



The Sutton Academy

RECRUITMENT PACK

Academic Year 2024 - 2025



WELCOME FROM THE PRINCIPAL

Thank you for your interest in this post. I hope you find this information pack helpful. If you would like to know more about us before you apply please see our website www.thesuttonacademy.org.uk or alternatively contact vacancies@thesuttonacademy.org.uk

The Sutton Academy opened in September 2010 and is on a successful improvement journey having recently received an excellent 'good' judgement, the first in its history, and securing its best ever results in 2022, 2023 and 2024.

We have a clear vision at the academy for students to achieve in all areas of academy life whilst nurturing their talents and passions. The academy ethos is built around the highest expectations of all and we see it as our duty to ensure that students have the best life chances possible; leaving the academy well prepared to take their place in the world. We strive for the best possible levels of achievement for all our students and are committed to providing the highest standards of teaching and learning. In return we have very clear expectations of student behaviour and commitment to learning.

Our students benefit from a modern learning environment with outstanding facilities. This helps to create a vibrant and positive learning community which is friendly, caring and purposeful.

We are aspirational for our students and see it as our duty to ensure they leave the academy as confident and responsible adults who are empowered to make real choices in their lives.

Paul Willerton



Principal



WHY CHOOSE US?

If you choose to apply to work at The Sutton Academy it is because you are motivated to work within a supportive, collaborative and dynamic team which consistently strives to achieve the best outcomes for our students. We believe in providing opportunities for all - both staff and students. Our expectations are high for everyone within our community, recognising the fact that only through this teamwork can we all achieve our aspirational goals. Staff come to work to teach lessons that equip students with the powerful knowledge needed to succeed in whatever they choose to do. Parents choose our academy because of the expectations we have of ourselves and our willingness to go above and beyond for everyone within our community. We also extend the high expectations that we place upon ourselves as professionals, to our students, whether it be with their progress, uniform or behaviour throughout the academy and community.

If you are looking for a school that will challenge whilst supporting you, then our CPD package will ensure you develop your skills, whether it be in the classroom or as a leader influencing colleagues.



The Culture at The Sutton Academy

At the Sutton Academy, we believe that:

- Staff should be supported through rigorous systems and valuable CPD to complete their role to the best of their ability.
- Better Never Stops!
- All staff, regardless of role or experience are entitled to develop and improve.
- Every student deserves a champion.
- All students, regardless of background, are entitled to an outstanding quality of education.
- A strong evidence base should be used to determine the highest leverage actions to take in order to improve the outcomes for our students.
- Feedback is a gift and is essential in our journey for improvement.
- Every student has the potential to achieve.
- Hard work is a necessary element of success.

At the Sutton Academy, we recognise that staff well-being is essential to student achievement and whole academy performance. We are therefore fully committed to ensuring that staff well-being is central to our core objectives.

We prioritise creating a culture where staff are able to focus on carrying out the requirements of their role. We do this by implementing strong systems for managing student behaviour, which are adhered to consistently by all staff within the academy.

We have implemented a strong CPD offer at the Academy, which ensures all staff feel trusted and invested in. At the core of the offer, lies an instructional coaching model, as evidence suggests instructional coaching is by far the most effective way to support teachers in being their best. In addition, there are an array of internal and external opportunities for staff to develop.

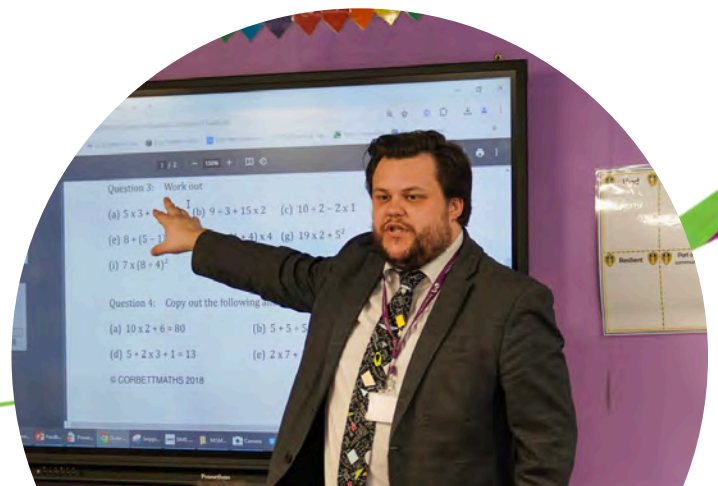
At the Academy we believe 'feedback is a gift' and actively seek out opportunities to gather staff voice. From our regular stakeholder feedback surveys, to annual one-to-one meetings with the Principal, we are always open to hearing staff views about how we can continue to improve.

