

INFORMATION FOR APPLICANTS:

**Teacher of Science
(Biology, Chemistry or Physics)**



WELCOME TO THE ESSA FOUNDATION ACADEMIES TRUST

We recruit people for attitude and train for skills

We aim to recruit great people. We would rather make no appointment than appoint someone who is not suited to our ethos. For this reason, we clearly articulate our vision, values and expectations when putting together information for applicants and we always give a lot of attention to appointing the right person.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and
- are not afraid to admit to seeing themselves as potential leaders of the future.

We know it's a cliché, but we really do want to recruit people who will make a difference. A high proportion of our children are disadvantaged and many speak to English as an additional language; they face barriers to learning. We are therefore looking for colleagues who are on a mission – the kind of people that make others smile because of their enthusiasm; the kind of people who will get satisfaction from seeing our children learn to do things that staff in other schools might take for granted. In return you will get a lot back from our young people - they are lovely – and you will be working for a trust that will take an active interest in your development.

Finally, I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read, coupled with anything else you discover about us, inspires you to apply for this post.

Andrew Cooper, Chief Executive



THE TRUST

The Essa Foundation Academies Trust currently sponsors two academies:

- Essa Academy, age 11-16.
- Essa Primary School, age 4-11.

Essa Primary School was inspected in October 2019 and was judged to be good in all areas with outstanding early years provision. Essa Academy was inspected in May 2018 and judged to require improvement. However, the academy has developed rapidly and was in the top 20% of schools nationally for progress in 2019.

Essa Primary (October 2019)

'This is a happy and caring school. Pupils behave well. They listen attentively during lessons and they follow teachers' instructions carefully. No time is wasted in class.'

'Pupils enjoy school. They are polite, and they respect the differences between themselves and their peers.'

'Children get off to a flying start in Reception. Teachers in the early years have created classrooms brimming with exciting learning activities.'

Inspectors also praised the leadership of the Principal and her team who they said 'have worked tirelessly to develop the school.'

Essa Academy (May 2018)

'The new Principal has provided highly effective leadership...he is very ambitious on behalf of his pupils.'

'The Principal has the full support of his senior leaders, who are equally uncompromising in their desire for pupils to have the best possible life chances.'

'Pupils are typically welcoming, polite and well-mannered.' They 'confidently shared with inspectors their understanding, appreciation and celebration of British values. Pupils respect differences and value diversity.'

Pupils also told inspectors that they feel safe and the school is 'a happy place to grow up in.'

VISION & VALUES – All Will Succeed

Our ethos is simple: we will make the most of our unique family of schools to give every child the best possible opportunity to flourish and develop into a decent, disciplined, well-educated and employable young person.

Here is what is at the heart of all we do:

Developing decent people:

Results and qualifications are important, but they are not the whole story – far from it. Our ultimate goal is to develop well-rounded young people who will make the most of the opportunities open to them in our schools. They will have resilience, zest and passion: people that employers will want to employ; people who will play a part in the communities in which they live and work; people we can be truly proud to say came through one of our schools.

Achieving full potential, no excuses:

We will do all we can to make sure every child gets the chance to reach their full potential. No child should ever get left behind; all have the capacity to learn and to achieve. We'll do this by instilling an acceptance that hard work, effort and application really does pay off. Through effort and application come self-respect, self-esteem, self-belief and success.

Discipline and standards:

It is important to us that our young people demonstrate high standards and that our schools are safe, structured places in which to learn – this will enable inspiring things to happen in the classroom. We will achieve this by expressing our high expectations regularly and frequently and by paying relentless attention to detail. We attach importance to values such as respect: for ourselves, for others, for learning and for the environment.

Great Schools for all:

We want the schools within our Academy Trust to be judged as great schools for all the young people that attend them. This means recruiting outstanding people to work in our schools and offering a curriculum that is engaging, challenging and responsive to individual needs.

Big on attitude:

We will frequently stand back and reflect on how we can do things differently and better. That doesn't mean latching on to the latest fad: it means being open-minded about trying new ideas; it means acknowledging mistakes but seeing them as an experience from which to learn; it means being aware of what happens beyond our schools so that we can predict future trends and remain in control of our destiny.

