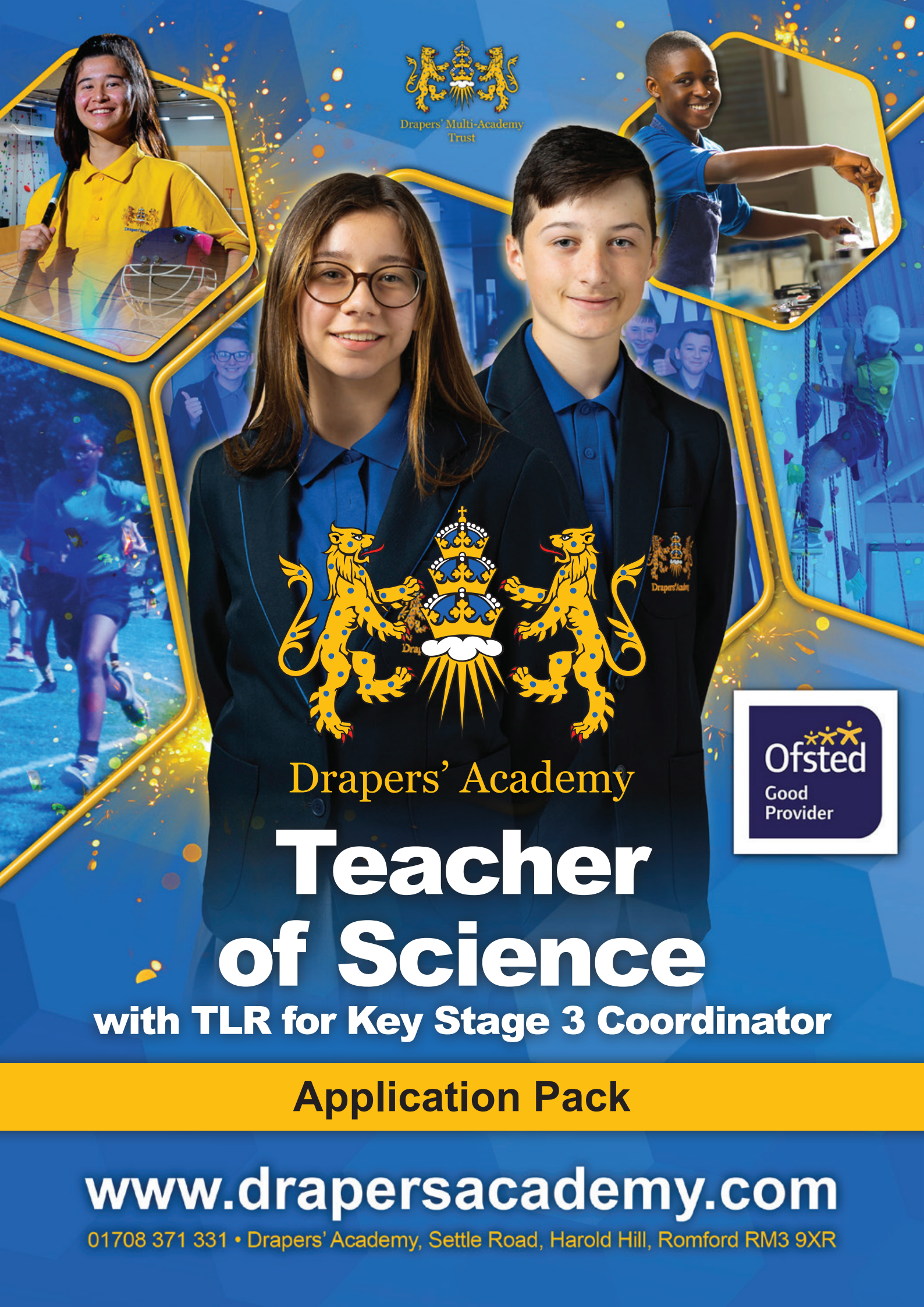




Drapers' Multi-Academy
Trust



Drapers' Academy

Teacher of Science

with TLR for Key Stage 3 Coordinator



Application Pack

www.drapersacademy.com

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

Welcome

Dear Applicant

Thank you for taking the time to enquire about the **Teacher of Science, Key Stage 3 Coordinator** 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 have been Principal here for over six years and continue to 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



Darren Luckhurst
Principal



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.



