



Paignton Academy



Teacher of Science Candidate Information



Part of the Bay Education Trust



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Message from the Trust

Dear Candidate,

Thank you for your interest in the post of Teacher of Science at Paignton Academy. The vast majority of our pupils live in Paignton and transition smoothly post 16 to South Devon College.

The Academy has twin sites at Borough Road and Waterleat Road, with approximately 720 pupils on each site. In 2019, a successful restructure of the Academy resulted in a move from separate upper and lower school sites to one school, two sites.

The Academy is part of the Bay Education Trust, founded in 2014, which consists of Paignton Academy and two primary academies, Kings Ash and Curledge Street.

The trustees are totally committed to our '2 to 22' vision which insists that every child who attends our academies will receive the best education possible that fits their individual needs. Every child is important to us and our ethos and values are at the forefront of everything we do.

During the last four years the Trust has received over £7 million in funding from the government and Torbay local authority, to update and improve our premises. The majority of this funding has been targeted at Paignton Academy. This has meant the building of a new mathematics block at our Waterleat Road site and a new state of the art Arena and dining hall at our Borough Road site.

Paignton Academy is a dynamic institution that is making a real difference to the lives of its young people and this is a wonderful opportunity for a committed, ambitious teacher to take the Academy into the future and the ultimate full realisation of the Trust's 2 to 22 vision.

More information on the Trust can be found on our website: <https://www.bayeducationtrust.org/>

We hope you will consider applying.

Stephen Kings
Chief Executive Bay Education Trust

Gavin Jones
Chair of Trustees Bay Education Trust





Message from the Principal



Dear Candidate

Thank you for your interest in the role of Teacher of Science at Paignton Academy.

Paignton Academy is the largest secondary school in Torbay, split across two sites: Waterleat Road and Borough Road. Crucially, each site replicates the other and so we have Years 7-11 on each site. I am deeply privileged and honoured to be its principal.

The Academy is experiencing significant growth in pupil numbers and is in the process of recruiting high calibre staff to support this. I have ambitious plans for Paignton Academy so that it gains a local and regional reputation for excellence. We have benefited from significant investment over the last few years which has created state of the art facilities at both of our main sites. This is something that will continue as the academy grows.

Ambition is one of our key seven values. I want our pupils, and staff, to be ambitious- for themselves and for our school community. Our pupils deserve the very best teaching and learning, with our teachers confidently leading the learning process from the front, embedding knowledge and knowledge retrieval, cultural capital and literacy so that our pupils develop the skills needed to gain outstanding results in their examinations. With this we transform lives.

We operate within a small but selective authority which contains three grammar schools. This inevitably has an impact on the remaining non-selective schools within the authority. However, we also have the full range of ability and backgrounds in the school. From this we gain our profound sense of moral purpose which is key to this school and central to my vision for education. We know that at Paignton Academy we educate young people of all backgrounds and all abilities so that we, through excellent teaching and learning, pastoral care, leadership and support, can help transform their lives and with it promote social mobility. I want this school to be a powerhouse of social mobility across the authority.



Message from the Principal

As part of the Bay Education Trust, we are committed to the trust's "2-22" vision. This means we work closely with our primary schools so that transition between each key stage and setting is smooth and seamless. We have also developed a very strong and close relationship with South Devon College to aid our post 16 transition. Crucially, this vision and the trust allows colleagues within Paignton Academy greater experience and opportunities for professional growth and opportunities in both teaching and non-teaching roles. In becoming part of the Paignton Academy family, you will receive a personalised and dedicated induction and leadership programme tailored to your needs which will both fully support you in your role and aid your professional development so that you can, if you so wish, seek further opportunities for advancement within this trust.

Our House system and ethos, based on the names of the three local beaches, is a key feature of the school and helps develop a House identity. Through this we not only develop our whole school motto of "Believe and Achieve" but also foster a sense of community, pride, ambition and competitiveness.

