



Drapers' Multi-Academy  
Trust



Drapers' Academy

# Teacher of Science



**Application Pack**

**[www.drapersacademy.com](http://www.drapersacademy.com)**

01708 371 331 • Drapers' Academy, Settle Road, Harold Hill, Romford RM3 9XR



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# Welcome

Dear Applicant

Thank you for taking the time to enquire about the **Teacher of Science** position. This is an exciting opportunity to join the **Science Faculty** in our aspirational school and to make a real difference to the lives of the young people of the Harold Hill community.

I am, and I expect my staff to be, committed to each and every pupil and student in our school. I want the very best outcomes for them and in order to achieve this I need to employ the best staff. I take over as Principal at Drapers' Academy this September, having been the Vice Principal for the past three years. I have high ambitions for our Academy. We are a great school with the vision to be outstanding and excellent in the eyes of our families.

Having researched the school you will know that our school is located within a deprived area. Our challenge is not to allow this to be a barrier to success. We strive to ensure that all of our pupils and students, regardless of starting points, make at least expected progress, with targets to go beyond national expectations. A drive on literacy at Key Stage 3 is already having impact. Due to the pandemic, the challenges may have increased, but our determination for all to succeed is unwavering.

Our Vice Principals lead on teaching within the Academy so that learning and progress is maximised through a bespoke pedagogy. We are a Good school and to become Outstanding we must continue to innovate within and beyond the classroom.

To be successful, we believe that children need to have self-confidence and respect for others. The foundation for this is a sense of discipline and an understanding of the rules that govern our relations with other people. We make no apology that the Academy has high expectations regarding behaviour and standards.

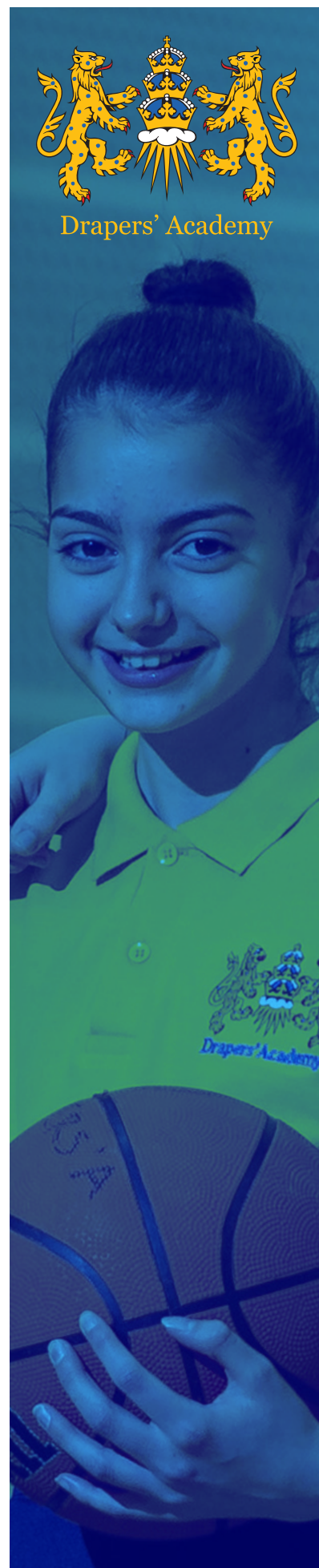
I hope you like what you read about the Academy and that it offers you something you feel you can make a significant contribution to. I encourage you to visit us as I'm sure that once you see what is on offer, you'll be keen to become a member of our close-knit community.

If you have the drive and determination, are not afraid of a challenge and are passionate about securing the best education for young people, I look forward to reading your letter of application and finding out more about you.

Good luck and best wishes



**Gillian Dineen**  
*Principal Designate*



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# About Us

Drapers' Academy opened in 2010 and since then we have made great strides in achieving our vision of becoming a successful, all-ability school. In 2012 we were honoured when Her Majesty The Queen officially opened our award winning facilities. Since 2014 we have been oversubscribed for Year 7 places, five years ago we increased our planned admission number from 180 to 210 places.

