






UPLANDS ACADEMY

AMBITIOUS FOR EXCELLENCE

TEACHER OF FOOD TECHNOLOGY

Information for applicants
March 2023

CONTENTS

About MARK Education Trust

Letter from the Executive Headteacher

Data Summary

Job Description

Person Specification

Applications

Lower High Street
Wadhurst
TN5 6AZ
01892 782135

www.uplands-academy.org
Twitter: @Uplandscc
Facebook: @Uplandscc

Welcome to MARK Education Trust

After operating as a Single Academy Trust for several years, we were delighted to become a fully functioning Multi Academy Trust when Uplands Academy joined our first school, Beacon Academy, on September 1st 2022.

Our trust's motto is 'ambitious for excellence' and this applies to all aspects of its work, including governance. From September 1st 2022, Our trust moved from being a multi academy trust operating as a single academy trust, to a fully functioning multi academy trust containing our two East Sussex based secondary schools, Beacon Academy in Crowborough and Uplands Academy in Wadhurst.

Our trust's mission statement is:

MARK Education Trust provides the best possible education for our students, preparing them for life, so they can stand equally alongside their peers, locally, nationally and globally.

The guiding values of MARK Education Trust are:

M –Motivated: to create exceptional, caring and safe educational establishments
A – Ambitious: high expectations of staff and students
R – Resourceful: ensuring efficiency and value for money
K – Knowledgeable: valuing learning for life

Our vision

MARK Education Trust will create:

- Schools with their own strong identity underpinned by shared values
- Schools with expertly taught broad and balanced curriculums which give students the knowledge they need to further their education and thrive in adult life
- Schools which through collaboration constantly improve so that they are recognised for their outcomes at a local, regional and national level
- Schools which are the school of choice for their community and the employer of choice for the best professionals
- Safe and happy environments which enable students and staff to thrive and succeed
- Governance, leadership and management which is robust at all levels, ensuring that the trust is fully accountable to its stakeholders
- A strategy of 'growth with care', ensuring that the trust is able to meet the needs of and invest in its own academies as well as the capacity to support further academies



Welcome from the Chief Executive Officer and Executive Headteacher – Anna Robinson

By way of an introduction, I was appointed as the Headteacher of Beacon Academy in 2015 and since then the school has been on a transformational journey. In 2019, we achieved some of our best ever A-Level and GCSE results in our sixty-year history placing our school the top performing school in East Sussex, Sussex overall and as one of the top performing schools nationally. In 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide for this measure. We are in an esteemed group of 5% of schools nationally who are now categorised as 'well above average' for three years in a row. I am pleased to say that our exceptional track record has continued with the resuming of the external exam series this summer.

As the Chief Executive Officer (CEO) and the Executive Headteacher (EHT) of both Beacon Academy and Uplands Academy, it is my proud responsibility to ensure that our trust achieves and upholds our mission statement, values and vision.

Welcome to Uplands Academy

I know that choosing a place to work in is one of the most important decisions you will make for yourself and your family so I thank you for your interest in our school and hope that the following information will assist you with knowing a little more about who we are and what we stand for at Uplands Academy.

Who we are and what we stand for

At Uplands, the relationships between our staff and our students are excellent and ones that we are proud of. Our staff have high expectations, are ambitious for our students, and they know them well. We pride ourselves on our rigorous focus on the child as a unique individual, including our most disadvantaged and those with SEND. We ensure that the lessons that our students receive are personalised and inclusive, enabling them to be actively engaged in their learning.

Uplands Academy Vision

At Uplands Academy, we want our children to be happy, successful and confident by providing the best possible education for all our students. We want to be an exceptional educational establishment for our community.

- **Our curriculum** for our students is rightly ambitious - it is as broad as it is balanced. It has a strong academic core which, where relevant includes vocational and technical ambitions with choices for students to opt into in key stages four and five. Our curriculum is expertly planned to maximise educational opportunities and prepare our students to be socially and economically successful. As a result of this, we want our students to develop keen interests, a lifelong passion for learning and an impressive, coherent, and cumulative understanding of the world. All of this meaning that they can consistently achieve highly and be prepared for future success and happiness in education, employment or training.

- **We have uncompromisingly high expectations** for the quality of education that our students receive, including the most disadvantaged and those with SEND - there is no room for complacency.

- **We support and encourage our school community** – we expect everyone to Make their MARK academically by being motivated, articulate, resilient and knowledgeable, both in their lessons and beyond, and socially both inside and out of our school environment by having excellent manners, being accepting, respectful and kind. These expectations are reflected in the excellent relationships that exist between our board of trustees, staff, students, parents, carers and the wider community.

- **We recruit, retain and develop exceptional staff and trustees** to ensure that through every aspect of their experience of Uplands, our students are inspired, engaged and challenged, enabling them to make excellent progress and attain well. This includes our most disadvantaged and those with SEND.

- **Our staff care deeply** - each day they strive to be positive role models, thus supporting the inclusive culture of our school environment. Our staff want our students to feel safe and happy and listened to academically, socially and in terms of their well-being. We have a culture that is highly aspirational and ambitious for excellence in all we do and where commonalities are identified and celebrated and that differences are respected, accepted, valued and nurtured.