Relationships between staff and pupils are strong. Our learners know that the staff in this school care deeply for them. In this way we help develop another of our seven key values: outstanding relationships.

By joining us at Paignton Academy, you will join a professional, ambitious but highly supportive team committed to high standards of teaching and learning and the very best safeguarding procedures. Schools are nothing without their staff and all colleagues within this academy, be they teaching or non-teaching, play a key role in the effective running of the school. We are committed to your professional development.

This application pack can only give a small glimpse into Paignton Academy. You can also visit our website <https://www.paigntonacademy.org/> and also follow us on social media such as Facebook. You are also welcome to visit the academy for further discussions and a meeting with me.

I look forward to your application.

Yours faithfully,

D WILLIAMS

Principal.



Message from the Academy Council

The Academy Council

In 2020, we successfully combined the Academy Council and all Student Leadership to form a strong Student Voice across the Academy. We meet every half term and our meetings are chaired by our Head Students. Each year, students in Year 10 and Year 11 receive specific leadership training. Recently we were asked by Torbay Council for our opinions and ideas for Torbay Sea Wall Defence, which is currently in a consultation stage with the council. Our aims and objectives are found below:

Aims and Objectives 2021-2022

- To promote 'Student Voice' to enhance Teaching and Learning along with the Academy Environment.
- To focus on Student Wellbeing through assemblies and surveys.
- To work alongside Academy staff to raise awareness of LGBTQ+.
- To support at Academy events and to help with the planning and preparation.
- To plan and participate in Charity Events.
- To promote and support House Competitions at all times.
- To set an excellent example to others and to be 'Role Models'.

Liam Mair - Head Boy BRC

I'm Liam, Head Boy at the Borough Road site. I first joined this school at the very end of Year 7 at the Waterleat site after moving away from South Africa where I was at Farrarmere Primary. This school has great facilities and great staff members with a superb student body. Everybody is so kind, every day is enjoyable and the school has a great atmosphere. At both sites I have won awards such as faculty awards and head of year awards, marking my success at Paignton Academy. The teachers are fantastic and have helped me gain distinction level grades at every mock. I wish all applicants the very best of luck in your interviews for Paignton Academy!

Aimee Waters - Head Girl BRC

I'm Aimee, the Head Girl at the Borough Road site. I first came to the Academy at the start of Year 7 at Waterleat Road. My primary school was Oldway Primary school. I have loved my time at the Academy due to the amazing teachers and support staff and the choice of activities available to us. I have always found the teachers extremely approachable if ever I had any concerns. There are also a lot of after-school clubs and lunch clubs which cover a range of activities so there is something for everyone. I enjoy the Netball, Rounders and Badminton clubs and was able to represent the school in competitions. We won a few which was amazing!



Message from the Academy Council

Since being at the Academy I have won a few awards: I have been nominated a few times and have won student of the month. In Year 7, the girls Rounders team I was in, won the award for Sports Team of the Year. But my biggest achievement was in Year 7, where I won Head Girl of the Year. I was extremely proud of this. I also feel another achievement is doing well in my subjects. I always struggled in English and Maths in primary school but I am now in set one for both subjects and really enjoying it. I feel the teachers here have helped me achieve this. They have made the lessons fun and easy to understand.

I wish you good luck with your application, as you will be joining a fantastic school

Oakley Hamlyn Payne - Head Boy WRC

I'm Oakley, the Head Boy at the Waterleat Road site. I play for Brixham Rugby Club and have represented the school Rugby team since Year 7 all the way through to Year 11. Personally, my favourite subject is Sport because of the practical nature of the subject. In Year 8, I won the Bay Education Trust award and have been a sports leader. I have been at the school since Year 7 and can say with a strong voice that this school is great. There are amazing facilities along with fantastic staff which help develop all students no matter what barriers they have to learning. At Paignton Academy there are many extra-curricular activities and there is something for everyone. Even outside lessons, every person has something to enjoy.