We recognise that teaching can be a challenging but rewarding profession at times. To support all our staff, we are always looking for ways to drive down unnecessary workload and consider work life balance. In recent years, we have refined our systems for marking, data entry, and reporting to ensure that teachers are spending time on high impact strategies that matter. We have also written an 'Email Etiquette' policy, introduced a Golden Ticket Scheme and Length of Service awards.

Staff Development

Staff continued professional development is a key driver for us at The Sutton Academy. We strongly believe that a highly skilled workforce supports improved student outcomes.

We offer a comprehensive CPD package when staff join our academy underpinned by the EEF and the most up to date evidence base. Our core approach to staff development is based on instructional coaching, we don't believe in judging teaching with formal lesson observations but rather focus on developing staff collaboratively. All staff receive 1-1 bespoke coaching throughout the academic year by a trained teaching and learning coach from within the academy; we believe in zooming in on micro aspects of pedagogy to bring about sustained longer term changes to teaching practice. Alongside our instructional coaching offer staff will receive continuous CPD throughout the year on curriculum planning, subject knowledge enhancement and pedagogy knowledge enhancement. We recognise that staff will have career ambitions and we offer a range of internal bespoke CPD pathways to meet their needs as well as external opportunities such as the National Professional Qualifications or Masters accredited courses.



STAFF WELLBEING



The Sutton Academy officially joined The Challenge Academy Trust on 1 September 2024.

As employees of TCAT we have access to TCAT+ which is an online wellbeing, recognition and rewards platform.



Continuing Professional Development

Join us at Education Connect to access high-quality CPD that is rooted in the latest research, promotes innovation, and fosters a culture of collaboration.



Cycle to Work Scheme

Save 23-39% on a new bike for work. TCAT have teamed up with BHN Extras to offer a Cycle to work salary sacrifice scheme.



Hub Support Model

Strength through interdependence and collective accountability in our working practices. Much of this is achieved via our extensive professional hub network.



Pension

A career within TCAT will provide you with access to the Teachers Pension or Local Government Pension scheme.



TCAT Plus (Health and Wellbeing and Staff Discounts)

TCAT Plus is an online hub for all staff that offers wellbeing support and financial discounts at hundreds of big brand online and high street retailers.



Smart Tech

A chance to get the latest tech at the best price and spread the payments over your salary, interest-free.



Maternity, Paternity, Adoption and Shared Parental leave

Enhanced maternity and adoption pay for eligible employees.



Workload Strategy

We have carefully examined and implemented the recommendations outlined in the DfE Workload Reduction Toolkit across the Trust. We are committed to aligning and integrating our approach to workload management for all our staff.



Car Benefit Scheme

A salary sacrifice car lease scheme in partnership with Tusker. Access an electric or hybrid vehicle that will be fully serviced, insured, vehicle tax paid and recovery assistance.



Enhanced annual leave for support staff

8 bank holidays plus up to 31 days annual leave.



Entitlement to occupational sick pay

Up to six months full pay and six months half pay in the event of being unable to work.

WHY WORK AT THE SUTTON ACADEMY?

“I couldn’t have chosen a better place to begin my teaching career, I cannot imagine a workplace where I could feel more supported, encouraged and appreciated. Reading about TSA online I had a strong idea it was where I wanted to work and my interview day confirmed this completely. Meeting the friendly and approachable staff coupled with the bright, vibrant pupils I was sure this was the place for me. As an ECT I have been offered fantastic support and weekly training to encourage my development as a teacher.”

- English ECT



“The coaching sessions are brilliant. It allowed me to gain insightful feedback on my progress as a teacher in a less pressured environment. They are concise and constructive with feedback and provide helpful techniques to bring into my practice. My meeting with my curriculum mentor was, for lack of better words, “a god send”. They always gave me constructive feedback, introduced me to different approaches within the classroom and helped me to implement them.”

- Maths RQT



“Support was always available not just from mentors, but also from Head of departments and Key stage coordinators. The help from the infrastructure within the academy was incredible!”