- **As staff we model what we want to see from one another and our student**s – we promote and expect a positive and motivated commitment to education from our students and their parents and carers.

- **Our standards are unapologetically high** – this applies to both our staff and students, thus enabling our teachers to teach and our students to learn and excel, at Uplands Academy and beyond.

We encourage you to come and see this and Uplands Academy for yourself during this exciting new phase for our school.

Anna Robinson
Executive Headteacher
MARK Education Trust (Beacon Academy and Uplands Academy)

Data Summary – August 2022

Key Stage 5 - A-Levels only	2021			2022		
	Uplands	National FFT schools	E/Sussex FFT schools	Indicated FFT20	TP2 Dec 2020	Results Provisional
Average Grade	B-	B	B	B-	C+	C+
Average Points	38.1	39.6	39.8	37.93	33.58	34.18
Progress Score	0.34	0^	+2.1^	+0.23 ^	-0.22	-0.17
Grade and points for a student's best 3 A Levels	B- 38.1	C+ 34.8	C+ 33.6	B- 35.76	B- 33.87	C+ 34.19

Key Stage 5 - Applied General	2021			2022		
	Uplands	National	E/Sussex	Indicated FFT20	TP2 Dec 2020	Results Provisional
Average Grade	Merit	-	-	Dist-	Merit-	Merit+
Average Points	24.5	-	-	31.59	22.26	28.26
Progress Score	-0.57	-	-	0.04	-0.76	-0.26

Key Stage 4 - GCSE & Equivalents	2021*			2022		
	Uplands	National FFT schools	E/Sussex FFT schools	Indicated FFT5	TP2 Dec 2021	Results Provisional
Attainment of the year group on entry to secondary school (KS2 APS)	104.9	-	-	In line with national		
9-7	36%	-	-	%	%	%
English & Maths 4+ Standard Pass	71%	73%	73%	83%	75%	82%
English & Maths 5+ Strong Pass	52%	51%	50%	62%	44%	60%
English 4+ Standard pass	85%	80%+	80%+	88%	82%	91%
Maths 4+ Standard pass	90%	78%	77%	87%	82%	84%
English 5+ Strong pass	69%	61%+	61%++	74%	67%	86%
Maths 5+ Strong pass	75%	58%	56%	67%	51%	62%
Entering EBacc	12%	34%~	33%~	40%	43%	40%
Ebac APS	4.1	4.40~	4.29~	4.68	4.3	4.55
Attainment 8	50.01	51.00	50.00	57.00	47.78	50.81
Progress 8	-0.09	-	-0.02 - +0.09 ^	+0.66 º	-0.13 º	+0.2 º

*Based on Teacher Assessed Grades - Figures unavailable + English Language only
º 2022 Progress 8 is based on early results service from FFT Aspire
^2020 VA & P8 are a range based on early 2020 data shared by approx. 7% (KS4)/28% (KS5) of schools and 2019 data.
For East Sussex the range is between FFT & NCER schools data. 2021 VA is based on 2019 data.

Job Description

JOB TITLE:	TEACHER
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO:	Head of Subject / Department.
ACCOUNTABLE FOR:	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	KEY TASKS
THE LEADERSHIP OF LEARNING To contribute to the development of the department schemes of work and implement through classroom teaching	• To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work. • To adopt a variety of strategies to engage all students (including ICT) and be responsive to advice. • To promote good student behaviour • To mark, evaluate and give regular appropriate feedback on students work • To assess students' progress and report to parents periodically in accordance with the Academy guidelines
THE LEADERSHIP OF PEOPLE To communicate effectively with members of staff in the department, to develop a collegiate working environment	• To contribute to department meetings with creativity and energy • To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported • To contribute to House meetings and Year team meetings
THE LEADERSHIP OF RESOURCES AND POLICY To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives	• To contribute to the development of curriculum materials • To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications • Graduate & Qualified teacher • Strong academic background	Qualifications • Evidence of commitment to professional development
Experience • Secondary teaching experience or practice across both Key Stage 3 and 4 • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation	Experience • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Sees this as a post to further promotion • Experience of teaching the most able at Key Stage 3, 4 and 5 • Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
Philosophy Commitment to: • • The principle that 'The Children come first' • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort •	Philosophy • • • An understanding of Academy status • Consistently good teaching with examples of developing outstanding practise. • An understanding of Technology as part of the whole curriculum
Skills You will need to: • Be an effective Teacher • Be and effective Communicator • Have strong ICT skills (with a commitment to develop further)	
Personal Qualities We will look for evidence of personal qualities such as vision, a team player, initiative, solution focused, energy, self-motivation, resilience and a sense of humour!	

Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form.

2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.

3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Uplands Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2022.

Further information can be found on our website.

Completed applications should be sent to:

Human Resources
Uplands Academy
Lower High Street
Wadhurst
East Sussex TN5 6AZ
Telephone: 01892 782135
Email: hr@uplandscc.com





How will **you** make your **MARK?**

- **M**anners
- **A**cceptance
- **R**espect
- **K**indness

How will **you** make your **MARK?**

- **M**otivated
- **A**rticulate
- **R**esilient
- **K**nowledgeable

BEACON ACADEMY
Ambitious for Excellence

M A R K
MARK Education Trust

UPLANDS ACADEMY
Ambitious for Excellence