Taylor Weaving - Head Girl WRC

I'm Taylor, the Head Girl at the Waterleat Road site. I first joined the academy at the start of Year 7 at Waterleat Road. I came straight from my primary school, Oldway. I have thoroughly enjoyed my time at Paignton Academy, due to the inclusive activities and immense support from not only the teachers but also from my fellow students. The school's facilities continue to grow. More options have become available to students including leadership roles, which throughout the years I have strived to achieve which has led me to my position now.

At Paignton Academy there is something for everyone, from revision clubs to sports clubs and my personal favourite the creative clubs. The care and support given is tremendous, from the student support to the career advisors, which has really helped me throughout my time here. I have been awarded lots of awards from many aspects of the school. My biggest achievement came from my time in Year 7 for a 'Community Spirit' award where I created, promoted and took part in a charity event that raised over £100. This amongst other things is what made me want to strive for leadership roles and all of the teachers' support really helped me.

I wish you good luck with your application, and hope you bring as much joy and spirit into the school as our other teachers.



About Paignton Academy

Believe and Achieve



The Academy prides itself on being an integral part of the community it serves; importantly, all pupils are welcome at Paignton Academy and the Academy recently reorganised itself to ensure all children in Torbay were able to secure a school place.

As the largest school in Torbay and the only secondary school in Paignton, there are very strong links within the local and wider community. The outstanding sporting facilities provide a central hub of community sport for the entirety of Torbay. As a host site for adult, junior and disability sports such as football and netball, on a weekly basis over 2000 members of the community take part in regular physical activity at the Academy.

The school leads a primary sports partnership of 8 primary schools and holds the School Games organiser role for Torbay which benefits pupils across the area. Previously, we have hosted the Devon School Games and the South West Youth Games. Throughout recent months strong links have been built with local food charities including the foodbank; Academy staff have organised and delivered over 1400 meals and 500 food parcels throughout lockdown to targeted families. Paignton Parish Church is a key partner, there is a long-standing link with Paignton Zoo and an Interact club has been built with the regular input of the district Rotary officers; this showcases a wealth of cohesion between the Academy and local organisations.

The Academy is also proud to provide a vast range of extra-curricular opportunities which support pupils' personal development. Academy pupils can gain the Duke of Edinburgh Award, undertake Bikeability cycle training, join the Academy Council or the Junior Rotary Club. Participation in extra-curricular clubs is excellent and 96% of parents report that their child takes part in clubs and activities at the school.

Ethos and Values

1. Excellence, from all, for all
2. Character
3. Outstanding relationships
4. Love of learning
5. Ambition
6. Community
7. Pride





The Science Department at Paignton Academy

The Science department at Paignton Academy consists of twelve full time staff, four part time staff and is supported by 4 experienced technicians. The department is led by Kirsty Hughes, Director of Science and assisted by Lucy Edmonds, assistant Director of Science; with leaders based on each site. The team is a mixture of early career teachers and experienced teachers but all are ambitious, enthusiastic and striving for improvement. Over the last two years the Science department has seen significant investment in facilities and has 3 state of the art brand new and high specification laboratories.

By the end of Key Stage 3, pupils will have developed a deeper understanding of a range of scientific ideas in the subject disciplines of Biology, Chemistry and Physics. Pupils will begin to see connections between the disciplines and begin to form an extensive knowledge of the foundation that underpins each of them. Examples of these ideas include, but are not limited to, ideas of living organisms, the particle model of matter, the periodic table which is the basis of all chemical reactions and the resources and means of energy transfers as key determinants of all interactions. Pupils will understand that Science is about working objectively, investigating ideas and modifying questions based on results. They should gain the skills to work scientifically, to choose appropriate results and measurements to answer their questions and to develop a deeper understanding of factors to be considered. This leads them to evaluating their results and identifying further questions arising from them. Pupils will also gain a broad knowledge of key literacy and key vocabulary, how Science relates to the wider world through careers, after school clubs and outside shows. Each year, skills will be built upon naturally as Science offers a spiral curriculum where skills and knowledge are revisited e.g. Year 7 are taught different types of cells, this is built upon in Year 8 by looking at specialised cells and how they work in the body.