- Maths RQT

“After working in a number of schools in my career I have never met such an ambitious, driven cohort of staff who invest so heavily in, not only the academic progress of students, but also their pastoral wellbeing. Staff at The Sutton Academy are forward thinking and conscientious in ensuring that they offer students engaging and challenging tasks to support their understanding and retention of knowledge. The ethos at the academy encourages staff to work collaboratively across subjects to ensure that best practice is shared and celebrated. The coaching method used to develop staff has been widely successful and allowed us to adopt an open-door approach. Working with both staff and students at the Sutton Academy is highly rewarding and every day is a pleasure.”

- Curriculum Leader Art



“The Academy puts staff development as one of its key drivers for school improvement – our internal coaching system really reinforces this and allows staff to focus on areas that they want to improve in. In the three years I have been at the Academy the CPD provision has been excellent – evidence informed and professionally challenging. As a middle leader I have been fully supported in my role and the regular line management meetings have helped to guide and steer the direction I have wanted to move the Faculty in; there is a clear culture of “better never stops”. The robust daily systems in place help to maintain our high expectations and this means teachers are able to focus on teaching high quality lessons and improving student learning. I think the mark of an excellent school is, “would I send my own children here?” – absolutely!”

- Faculty Leader internally promoted to Academy Leadership team



VISION

At The Sutton Academy, we are resolute in our belief that schools make a difference. Lives, and the communities they serve, are transformed by them. Every child deserves the right to a world-class education; it is our core purpose to raise aspirations and improve outcomes for all. By creating a culture of the highest expectations, every student at The Sutton Academy is successful.

Our work at the academy is underpinned by our desire for:

- Students to achieve to the best of their ability through an ethos of high standards
- Parents to send their children to the academy knowing they will be successful, cared for and enthused
- Staff to be challenged and supported to develop to their full potential to make a difference every day

We want our students to fulfil their aspirations and make a positive contribution to society. Our role as educators is to ensure the students leave us with:

- Powerful knowledge, vocabulary and a wealth of cultural capital
- Qualifications which enable them to take control of the next stages of their life
- The four core academy virtues: kind, reflective, resilient and part of a community.

The Sutton Academy is driven to provide:

- A culture where every child is cared for and encouraged to grow
- The highest standards of behaviour and mutual respect
- A knowledge-rich curriculum
- Highly effective evidence informed teaching
- A strong partnership with both parents/carers and students
- The best enrichment opportunities
- Staff who feel privileged to serve our community



“Pupils feel safe and happy at school. They are free to be themselves.”

- Ofsted

VALUES

We believe that it is our duty to develop, not only a young person's knowledge of the world, but also their character. We expect all of our students to grow into kind, reflective and resilient human beings who see themselves as members of a wider community.

We recognise that each and every one of us will require support and guidance to achieve such an ambitious goal. To that end, we will seek out every opportunity to promote these values as well as challenging and supporting those who, on occasion, fall short.

We are not interested in rewarding certain behaviours, actions or attainment as an end in themselves; instead, we are passionate about rewarding the development of dispositions and habits which will lead our young people to live more fulfilling and positive lives.

The academy values are designed in a way so that everyone can demonstrate and cultivate them through practice and support; every one of our students has the ability to become the type of person we believe they can and should be.

At The Sutton Academy we recognise the integral role that our parents play in the development of their child's character and ultimately we are there to support them. To help with this, our parents will be alerted to their child's character development through messages relaying when a teacher has identified a value being shown or a missed opportunity to do so.

Our Values



KIND



REFLECTIVE



RESILIENT



PART OF A
COMMUNITY



THE SCIENCE FACULTY

The Science Faculty at The Sutton Academy consists of knowledgeable, passionate and enthusiastic teachers who strive to give students a thought provoking and enjoyable experience in every lesson. The Science department aims to educate students so that they develop enquiring minds and to nurture a passion for Science.

The Science faculty currently consists of 13 teachers and 3 lab technicians. Staff benefit from a positive, collaborative working environment with excellent classroom facilities. We are looking for an enthusiastic Senior Lab Technician who will contribute to all aspects of the Faculty and will play a key role supporting the safe delivery of experiments and Science lessons across KS3-KS5. This is an excellent opportunity for the successful candidate to be a part of thriving, rapidly developing faculty and take advantage of the excellent CPD on offer within the Academy.