Strength in sharing:

We believe there is a strength brought about by working together within a multi-academy trust, enabling shared resources, shared knowledge, shared experience and shared success. What's great about our family of schools is that we can be with a child every step of the way, from teaching them to tie their shoe laces right through to congratulating them on their GCSE results and their future plans. That puts us in a unique position; it's also a tremendous responsibility.

Essa Foundation Academies Trust

The Essa campus is very well placed for both motorway access and public transport. M61 J4 is very close by giving access to the Greater Manchester, Lancashire and Cheshire motorway networks and is close to Bolton railway and bus station.

For more information on our family of schools please visit our website www.efatrust.org

Essa Primary School

We are proud of our pupils, and their achievements. Our key objective is to provide our children with the best opportunity to achieve their potential during their time with us as we help them to develop into independent learners who are able to actively engage and contribute to the ever changing society and wider world.



Essa Academy

At Essa Academy we have a universal belief in our mission 'All Will Succeed', with access to outstanding resources and a strong sense of belonging, ownership and community underpinning our work. Our students and staff are amazing and reflect the ethos of the academy.



EFAT Support Services

We provide administrative and business support such as HR and Finance Support throughout the trust.

Essa Education Ltd

Essa Sports Centre is a modern, state of the art sports facility and community asset, used for a variety of academic and sporting needs, as well as events, meetings, conferences birthday parties and more.

Our facilities include a full-sized 3G pitch, multi-use sports hall, dance studio and MUGA (Multi-Use Games Area). Other facilities available for hire include theatre with stage, classrooms & communal dining area.

Essa Education Ltd is a wholly owned subsidiary of Essa Foundation Academies Trust.

THE POST

Essa Academy's Science faculty are seeking to recruit a dynamic, talented individual who believes that all students can succeed.

The successful candidate will be joining a unique, supportive, happy Science faculty and will work alongside dedicated, forward thinking practitioners. The successful candidate will be a passionate and inspirational teacher with a real desire to build resilience in their students and improve teaching and learning. Upholding our high standards and a commitment to achieving excellent results for our students is essential. To allow teachers to do this effectively, we offer 20% PPA. We appreciate the importance of setting time aside to joint plan with colleagues.

Students at Essa Academy achieve well in and enjoy Science. The faculty promotes excellence in Science, ensuring every student reaches their full potential in a stimulating, exciting and well-resourced environment. High standards of teaching enthuses students, encourages a positive attitude to learning and develops independence thought. With a hardworking and dedicated staff we aim to develop pupils' enthusiasm for learning, encourage a positive attitude towards Science and new technology, and foster a critical appreciation of the contribution that Science makes to society.

The Science faculty consists of an inventive and vibrant team, dedicated to raising achievement with an outstanding Science education. Meeting the high demands of the Science curriculum, we pride ourselves on building collaborative relationships. We currently follow the AQA exam board for both Combined and Separate Sciences.

This is a superb opportunity for the right candidate to join our successful Science department from September 2020.

RECRUITMENT TIMETABLE

Friday 7 th February 2020	Advertisement appears
Monday 24 th February 2020	Closing date for applications (by 09:00am)
Week commencing Monday 24 th February 2020	Final shortlisting and contact with candidates References will be requested at this stage
Week commencing Monday 2 nd March 2020	Interviews

JOB DESCRIPTION

Post:	Teacher of Science
Responsible to:	Faculty Leader of Science
Responsible for:	N/A
Terms:	Teacher Terms
Hours:	1265 hours per annum

Essa Foundation Academies Trust and all its schools and academies are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment

The role:

Under the direction of the Faculty Leader (FL), the post holder will be expected to carry out the professional duties of a teacher as set out in the current School Teachers Pay and Conditions document (STPCD). To secure the highest standards of teaching and learning and achievement for students within an atmosphere where students feel challenged, valued, safe and secure. To be secure in their own subject knowledge.

Key Responsibilities:

All teachers are expected to contribute to the following processes:

- Raising student achievement through high quality teaching and learning.
- Joint planning and team teaching opportunities.
- Rigorous assessment of student progress, target setting and record keeping.
- Reporting of student progress as directed by the FL under the guidance of Senior Leadership.
- Celebrating student achievement.
- Intervention and support for underachieving students.
- Liaising with parents/carers.
- To continually review and maintain a high level and standard of subject specific knowledge to support the delivery of the curriculum.
- Contribute to a stimulating but safe learning environment within the Science Faculty, in which risks are regularly assessed.
- To be a Form Tutor for a group of students.
- To support the establishment of robust assessment and evaluation and relevant processes to establish successes and improvements.
- To contribute to the evaluation of academy performance and support appropriate actions on issues arising – setting realistic deadlines where necessary and reviewing progress on action taken.