At Key Stage 4 pupils study OCR 21st Century Combined Science and by the end of Year 11 pupils will have built on skills and knowledge to understand connections between the disciplines; Biology, Chemistry and Physics. Pupils will have gained the foundation to understand the natural world and for some will provide an opening to study the disciplines at more advanced levels. Pupils will understand how Science is changing our lives and how it is vital to the world's future. All pupils will be taught the essential aspects of knowledge, methods, processes and uses of Science. They will gain an understanding of how diverse and complex the phenomena of Science are in the natural world. They will be able to contextualise these phenomena in theory and practice through scientific enquiry which will be built upon from KS3. Literacy skills and key vocabulary will be built on from KS3 and embedded throughout the curriculum via starters and assessments. Skills and knowledge gained at Key Stage 3 will be the gateway for cementing skills needed at Key Stage 4, e.g. the periodic table will be covered in Year 8 but built upon in Year 9 and 11 in terms of a deeper understanding of how elements behave.

In 2017, Paignton Academy was awarded a regional STEM Enthuse Award for our work with STEM on driving standards across staff CPD and extra-curricular clubs. The funding received allowed staff to enthuse pupils into extra-curricular Science which then had a bearing on their progress, this has been an important initiative to drive standards. The staff at Paignton Academy have continued to display these standards on a daily basis in the classroom and to develop and implement initiatives that will drive pupils progress and enthusiasm for science.



Working at Paignton Academy

At Paignton Academy, we are committed to ensuring that all staff, teaching and non-teaching, are fully supported. We care for our colleagues and want to see everyone within our school community grow and flourish within their roles. By joining Paignton Academy, you will receive a dedicated induction programme and through our Trust and our “2-22” vision, gain opportunities to grow and develop.

Role: Director

- **Subject: Science**
- **Time at the Academy: 10 years**

I have worked at Paignton Academy for 10 years. Starting off as a cover supervisor fresh out of university, I very quickly started to pick up some Science lessons and really enjoyed it. I made the move over into Science full time and never looked back. I have worked my way up from a teacher of Science to now being a Director of Science. I really enjoy working at Paignton Academy. I enjoy the challenge that is presented by the demographic, the pupils are inquisitive and keen to learn. I enjoy watching pupils grow both academically and personally and the moment when they understand a concept is amazing.

Role: Pastoral Manager

- **Time at the Academy: 8 years**

I first joined the Academy as a Teaching Assistant back in 2014. The position was advertised as a post working in the Personalised Learning Department, a new department which gave some of Paignton Academy's most challenging students the ability to finish their education and reduce Fixed Term Suspensions. The project was based offsite for the first couple of years, then we returned to Borough Road Site which enabled us to work with more and more students

I was lucky enough to be given the chance to work with all abilities covering a wide range of subjects such as English to Construction. I attended Paignton Academy as a teenager and was delighted when my children opted to do the same. My children were given a fantastic opportunity to achieve their full potential and I wanted to work with others to help them achieve and work towards their dreams. I have had the opportunity to develop my own skills through the academy, who have witnessed me grow and encourage me to progress forward in my own development, enabling me to apply and become a Pastoral Manager, a post I always wanted to achieve. The Academy is a great asset to Torbay. It is not just the teaching staff that make a student achieve their potential but the whole team. Each member of the Academy staff contributes in some way in creating a well-rounded individual who are given the tools to thrive and achieve, for this I am a proud member of the Paignton Academy Team.



