools
- Contribute to systems of evaluation and performance of the organisation positively.

Your duties may involve access to information of a confidential and sensitive nature which may be covered by Data Protection Act 2018. All employees of The Consortium Academy Trust will be expected to comply with the DPA when handling any personal data. Confidentiality must be maintained at all times. In addition to the above the post holder must be committed to safeguarding and promoting the welfare of children and young people.

This Job Description is intended to highlight the main responsibilities and expectations for the post holder, and is not the entirety of what a member of staff may reasonably be required to complete in line with the priorities of the organisation. Neither is it intended to highlight the amount of time which should be spent on each task.

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. In addition you may be expected to take part in any other reasonable duties which may be required.

Signature:	
Print Name:	
Date:	

PERSONAL SPECIFICATION

Science Technician

Category	Essential	Desirable	Evidence
Qualifications and Training	<ul style="list-style-type: none"> • Relevant qualification in Science subjects • Commitment to continue own personal development 	<ul style="list-style-type: none"> • A Level in at least one Science subject 	Application form References Qualification Certificates
Experience	<ul style="list-style-type: none"> • Understanding of laboratory methodologies and practices, quantities and reactions of mixing chemicals and hazardous materials • Understanding of COSHH Health and Safety legislation, policies and procedures 	<ul style="list-style-type: none"> • Experience of working in similar environment and role • Experience of maintaining chemical stock lists and Safety Data Sheets • Experience of dealing with laboratory equipment, eg. Electrical equipment, fume cupboards, pressure vessels, etc. 	Application form Interview References
Skills, knowledge and aptitude	<ul style="list-style-type: none"> • Problem solving and analytical • Good communication skills 	<ul style="list-style-type: none"> • Knowledge of the current Science Curriculum 11-18 • Able to perform mathematical and scientific calculations • Willingness to hold a first aid qualification • IT Skills 	Application form Interview References
Personal Attributes	<ul style="list-style-type: none"> • To be able to work as part of a team and build positive relationships • Excellent organisational and administrative skills in order to maintain accurate and detailed work records and inventories. • Ability to follow risk assessments • An ability to take initiative and seek advice where appropriate • Energy and enthusiasm • Commitment to safeguarding and promoting the welfare of children and young people. • Ability to establish good working relationships with all relevant stakeholders • Strong team ethic and supportive of others • Good health record • Sense of humour 	<ul style="list-style-type: none"> • Able to sensitively respond to both pupils of varying academic abilities, together with inappropriate pupil behaviour • A genuine enthusiasm for science, coupled with a flexible and innovative approach. 	Application form Interview References