We have an amazing building situated within large grounds. Pupils and students treat the building with respect and are proud of their school. Our Sixth Form has grown and we are almost at our capacity of 200 students.

We have worked hard to serve our families and become an integral part of our local community. We have proven that we provide every one of our pupils and students with the best possible education available and that local children do not have to leave Harold Hill to receive an excellent education. Our aim is to ensure we provide the best possible foundation for every child to succeed.

We are committed to attaining the best possible GCSE and A level results for our pupils and students. However, our success is not exclusively academic. Our specific enrichment programmes ensure our pupils and students leave the Academy as confident young adults able to use their education and skills in their chosen career path. Last year we were delighted when 80% of our Year 13 students achieved a place at their chosen university.

In March 2020, Ofsted judged us as Good in all areas and acknowledged us as a rapidly improving school. It is vital that we continue to move forward and this role will be an important part of our future success.

Staff development is very important to us and we have a range of professional development opportunities including NPQML and NPQSL programmes for our staff. We hold weekly teaching and learning briefings for all teaching staff and this is supplemented by an extensive in-house CPD offer. We care about staff wellbeing and have a forever adapting programme of support for all. Recent examples include yoga classes, a modern fitness suite and a variety of workshops.

We are proud to be at the heart of the Harold Hill community, committed to educating confident, articulate and successful young people.

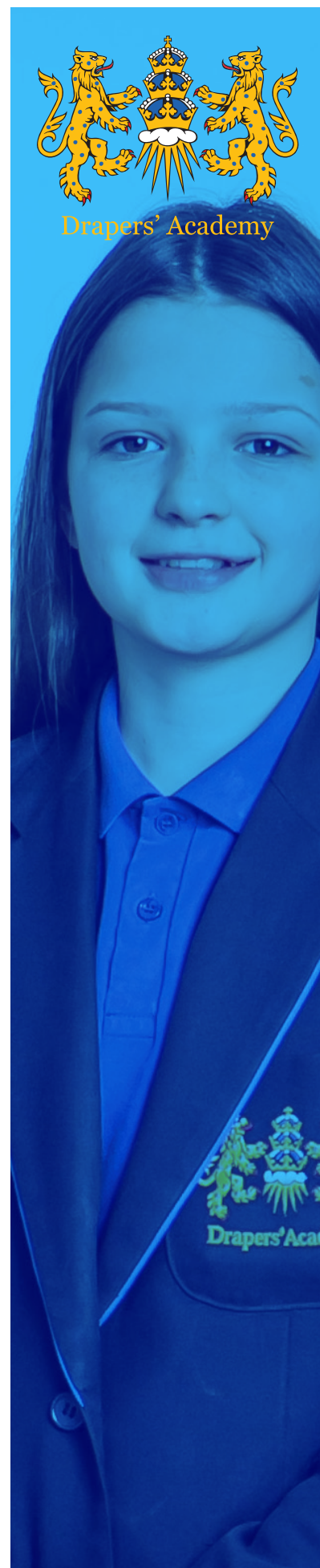


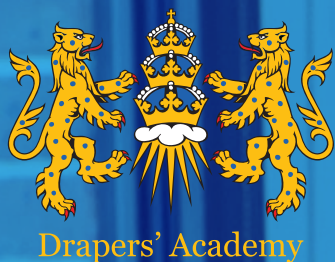
“Pupils are polite, respectful and accepting of others. They are courteous to their peers and towards adults, including visitors.”

OFSTED INSPECTION, MARCH 2020

“The principal leads with integrity. Staff feel valued and well supported by leaders. They say they are proud to work at the school.”

OFSTED INSPECTION, MARCH 2020





# Drapers' Academy Key Information

## Pupils On Roll

**1,226** Year 7 - 11: 1,040  
Sixth Form: 186

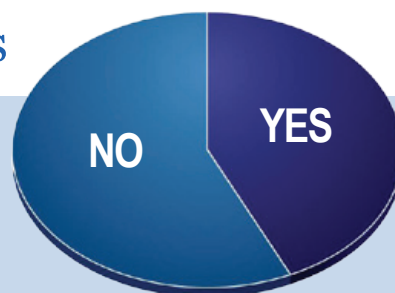
## Ofsted Rating



Drapers' Academy was assessed as a Good Provider by Ofsted in March 2020. Please visit our website to view the full inspection report.