Working at Paignton Academy

Role: Assistant Principal

- **Physical Education & Maths**
- **Time at the Academy: 16 years**

The Academy has a rich history of Sports College status and phenomenal PE facilities which was a huge attraction for me. I also felt that the values and morals of the school were ones which I aligned well with and I was encouraged to apply by current staff. It is also fantastic living locally and taking advantage of all Torbay has to offer, the coast line and in particular the sea.

I am surrounded by enthusiastic and dedicated colleagues. I genuinely feel we are a strong team who work together and make a difference to students' lives on a daily basis. The students are vibrant, caring and engaging, they are very polite and appreciative of all the opportunities we offer. We are the largest school in Torbay and the only secondary school in Paignton. All staff have access to a fantastic supportive CPD programme and many opportunities for progression, I have been promoted on four occasions and been funded to complete the NPQML, NPQSL and NPQH alongside a whole raft of other courses and I know I am nurtured and looked after as a colleague and employee.

Role: Teacher & ITE Coordinator

- **Subject: English**
- **Time at the Academy: 5 years**

Having arrived at Paignton Academy for the first placement of my teacher training, it became very apparent to me early on that the school was a place that would be hard to leave. There is an energy and feeling around both the corridors and classrooms at Paignton Academy that is somewhat infectious. Having been invited to return at the end of my training year, whilst still on placement, it was a very easy decision to make and it was an offer I could not turn down.

Our children are charismatic, kind, enthusiastic and incredibly loyal, once you have established a foundation of trust. When our children feel seen, heard and valued, there is very little that they won't strive for on their quest to repay you. It is only fair to share an anecdote as testimony of this... I once told a Year 10 class that I was upset due to the loss of our family dog and the impact it had on my mum. The somewhat 'lively' class respected this and were perfect. I thought nothing more of it. However, the next day the class arrived with a bunch of flowers that they had put their own money towards to give not to me but to my mum. And so, if I could only choose one moment that captures the essence of our students, it would be this!



Working at Paignton Academy

Since arriving at Paignton Academy, the Senior Leadership Team has been very encouraging and supportive of my professional development. As an NQT, there was a CPD programme that allowed for considered development very early on. During this time and despite thinking as an NQT I might be rather low down on the considerations of SLT, I always felt enabled to sit and talk openly with the leadership team to explore my evolution as a practitioner. This has continued over the course of my five years at Paignton and I am fortunate to consider the Deputy Principal a key mentor as well as feeling very much 'seen' by our new head, Derwyn Williams. Through constructive conversations, I have been navigated towards a role that plays to my strengths overseeing Initial Teacher Education at the school. Alongside this has been the opportunity to complete my NPQ in teacher development. I am very clear on where my flightpath lies

Role: Teacher

- **Subject: Geography**
- **Time at the Academy: 7 years**

I was encouraged to apply to Paignton Academy when I was taking a career break due to having young children. I was unsure whether I wanted to return to teaching at the time but I live locally and from my interview I loved the school from the get go! I have never regretted applying for a job here and I am so pleased I've had the opportunity to work with our students.

The students are the best part of working at Paignton Academy. I laugh on a daily basis and they make me smile every lesson. I enjoy watching them develop and they thrive on a consistent, empathetic approach. Also teaching Geography whilst being located in such a great coastal location is a Geographers dream!

The staff at Paignton Academy also make it a great place to work, I have always been supported personally when needed with a caring and professional manner. I know where I can go if I need help and there are many professional development opportunities.



Working at Paignton Academy

Role: Teacher

- **Subject: Languages**
- **Time at the Academy: 6 years**

The quality of my department and their results in the years running up to my application were very attractive. The prospect of teaching languages in such an experienced and energetic department was too exciting to overlook! I also wanted to find a school which had a rich extra-curricular programme on offer for the pupils and Paignton Academy boasts a vast range of clubs and groups which the pupils can take part in. Finally, Torbay is a beautiful area with a fantastic coastline and the appeal of moving somewhere with such nice beaches and coastal paths was a significant bonus for me!