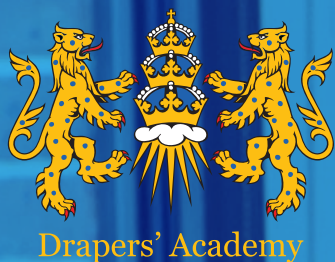
“Pupils are polite, respectful and accepting of others. They are courteous to their peers and towards adults, including visitors.”

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

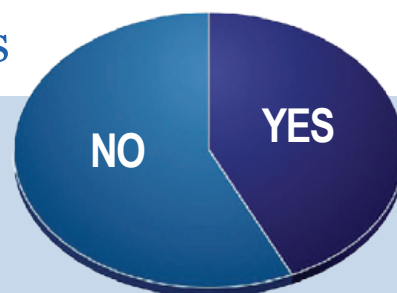
Ofsted Rating



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

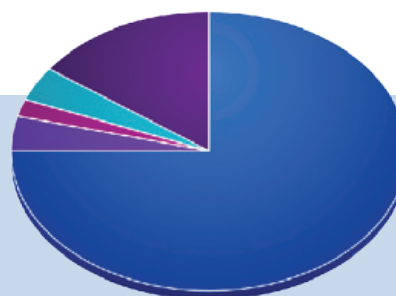
Pupil Premium Pupils

43%



First Languages

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



SEND

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

Teacher of Science, Key Stage 3 Coordinator

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: • **April 2023**

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

Closing Date For Applications: • Friday 27th January 2022

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

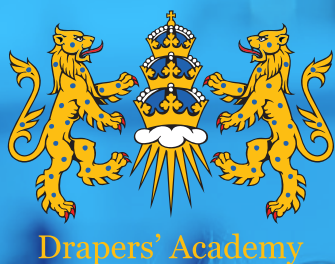
If you have any questions please contact Sue Lucey (Principal's PA) by email slucey@drapersacademy.com or telephone 01708 371331. References may be contacted as part of the initial shortlisting process.

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.



Job Description

Job Title	Teacher of Science with TLR for Key Stage 3 Coordinator
Reports to	Co-Heads of Faculty
Location	Drapers' Academy
Hours	Full Time
Contract Type	Permanent
Salary Point	UPS/MPS plus TLR2b (£5,351)

Main Objectives of Role:

To support the Co-Heads of Faculty in developing teaching and learning at Key Stage 3 (KS3) to ensure that students receive the highest quality teaching and learning, make progress and achieve outstanding levels of attainment.

Overall Role:

Drapers' Academy is looking to appoint an outstanding individual who has the passion and drive to develop our KS3 curriculum provision and raise the aspirations of our KS3 science pupils. The ideal candidate will have the ability to put into place measures to ensure that all pupils enter KS4 fully equipped with the skills required to successfully complete their KS4 study and to enhance the motivation and passion pupils hold for science as a subject.

Teaching and Learning:

- Engage a love of science in KS3 pupils
Take a lead role in the review and monitoring of the KS3 curriculum and ensure curriculum coverage (by schemes of work [SoW] and syllabuses), continuity and progression for all pupils
- Review KS3 assessment methods to enable accurate judgements on pupil progress and to help pupils develop the key skills required at KS4
- Bring innovative teaching and learning practices to the school and keep abreast of subject developments at KS3.
- Support the Co-Heads of Faculty in monitoring the progress of students at KS3 by maintaining appropriate assessment data spreadsheets, regularly review assessment data and coordinate any necessary action across the faculty.
- Ensure that homework is planned into the SOW for KS3 in accordance with school policy
- Plan and lead the delivery of enrichment activities to engage and enthuse students at KS3 and develop their desire and motivation to continue this subject post 16 and help raise the profile of Science across the school
- Initiate/maintain the provision of extra-curricular activities at KS3, including lunch-time and after-school clubs
- To liaise with the Co-Heads of Faculty to oversee the KS2/KS3 transition to include the support and challenge of teaching science across the MAT and undertaking the outreach work with schools outside the MAT

Leadership & Management:

