



Haberdashers'
**Crayford
Academy**

2021-22
Teacher of Science
(Physic or Chemistry Specialism)
Candidate Briefing Pack

Haberdashers' Crayford Academy



www.habscrayford.org.uk

Welcome from our Executive Principal

Dear Candidate,

Thank you for your interest in Haberdashers' Crayford Academy.

Haberdashers' Academies Trust South is a Multi-Academy Trust of nine schools, (four secondary and five primary). These are currently organised as four 'clusters', Crayford Academy is part of the Bexley cluster which provides schooling for children aged 3-18 with over 1600 children in three schools: Crayford Academy (secondary), Crayford Temple Grove (primary) and Slade Green Temple Grove (primary).

We provide targeted support and a broad education to enable each and every one of our pupils to reach their full potential and to grow into well-rounded members of our community and aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

You will be passionate about Science and be experienced in planning and delivering, engaging and challenging lessons across all key stages.

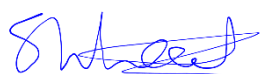
We are looking for someone who is committed to working with colleagues across our Federation and who is committed and ambitious for their own professional development.

Applications are encouraged from Physics or Chemistry specialists.

We are seeking a strong, well-qualified practitioner with a degree and a teaching qualification who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The candidate must be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. You will also bring real energy and dynamism to the role, alongside genuine enthusiasm and passion for your subject.

I hope that this brief information, alongside the recruitment details, encourages you to decide to apply to join us in our exciting current phase of development. Should you have any queries or want to come and visit our school, please do not hesitate to contact us.

Kindest regards



Mr Steve Wheatley
Executive Principal
Haberdashers' Crayford Academy



About Haberdashers' Academies Trust South



We are a multi-academy trust consisting of four secondary schools and five primary schools and have been educating children and young people since 1876.

Our moral imperative at that time was to ensure that every child in our care received the best possible education in order to make the best start in life. That moral imperative remains today, underpinned by our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect.

In a complex world, we need our children and young people to be as well equipped for their future as possible so that they can flourish. We will support them to become compelling individuals so that by the time they leave us they will have experienced a range of opportunities that not only build their mind but also build their character.

We are proud to be a diverse community and take seriously the need to ensure that every child, young person and adult connected with our schools feels included, welcomed and listened to. This is an important part of who we are and our commitment to equality and fairness. This commitment remains at the forefront of our work.

To find out more about Haberdashers' Academies Trust South, please visit: www.habsfed.org.uk

VISION 2026 Every School an Excellent School

It is the Trust's vision for all of our schools to be excellent schools. Our mission is to ensure that every one of our children and young people flourishes at school so that they can be successful in their lives.

Our three main objectives are:

- Excellent outcomes for all children and young people so that they can be successful in their next steps and future lives;
- To be regarded as a great employer, attracting, retaining and developing the best staff;
- To be the Trust of choice and a welcome presence in our communities.

To find out more about our Vision and Strategy, please visit: <https://www.habsfed.org.uk/Our-Vision-and-Strategy>

Our Sponsors

Our sponsors are a huge part of the culture within our schools. The links with our sponsors are a unique and special part of what makes Slade Green Temple Grove what it is today.



The Worshipful Company of Haberdashers

Our main sponsor is the Worshipful Company of Haberdashers, one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

Our Haberdashers' roots go back as far as the 1680s when our founder, Robert Aske, left a sum of money to build a school for 20 underprivileged children. Despite his philanthropic work, Aske's life and work is not without some controversy, particularly his investment in the Royal African Company, a slave trade company, in 1672. Aske's involvement in the slave trade is not in doubt, but having recently carefully considered and widely consulted on these past events and what they mean for us today, we believe his legacy has made such a significant contribution to our schools and the education of young people in our community, however we will no longer use the name 'Aske' in the common name of our Trust and our schools.

Being part of the Haberdashers' community is very important to us as a school. The Haberdashers' come and visit us each year to hear from the children, to see what has been happening in our school and to celebrate our achievements. The Haberdashers' Company supports pupils, past and present, as they progress through their educational and professional journey, which offers our pupils something truly unique.

Find out more: www.haberdashers.co.uk



Temple Grove Schools Trust

Temple Grove Schools Trust is a charitable trust dedicated to raising standards for primary education. The Trust was founded some 50 years ago and springs from one of the country's oldest prep schools, Temple Grove founded in 1810. The Trust seeks to provide all children with a breadth and depth of learning opportunities in order to realise individual aspirations and potential.

Our primary schools are extremely fortunate to have a partnership with the Temple Grove Schools Trust. Schools benefit from bursaries that allow us the opportunity to give our children learning experiences they may not get at other schools; including music lessons, professional coaches and multiple trips.

Find out more: www.templegrove.org.uk

I recently started working for the Trust and have found the staff to be extremely friendly and helpful. I feel it is important to love where you work and feel proud to be part of the organisation and I certainly feel that at Haberdashers'.

It was clear from my first day that the main focus is to ensure a safe, happy and inspiring environment for the children to thrive in. Helping build a better future for our children is so important and I actually look forward to coming in each day and being part of their exciting journey.

Gina Smith, Capital Assets Project Manager
Haberdashers' Academies Trust South



Job Role

Job Title:	Teacher of Science (Physics or Chemistry specialism)
Contract Length:	Permanent
Contract Type:	Full time
Salary:	£29,971 - £45,819 (MPS/UPS),
School :	Haberdashers' Crayford Academy
Location:	Iron Mill Lane, Crayford
Accountable to:	Curriculum Director of Science

About the role

We are determined that our pupils are taught by individuals who are committed to their academic progress and ensure none fall behind. We are looking for an individual who understands that all children are entitled to be successful and one who will be relentless in ensuring all children are independent and motivated learners.