The pupils always bring a smile or laugh daily. It would be misleading to say that working with children didn't have its occasional challenges, but the friendly, vibrant and genuine nature of our pupils is the most energising aspect of life at the Academy. When you combine that with the wide range of musical and sporting facilities, in addition to the large outdoor spaces available, it is fair to say that Paignton Academy has an energetic atmosphere.

There is such a sense of community amongst the staff and, in my opinion, that is an invaluable element of life here at the Academy. Education is an extremely rewarding sector to work in, but it also bears many challenges. The togetherness and support of the SLT, the Curriculum Team Leaders, teaching colleagues and Learning Support Assistants have made the Academy a unique workplace in terms of practical and emotional support.

Role: Curriculum Team Leader

- **Subject: Computer Science**
- **Time at the Academy: 12 years**

From speaking to friends who were working and still work here, I was blown away by the positivity they had for the Academy. It was clear to see from my first visit that the staff were dedicated to giving students the best opportunities they could, including the vast range of subjects and extra-curricular clubs. As a newly qualified teacher this was exactly the environment I wanted to work in, where students came first.

The best part of my job is the outstanding relationships you can build with our students and staff. The diverse range of students makes lessons exciting and dynamic and these young learners bring a real zest for learning that created exciting and vibrant lessons.



Working at Paignton Academy

There is a clear togetherness at the Academy, where there is a real sense of team spirit and staff all motivated to creating a fantastic learning environment for our students to achieve success. There is real opportunity for progression and a sense that staff are rewarded for their efforts. Personally, I have moved from a cover supervisor to a middle manager within our Academy, and there are numerous examples of this, where dedicated staff have the opportunity for career development and progression, and having input and impact on improving the lives of our learners.

Role: Curriculum Team Leader

- **Subject: Science**
- **Time at the Academy: 6 years**

During my teacher training I attended the academy as my first placement school. I knew instantly that I wanted to work here. I had the opportunity to work with the Science teams on both sites and felt like a member of the team very quickly. This has continued throughout my career here and I couldn't imagine working anywhere else.

The students have a genuine appreciation of the staff that work with them on a daily basis. Each day is never the same and I work with a brilliant, supportive and hardworking team of people.

From that very first day of my teacher training it was clear to see the CPD support available to staff and the encouragement from leaders to progress in your career. In my time here, I have attended many courses and been provided with many opportunities to progress in my career.

Role: Director

- **Subject: English**
- **Time at the Academy: 1 year**

I wanted to be part of the largest school in Torbay! I live locally and have been lucky enough to see and hear about the amazing facilities at Paignton. I am surrounded by teachers who know their craft and genuinely want the best for the pupils in our school. Pupils appreciate the work you put in to support them. The Academy is committed to improving the quality of education for pupils and supporting teachers. There are many opportunities for personal development and improving your own teaching; the coaching programme and the offer of NPQs have already shown that the Academy want everyone to be the best they can be.



Working at Paignton Academy

Role: Learning Support Assistant

- **Subject: Supporting students across all subjects from Years 7-11**
- **Time at the Academy: 2 Years**

The Academy's ethos of Believe and Achieve fitted with what I stand for and its values and shared goal of love for learning aligned with the person I have become. I was attracted by the facilities and how smart the students were. I also felt like I could improve my skillset and capability through the support and opportunities for professional development.

I am so grateful to be surrounded by such inspiring and dedicated colleagues as we come together with the shared goal to make every student reach their full potential, to be the best they can be, and to make them believe in a future they can be proud of. I'm thankful to be surrounded by such wonderful amazing unique students who inspire me to be better and make every day a wonderful day to grow as a person.

Supporting our kind, polite and amazing students to reach their dreams and aspirations makes Paignton Academy a great place to work, I am honoured to be in a position where I can impact their lives on a daily basis. Since I started, all the staff have made me feel welcome as well as giving me the opportunities to give the best support to every student to make them resilient and lifelong learners.