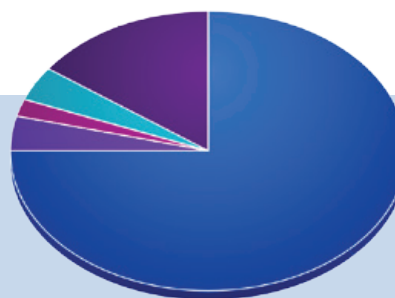
## Pupil Premium Pupils

**43%**



## First Languages

English: 75% Lithuanian: 4%  
Romanian: 4% Polish: 2%  
Other Languages: 15%



## SEND

**12% SEND** EHCP: 3%  
SEND Support: 9%



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# Teacher of Science

## Faculty Introduction: Science

The Science Faculty at Drapers' Academy is positioned at the heart of the school and comprises a strong collaborative team of 13 teaching staff and 2 technicians. Our rooms are situated across two floors with a large balconied central area between the floors which is often used for Science Week activities and lesson practicals. Attached to our Faculty we have a large area known as the Biome which is where our resident tortoise is housed along with a large open-view fish tank and a custom-built raised planter used to support plant-based studies.

The faculty has a strong history of offering bespoke training to students who join us from various teacher-training pathways and all staff are provided with many opportunities for CPD via both internal and external INSET sessions. An important aim of the Faculty is to ensure pupils are offered an exciting and enriched experience of science in school. To help achieve this we have a dedicated programme of STEM activities offered to all year groups. We organise a range of trips throughout the year including Centre of the Cell, Colchester Zoo, CERN and the Flatford Mill Field Study Centre. We also have a weekly Science Club and each year during Science Week all KS3 lessons are dedicated to a project culminating in a pupil competition at the end of the week.

In order to provide the strongest start to our pupils' secondary science education we use the AQA Activate SOW at KS3 which helps to build and develop the key skills required by pupils at GCSE via the many fun and engaging practicals embedded within the SOW.

The Science Faculty is made up of a friendly, supportive and hard-working team and we welcome colleagues who bring with them dedication, professionalism and the willingness to go above and beyond for our pupils and students.

## Application Process

**Post Start Date:** • **September 2023**

*Candidates are encouraged to visit the school. However, it is understood that this may not be possible.*

**Closing Date For Applications:** • 07/06/2023 at 9.00am

If you would like to apply for this post please complete your application online at TESjobs.

If you have any questions please contact Sue Lucey (Principal's PA) by email [slucey@drapersacademy.com](mailto:slucey@drapersacademy.com) or telephone 01708 371331. References may be contacted as part of the initial shortlisting process.

Applicants are requested to read the information carefully, especially the job description and person specification (found on the following pages). Please ensure your application satisfies the criteria in the person specification and you display evidence of this in your formal letter of application.

**You must complete the reference section with TWO referees.**

Please note that the first referee should normally be your present or most recent Headteacher or equivalent person. If you are not currently working with children, please provide a referee from your most recent employment involving children.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is "time expired" and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.

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# Job Description

|                      |                    |
|----------------------|--------------------|
| <b>Job Title</b>     | Teacher of Science |
| <b>Reports to</b>    | Head of Faculty    |
| <b>Location</b>      | Drapers' Academy   |
| <b>Hours</b>         | Full Time 52 weeks |
| <b>Contract Type</b> | Permanent          |
| <b>Salary Point</b>  | MPS/UPS            |

## Key Responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard, thereby ensuring meaningful learning takes place and pupils make rapid and sustained progress
- To develop one's own teaching practice to a level of advanced proficiency through the school Instructional Coaching model
- To fully implement all academy routines and techniques for creating a culture of high expectations within and outside of the classroom
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- To contribute to the enrichment and extra-curricular programmes
- To provide daily pastoral tutoring to a cohort of pupils
- To contribute to the effective daily working of the academy.