Engagement in Science lessons is excellent, and the department participates in a programme of after school revision sessions, which are well subscribed and eagerly attended. The right candidate must have a passion to continually promote this and aim to expand and develop our extra-curricular provision.

The Science Faculty has developed our 3 year KS3 curriculum so students are able to study a broad and challenging range of topics. The KS3 curriculum will give students the knowledge and practical skills they need to prepare them for KS4. In KS4, students are taught by 3 specialist teachers who support them to develop their knowledge and practical skills further through studying AQA GCSE Combined Science Trilogy or AQA GCSE Triple Science. Sixth Form Science uptake is increasing and students can choose to study A Level Biology, Chemistry, Physics and BTEC Forensic Investigation.



LEARNING AT THE SUTTON ACADEMY



Teaching and Learning is at the heart of The Sutton Academy. All students at The Sutton Academy, whatever their ability, need or starting point will receive the highest quality teaching and learning throughout the curriculum so they can achieve their potential and beyond. The Sutton Academy will never stop trying to improve student achievement by improving the quality of teaching and learning.

Therefore we are fully committed to:

1. Providing a supportive and collaborative approach to improving pedagogy across the academy.
2. Developing and sharing best practice through a range of different methods.
3. Celebrating excellence and addressing under performance in the quality of teaching.

We ensure all students can achieve their best, placing great emphasis on an orderly learning environment where students feel safe and high expectations are the norm. Our lessons are challenging, engaging and inspiring. Our students actively work together and independently enabling them to make good progress.

We have a highly skilled and dedicated team of teachers here at The Sutton Academy. They plan lessons very carefully to meet the needs of individual children. They believe in every student, have the highest expectations and challenge all students to achieve their best.

The curriculum is designed to create learning pathways that meet the aspirations, talents and needs for each individual and blends the traditional with the creative.

Key Stage 3 (Years 7,8 & 9) is designed to accelerate learning and progress, developing learners who have the knowledge, skills and enquiring minds needed to achieve to their full potential in Key Stage 4. The national curriculum is followed ensuring a broad and balanced range of subjects with an emphasis on developing literacy and numeracy.

Our Key Stage 4 programme, studied in Years 10 and 11, offers an extensive choice of options, including a full range of academic GCSEs and English Baccalaureate subjects. Students are taught in groups arranged by need and ability, based upon rigorous analysis of a range of available data. This enables staff to stretch and support all students to help them achieve exceptional progress.

Our Sixth Form provision offers continuity from Year 11 with clear progression pathways to further study. We offer a wide range of academic and vocational courses, with students able to choose a blend of qualifications to suit their aspirations. The curriculum is built with our students' aspirations in mind, giving students the opportunity to study complementary qualifications preparing them for future careers in a variety of different settings such as STEM or Clinical Care. Students who wish to opt to study a more diverse range of subjects are able to do so.

At The Sutton Academy we believe enrichment is an entitlement and we expect all students to attend our extensive range of activities.

In addition to trips, residential excursions and international opportunities, there are a range of activities that take place at lunchtime and after lessons as well as during holidays.

Enrichment offers students the opportunity to develop new interests, become more knowledgeable and skilled in an area boost self-confidence, and benefit from doing something away from the pressure of passing examinations.

The objective of enrichment is to

- Widen students' intellectual experiences
- Improve independent learning skills
- Develop love of learning
- Offer students the opportunity to pursue their talents and interests
- Have fun and relax

What others say about The Sutton Academy

“Teachers ask for our opinion and act on our advice – “Together Students Achieve” was my idea.” – **Year 8 student.**

“Very young, passionate and motivated staff who seem to go above and beyond.”
– **Year 11 parent.**

“I am amazed at the number of enrichment opportunities my daughter has been given since joining The Sutton Academy. She loved performing at the final of The Four Nations Rugby at Anfield Stadium in Liverpool.”
– **Year 7 parent.**

Leadership of teaching, learning and assessment is highly effective. Leaders have established a vibrant environment for improving teaching. Teachers greatly value the training that they undertake, which is carefully matched to the needs of individuals and groups of staff. Leaders have also ensured that the activities they undertake to monitor the effectiveness of teaching help staff to further develop teaching across the school. - **Ofsted**