Living and working in the South West

Paignton (population: 49,021) is one of three towns within Torbay, a unitary authority. The other two towns are Torquay (population: 51,573) and Brixham (population: 16,823). Situated on the English Riviera, it offers 22 miles of stunning coastline which is an UNESCO designated Global Geopark.



To the north of Torbay is Dartmoor National Park. Along the coast is South Devon and the South Hams - an area of outstanding natural beauty. The popular towns of Dartmouth, Totnes and Kingsbridge are a short drive from Paignton.

Transport links into Torbay are good with train services into Paignton and Torquay. Road infrastructure has been recently improved with the thriving city of Exeter now 30 mins journey by car. The ocean city of Plymouth is 45 minutes by car.

As befitting a major tourist destination, there are ample opportunities for dining with many award-winning restaurants. Given the dramatic coastline and the close proximity of Dartmoor National Park, there are many opportunities for outdoor, active pursuits be they along the coast or in the countryside.

Torbay, and particularly Paignton, is also undergoing significant improvement and investment. In 2021, the government gave the go-ahead for over £13m funding to improve the town centre which would see the redevelopment of the Crossways shopping centre, new flood defences, restoration of Paignton Picture House, upgrade of Station Square and a residential development which would create 400 new homes.



Approximate travel times (by car)	
Exeter:	30 minutes
Plymouth	45 minutes
Totnes	20 minutes
Teignmouth	20 minutes
Newton Abbot	20 minutes
Kingsbridge	40 minutes



Job Description

Job Title:	Teacher of Science
Accountable to:	The Principal via Head of Faculty/Head of Department/Head of House
Job Purpose:	To teach across the age and ability range KS3/KS4
Pay Scale:	Main/Upper Pay Spine

Conditions of employment

Details of the general terms and conditions applying to this post are outlined in the Statement of Particulars provided to you on appointment to this post. You may wish to have particular reference to the Scheme of Conditions of Service of the School Teachers' Pay & Conditions Document. The post holder should familiarise themselves with the Academy's policies which can be found on the Academy's website.

STANDARDS

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; force positive professional relationships and work with parents in the best interests of their pupils.

1. SET HIGH EXPECTATIONS WHICH INSPIRE, MOTIVATE AND CHALLENGE PUPILS

- 1.1 Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- 1.2 Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- 1.3 Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2. PROMOTE GOOD PROGRESS AND OUTCOMES BY PUPILS

- 2.1 Be accountable for pupils' attainment, progress and outcomes
- 2.2 Plan teaching to build on pupils' capabilities and prior knowledge
- 2.3 Guide pupils to reflect on the progress they have made and their emerging needs
- 2.4 Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- 2.5 Encourage pupils to take a responsible and conscientious attitude to their own work and study.

3. DEMONSTRATE GOOD SUBJECT AND CURRICULUM KNOWLEDGE

- 3.1 Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.

- 3.2 Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
- 3.3 Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- 3.4 If teaching early reading, demonstrate a clear understanding of systematic, synthetic phonics.
- 3.5 If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4. PLAN AND TEACH WELL STRUCTURED LESSONS

- 4.1 Impart knowledge and develop understanding through effective use of lesson time.
- 4.2 Promote a love of learning and children's intellectual curiosity.
- 4.3 Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- 4.4 Reflect systematically on the effectiveness of lessons and approaches to teaching.
- 4.5 Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. ADAPT TEACHING TO RESPOND TO THE STRENGTHS AND NEEDS OF ALL PUPILS