- Support the core Science leadership team in the strategic direction of the Faculty and in the production of the faculty development plan and its implementation
- Disseminate information regarding the KS3 curriculum to teachers in the faculty and ensure staff follow the KS3 SoW
- Help develop and enhance teaching practice of all teachers of KS3 Science, evaluating the quality of teaching, securing and sustaining the effective delivery of the subject at this level.
- Ensure that KS3 teachers carry out assessment, recording and reporting consistently and in line with school policies
- Provide support for teachers to appropriately challenge and support all students at KS3 – focus on PP and MABLE pupils is required at this key stage
- Support the Co-Heads of Faculty in quality assurance of the KS3 curriculum delivery

Teaching Duties:

- Have secure and up-to-date knowledge and understanding of concepts and skills necessary to teach specialist subject/s
- Plan teaching to achieve progression in pupils' learning in line with agreed expectations/targets
- Establish and maintain a purposeful working atmosphere which supports learning
 - Set homework and mark in line with school policies
 - Assess, record and report on pupils' progress
 - Attend and contribute to faculty and staff meetings
- Communicate and consult with parents of students as necessary (including telephone calls, meetings, parental meetings, etc)
- Participate in staff development opportunities and accept responsibility for own professional development
- Prepare students for examinations and participate in examination arrangements, including the delivery of intervention sessions as required
 - Engage in extracurricular activities to support learning outside the school day
- Implement school policies

Additional Duties:

- Comply with policies and procedures relating to child protection, equal opportunities, health and safety, confidentiality and data protection, freedom of information and report all concerns to the appropriate person.
- Engage in relevant continuous professional development opportunities and performance management/review arrangements.





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

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

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

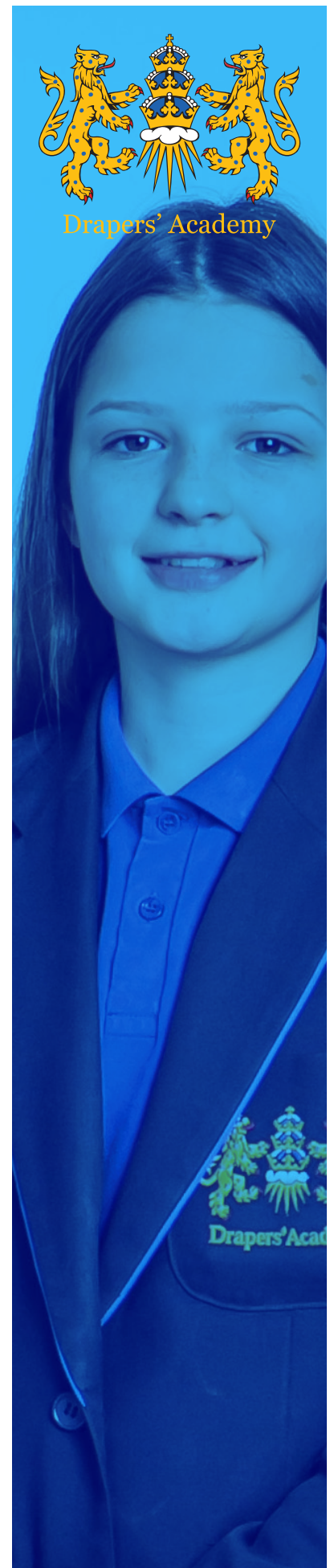
Benefits of Working With Us

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

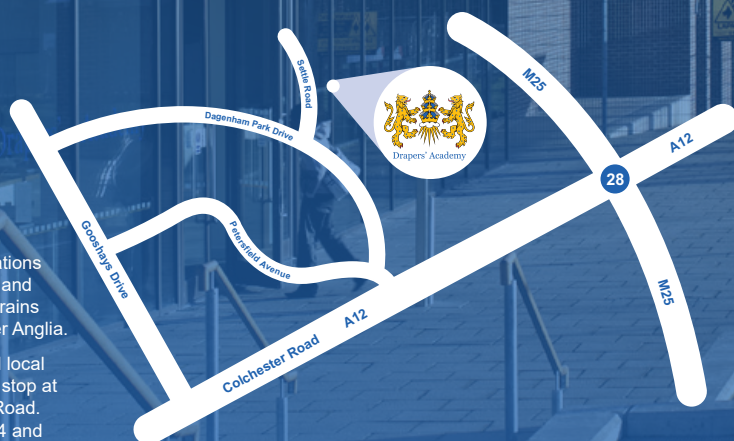
T: 01708 371331

E: admin@drapersacademy.com

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.