Pupils benefit from opportunities to take part in a rich and varied range of extra-curricular activities. Options include photography, choir and cheerleading. Leaders carefully monitor participation in these activities. Their records indicate that a large proportion of pupils, including those who are disadvantaged, regularly participate. - **Ofsted**

The school's work to promote pupils' personal development and welfare is good. Pupils' personal development is given high priority. Pupils leave the school as well-rounded individuals who are well prepared for their futures. - **Ofsted**



JOB ADVERT

Teacher of Science	Salary:	MPS/UPS
	Employer	The Sutton Academy
	Location:	St Helens, Merseyside
	Contract Type:	Temporary, potential for permanent
	Start Date:	1 January 2025
	Closing Date:	Monday 7 October 2024
	Interview Date:	TBC

The Principal and Governors are seeking to appoint a teacher of Science to join a strong department on its journey to outstanding. This role will suit either newly or recently qualified, enthusiastic and aspirational teachers or those with excellent practice who wish to share their expertise and make a difference. The Academy offers a bespoke CPD and coaching programme, which is evidence informed and grounded in the latest research.

You will be joining an established faculty of Science which prides itself on a collaborative approach to curriculum development. All teachers within the faculty show an unwavering commitment to professional development so they can be the best for our students.

The successful candidate will be a hardworking teacher who is fully committed to being the best practitioner they can be so they can make a difference to the students at The Sutton Academy.

The post is initially a two term contract with the potential to become permanent.

To find out about the academy or for more information about the role, please visit www.thesuttonacademy.org.uk/joiningus/vacancies

Applications should be returned to vacancies@thesuttonacademy.org.uk

This post is subject to satisfactory Disclosure & Barring Service (DBS) Enhanced Disclosure Certificate. The Sutton Academy is committed to equal opportunities. We are committed to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this commitment.

In line with Keeping Children Safe in Education, The Sutton Academy will undertake general online searches for all shortlisted candidates, this may include social media and video platforms. Online searches will only examine data that is publicly available, and the aim is to identify any incidents or issues. Any areas of concern will be discussed during the interview process.

JOB DESCRIPTION

Post:	Teacher of Science
Curriculum Area:	Science
Grade:	MPS/UPS
Responsible to:	Faculty Leader / Curriculum Leader
Working Pattern:	Full-time and as described in the Secondary Teachers' Pay and Conditions Document
Key Relationships:	Academy Leadership Team; Faculty Leader, relevant teaching and support staff; parents; local community; Sponsor

JOB PURPOSE:

1. Teach across the age and ability range, in line with the National Curriculum programmes of study, in such a way as to challenge and inspire students of all abilities
2. Plan, prepare and teach lessons to students according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
3. Assess, record and report on the development, progress and attainment of students in line with Academy policies
4. Contribute to the planning and implementation of the curriculum in accordance with National Curriculum, Academy and subject guidelines
5. Liaise with colleagues to ensure a coherent programme of study for the students
6. Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships
7. Be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate
8. Promote enrichment and extension activities related to the subject
9. Be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the Curriculum Leader

PERSON SPECIFICATION

Our Purpose

The Academy exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will seek to raise aspirations, unlock potential and work to achieve excellence. By encouraging a 'can do' culture we will nurture confident and competent people.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • A Degree + PGCE (or equivalent teaching qualification) • High level of subject knowledge 	
Experience, skills and knowledge	<ul style="list-style-type: none"> • Evidence of excellent teaching ability • Excellent communication skills • Experience of working effectively within a team or participatory work groups • Evidence of effective administration and organisation 	
Additional skills	<ul style="list-style-type: none"> • Competent in ICT and willing to be trained as required • A clear commitment to developing learning opportunities • A demonstrable ability to understand and use assessment data, review patterns and take appropriate action. • Demonstrable ability to undertake rigorous self-evaluation and use the findings effectively • Willingness to engage in the extra curricular life of the academy 	<ul style="list-style-type: none"> • A willingness to engage in the extra curricular life of the academy



The Sutton Academy

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W: thesuttonacademy.org.uk



Together Students Achieve



A multi academy trust in Warrington, Cheshire comprising of Primary, Secondary and Sixth Form providers. We educate the youngest in our community while also providing opportunities for adults to return to the classroom. Our vision is rooted in our mission – to serve, challenge, and empower the educational community. We embody this mission by offering highly effective services to our academies, fostering strong leadership, investing in our workforce, and inspiring the children and young people in our care.