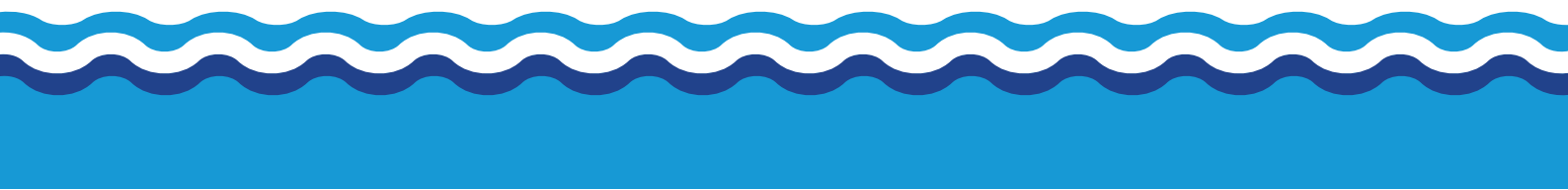
- 5.1 Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- 5.2 Have a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these
- 5.3 Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.
- 5.4 Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. MAKE ACCURATE AND PRODUCTIVE USE OF ASSESSMENT

- 6.1 Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- 6.2 Make use of formative and summative assessment to secure pupils' progress.
- 6.3 Use relevant data to monitor progress, set targets and plan subsequent lessons.
- 6.4 Give pupils regular feedback both orally and through accurate marking and encourage pupils to respond to the feedback.

7. MANAGE BEHAVIOUR EFFECTIVELY TO ENSURE A GOOD AND SAFE LEARNING ENVIRONMENT

- 7.1 Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour in classrooms and around the school, in accordance with the school's behaviour policy.
- 7.2 Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise sanctions and rewards consistently and fairly.
- 7.3 Manage classes effectively using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- 7.4 Maintain good relationships with pupils exercise appropriate authority and act decisively when necessary.



8. FULFIL WIDER PROFESSIONAL RESPONSIBILITIES

- 8.1 Make a positive contribution to the wider life and ethos of the school.
- 8.2 Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- 8.3 Deploy support staff effectively.
- 8.4 Take responsibility for improving teaching through appropriate professional development responding to advice and feedback from colleagues.
- 8.5 Communicate effectively with parents with regard to pupils' achievements and well-being.

9. PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- 9.1 Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by:
 - Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
 - Having regard for the need to safeguard pupils' well-being in accordance with statutory provisions.
 - Showing tolerance of, and respect for, the rights of others.
 - Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
 - Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- 9.2 Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.
- 9.3 Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.





Person specification

DESIRABLE		
ESSENTIAL		
QTS with Teacher Number – for ECTs confirmation from PGCE provider	✓	
Knowledge and experience of the current National Curriculum	✓	
Good knowledge and experience of the State Education System	✓	
Well organised, good time manager able to meet deadlines	✓	
A relevant Degree		✓
Application form and accompanying information completed to a high standard	✓	
Evidence of experience including teaching practice in a similar school	✓	
Effective teacher with the potential to deliver high quality lessons which support good outcomes	✓	
Ability to teach Science across the Key Stages		✓
Ability to contribute to the aims of the Academy	✓	
ICT capability	✓	
Ability to be part of a team. High level of interpersonal skills, ability to relate well to pupils, colleagues and parents	✓	
Good role model for pupils.	✓	
Integrity, enthusiasm, sense of humour, ability to manage stress effectively. High energy levels.	✓	
Good written and spoken English	✓	
A liking of young people with a passionate desire to see them reach their full potential	✓	
Experience of delivering extra-curricular activities		✓
Two references which confirm satisfactory standard of work, relationships with pupils and relationships with staff and parents	✓	
Commitment to safeguarding young people, appropriate Disclosure and Barring Service Enhanced Disclosure	✓	

We are committed to a safer recruitment. Applications will only be accepted using the application form. These can be found on the BET website. Please note that CVs will not be accepted.

Application forms can be found on the BET website at: <https://www.bayeducationtrust.org/job-vacancies/>

The deadline for applications is Friday 10th June at 12 noon.



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Part of the Bay Education Trust
www.bayeducationtrust.org