## Teaching and Learning

- With direction from the Head of Faculty and within the context of the academy's curriculum and schemes of work, to plan and prepare effective teaching schemes and lessons
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Plan and teach well-structured, differentiated lessons that are aligned to the agreed curriculum and cultivate every pupil's intellectual curiosity
- To assess pupils progress and use the academy's whole school assessment model DPR effectively, updating judgements regularly and thereby monitoring pupil progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils in line with the school monitoring and evaluation framework.
- To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress
- To identify underperforming pupils and groups of pupils. Implement effective and timely learning interventions in respect of underperforming pupils.
- To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications

- To direct and supervise support staff assigned to lessons
- To implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- To participate in preparing pupils for external examinations
- To fully participate in the Academy's quality assurance (QA) and performance management processes
- To promote the spiritual, moral, social and cultural development of all pupils

### Academy Culture

- To support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- To help create a strong academy community including the academy House system, characterised by consistent, orderly behaviour and caring, respectful relationships
- To help develop a school/Faculty culture and ethos that is utterly committed to achievement, good discipline and respect
- To be alert and active on issues relating to pupil welfare, safeguarding and child protection
- To support with break duties as part of pastoral responsibilities
- To support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

The above duties are neither exclusive nor exhaustive and the post holder may be required to carry out such other appropriate duties as may be required by the Principal within the grading level of the post, the competence of the post holder and the context of the duties of the post holder.

This job description is subject to annual review.







# Drapers' Multi-Academy Trust & Our Sponsors

Founded in 2014, Drapers' Multi-Academy Trust aims to be at the heart of the local community it serves. We aim to deliver to local families an excellent education and create new opportunities for our pupils.

As a Multi-Academy Trust we strive for our schools to be among the most successful all-ability schools in their area. We will achieve this through traditional values and laying the foundations for outstanding education to be taught.

**Our sponsors are highly experienced and passionate about education.**



[www.thedrapers.co.uk](http://www.thedrapers.co.uk)

The Drapers' Company have been involved in education for over 500 years. They support a range of extra-curricular activities and link the Academy to a wider community across London. A mentoring programme allows pupils to have greater access to employment opportunities and provides informal coaching and support.



[www.qmul.co.uk](http://www.qmul.co.uk)

Queen Mary, University of London, is one of the country's leading higher education institutions and is a member of the Russell Group of top universities. The university provides support and expertise to both staff and pupils, particularly in the Academy's specialist areas of science and maths. Student ambassadors from the university regularly visit the Academy providing support to pupils and an insight into higher education. There are regular visits to their main campus based on the Mile End Road for pupils to experience life at university. As a co-sponsor, Queen Mary, University of London guarantees a place to all Academy Sixth Form students who achieve the required entry grades.



**“Trustees and governors know the school well.”**

OFSTED INSPECTION, MARCH 2020



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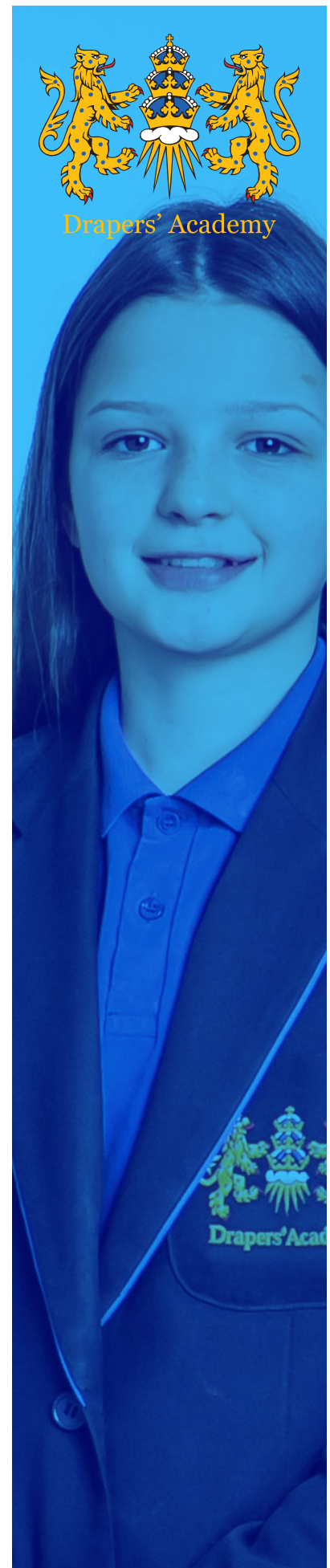
# Benefits of Working With Us

We know our staff are key to our success. Whether you are a newly qualified teacher, a returnee to the workplace, support staff or an aspiring school leader, the Drapers' Multi-Academy Trust can support and develop your career.