The core purpose of this post is to contribute to the continuing development of the Science curriculum and to the overall development of the department. It is expected that the successful candidate will consistently plan and deliver engaging lessons with impact in the department. The Academy offers Science at Key Stage 3, GCSE and Post 16 Level. We are looking for an innovative and forward thinking scientist who can inspire students and contribute fully to a very active Science team.

Lessons must be well planned, challenging and engaging, teaching must be consistently good or better, and marking and feedback must be of a very high quality, to enable students to make outstanding progress.

We will expect you to teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

We are seeking a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate will be a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the role, a problem solving approach and a positive outlook alongside genuine enthusiasm and passion for Science.

Key responsibilities of the role

- To actively contribute to the teaching of Science across all age and ability ranges
- To work within and contribute to established Federation, School and Departmental frameworks for:
 - Lesson planning, delivery and evaluation
 - student behaviour and care
 - student assessment
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate
- To devise innovative, challenging schemes of work
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To consistently plan and deliver good and outstanding lessons, ensuring that a variety of teaching resources are utilised
- To set, mark and moderate internal examinations and tests as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- To be fully committed to and actively contribute to the department enrichment activities programme
- To provide accurate information for parents as directed by the School and to attend parents' evenings and other presentation meetings as directed
- To contribute to departmental self-evaluation
- To be a reflective practitioner, teaching; constantly refining their practice based on evidence, self-evaluation and professional development, ensuring a consistent and continuous focus on achievement and aspiration.
- To maintain an organised and effective learning environment in the classroom and shared areas.
- To take responsibility for own professional development in discussion with the Curriculum Director for Science.
- To carry out the roles and responsibility of a tutor as directed by the pastoral team

General

- Promote equal opportunities and inclusion, addressing immediately should this fall short in our school
- Promote the ethos.
- Promote the school's commitment to the continued professional development of all staff.
- Work within the school's framework with regards to Health and Safety.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- Report any Safeguarding concerns in accordance with Trust's Safeguarding Policy
- Undertake any duties as may reasonably be required by the Executive Principal or Leadership Team

Knowledge, skills and experience



Education and Training

- Degree
- Teaching Qualification and Training

Experience, Knowledge and Skills

- Experience of teaching science at KS3 and KS4, with specialism in either Chemistry or Physics
- Is able to teach their Science discipline and/or Applied Science to KS5
- Can motivate students at all levels of ability, thus ensuring that all students fully access the Science curriculum
- Evidence of successful involvement in your curriculum area
- Ability to inspire, demonstrate and support the highest of expectations for all
- Ability to motivate and inspire others; both colleagues and students
- Positive student behaviour management skills
- Use of performance management data to track student progress and monitor achievement
- Excellent communication and interpersonal skills
- Strategies for raising achievement

Personal qualities

- Is Passionate about your subject area
- Is an effective communicator
- Leads by example with high professional standards
- Is resilient, energetic and enthusiastic
- Has a student focused commitment

Why Haberdashers?

Joining Haberdashers' Academies Trust South at any point in your career will be a rewarding and fulfilling experience. You will be part of a driven team that spans nine schools and a central services team in South East London and Kent, who are all resolute in their aim to make our schools excellent places to learn and work. We offer an attractive benefits package, plenty of professional development opportunities and a focus on career growth. You will also experience a flexible and supportive work environment with a focus on health and wellbeing, and a culture of openness and respect.

- **Providing talent development opportunities:** Habs Institute, the professional learning arm of the Trust, is committed to the development of all our staff and departments.
- **Haberdashers' Advantage:** our relationship with the Haberdashers Company ensures that working for the Trust is a truly exceptional and unique experience
- **Offering flexible working:** We are able to consider flexible and family-friendly working opportunities.
- **Pensions:** when you join the Trust you will be enrolled onto a Teaching or Local Government pension scheme
- **Supporting your health and wellbeing:** All our employees have free access to a 24-hour confidential counselling service.
- **Perks and discounts through Perkbox:** All our staff have access employee benefits, recognition and wellbeing via the Perkbox platform.
- **Season ticket travel loans & Ride2Work scheme:** Get help with travel through a travel ticket loan or help with buying a bike
- **Computer Loan Scheme & Microsoft Office:** Purchase hardware or software at a discounted rate
- **Discounts:** Enjoy money off with a range of suppliers including Apple and O2
- **Actively promoting equality and diversity:** We are committed to promoting an equal and inclusive community and attracting a diverse range of candidates.
- **Join us on our journey:** over the next five years we will bring our mission to life with our strategic vision of 'every school an excellent school'

To find out more about the benefits of a career at our Trust, please visit:
www.habsfed.org.uk/Benefits

“ I believe in the value of working collaboratively with colleagues and partner schools to bring out the best in staff and students. The Trust consider the development of staff to be integral in its pursuit of excellence and I am supported and encouraged to grow within my role. ”

Kate Atwell, Vice Principal
Haberdashers' Crayford Academy



Recruitment process and additional recruitment information

Closing date: 24th January 2022, 12pm
Interview dates: w/b 31st January 2022
Start date: April or September 2022

Recruitment Process:

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Panel interview on various topics
- Written task or activity
- Classroom visits
- Classroom observation

Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing crayfordhr@haaf.org.uk

Equality and Diversity:

We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference

References: Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK: Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

Data Protection: Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Criminal Convictions: All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.



Haberdashers' Crayford Academy

For an informal discussion about this post,
more information or to arrange a visit,
please contact: crayfordHR@haaf.org.uk

Thank you for your interest in the
Haberdashers' Crayford Academy. We look
forward to receiving your application.