We believe in creating collaborative working environments where our staff can reach their full potential. Our schools are at the heart of our local community and work together to ensure staff feel valued, supported and are able to maintain a healthy work-life balance.

## **If you join our Trust then you will have access to the following:**

- All staff receive an iPad
- A clear vision to deliver high standards of education and serve our community
- State-of-the-art campus surrounded by acres of countryside
- Committed, generous sponsors: The Drapers' Company and Queen Mary University of London
- Fully subscribed through the school
- Staff events at Drapers' Hall
- Class size averaging 25
- Opportunities to teach across KS3, 4 and 5
- Free access to the Employee Assistance Programme provided by the Education Support Network, offering support, information and advice
- Centralised detention model
- Committed and supportive Senior Leadership Team
- Proactive staff led Wellbeing Team
- Our own 6th Form area dedicated to A Level teaching
- Membership of the Havering Teacher Training Partnership and the Ambition Institute to support
- ECT induction, teacher training and CPD of staff at all levels
- An employer who invests in the development of staff with a commitment to ongoing professional development
- Close proximity to the M25 (Junction 28, Brentwood) and the A12 for ease of access from London, Kent, Essex or Hertfordshire and ample secure on-site parking
- Short bus journey from Harold Wood (Cross Rail) train station
- Secure free parking
- Free onsite gym
- Cycle to work scheme
- HES Rewards (discounts to various high street shops and online stores)
- Eye care scheme
- Staff well-being activities







## Drapers' Academy

### Total Capacity

1,250 Children

### Building Floor Size

10,000 sq metres  
(2½ acres)

### Year 7 - 11

1040 Pupils

### Sixth Form

200 Students

### Grounds

23 Acres

### Sports Pitches

3 Grass Pitches  
All weather Astroturf  
Netball and Hard Courts

### Indoor Climbing Wall

### Exercise Suite and Gymnasium

### Theatre and Dance Studio

### Year 7 Dedicated Area

### Exclusive Sixth Form Area

## Drapers' Academy

Settle Road, Harold Hill

Romford RM3 9XR

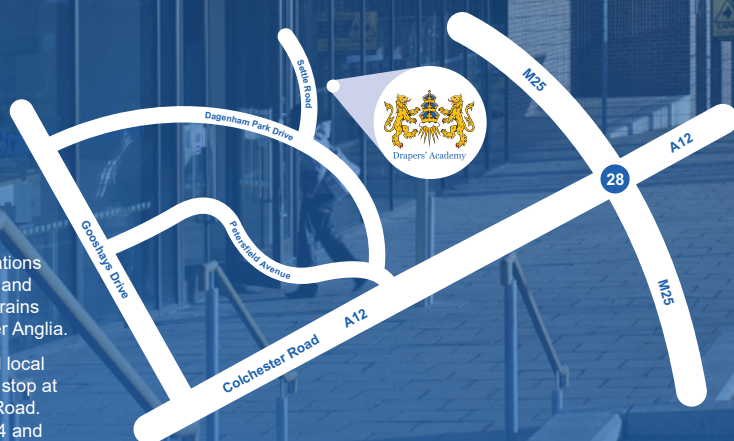
T: 01708 371331

E: [admin@drapersacademy.com](mailto:admin@drapersacademy.com)

[www.drapersacademy.com](http://www.drapersacademy.com)

## Chair of Governors

Mrs Felicity Conway



### Transport

The local train stations are Harold Wood and Romford. These trains are run by Greater Anglia.

There are several local bus routes with a stop at the top of Settle Road. These are the 174 and the 496.