Customer Care

- To continually review, develop and improve systems, processes and services in support of the Trust's pursuit of excellence in service delivery. To recognise the value of it's people as a resource.

Develop oneself and others

- To make every effort to access development opportunities and ensure you spend time with your manager identifying your development needs through your personal development plan.
- To be ready to share learning with others.

Valuing Diversity

- To accept everyone has a right to his or her distinct identity. To treat everyone with dignity and respect, and to ensure that what all our customers tell us is valued by reporting it back to the organisation. To be responsible for promoting and participating in the achievement of the departmental valuing diversity action plan.

Generic Requirements

- It is a requirement of all posts within the Trust that Health and Safety requirements are upheld in the performance of all duties.
- All employees of the Trust are required to uphold the Equality and Diversity Policy and the Trust's Code of Conduct.
- All staff will ensure that they are aware of and work within the requirements of all Keeping Children Safe in Education policies, seeking clarity from a member of Senior Leadership if necessary.
- All staff are expected to uphold all EFAT HR related policies.

This job description is current at the time of date shown. It will be reviewed at least annually and in consultation with you, it may be changed by the principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Employee Name

Date

Signed.....

Person Specification

Post: Teacher of Science
 Responsible to: Faculty Leader of Science
 Responsible for: N/A
 Terms: Teacher Terms
 Hours: 1265 per annum

Role Specific Criteria

		Essential	Desirable*
Qualifications and Training		✓	✓
1	5 GCSEs A*-C including Maths and English, or equivalent	✓	
2	A Level qualifications, or equivalent	✓	
3	Hold QTS/QTLS (Secondary)	✓	
4	Hold Science degree at 2:2 or higher, or equivalent	✓	
5	Working towards further qualifications		✓
Skills, Knowledge and Experience			
6	Proven track record of successful delivery of a relevant GCSE course		✓
7	Be a confident user of learning technologies	✓	
8	Evidence of relevant personal and professional development	✓	
9	Evidence of working within an environment where experiences include taking initiative and self motivation	✓	
10	Evidence of successfully working as a member of a team	✓	
11	Must have a thirst for innovation in teaching	✓	
12	Contribute to establishing robust assessment and evaluation processes	✓	

14	An understanding of inclusive education	✓	
16	Evidence of having raised standards within learning		✓
18	Practical understanding of effective strategies for learning and teaching	✓	
20	Knowledge of the SEN code of practice and target setting process		✓
21	Experience and/or understanding of planning across at least stage 3 and/or 4	✓	
22	Experience of establishing positive relationships with parents/carers and students		✓

* In the event of a large number of applicants meeting the essential criteria, the desirable criteria will become essential.

The following criteria are applicable to all employees of Essa Foundation Academies Trust

Personal Attributes			
•	Ability to promote a positive ethos and act as a positive role model to students	✓	
•	Effective team player	✓	
•	Sensitive to the needs of others	✓	
•	Good listening, oral and literacy skills	✓	
•	Ability to successfully organise time and successfully work to deadlines	✓	
•	Person of integrity	✓	
•	Positive attitude to personal development and		

	training	✓	
Valuing Diversity			
•	Challenge behaviours and processes, which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage	✓	
Customer Care			
•	Listen and respond to children/young peoples needs, seek out innovative ways of consulting and engaging them. Network with others to develop services for the benefit of the children/young people.	✓	
Developing self and others			
•	Coach and mentor others. Be willing to share learning and encourage others to do the same. Listen to others and respond to their needs. Strives for improvement and take responsibility for own development. Be self-confident and lead by example	✓	
Work related circumstances			
•	Essa Foundation Academies Trust and all its schools and academies are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment	✓	

HOW TO APPLY

Please read the information in this pack. If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to Essa Foundation Academies Trust. The application form can be found on the vacancies page of our website at: <http://www.efatrust.org/index.php/current-job-opportunities/>

Please do not send a general letter; we really are looking for someone who is prepared to respond to us as an individual. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it. **Please ensure that you address your application to Martin Knowles- Principal, Essa Academy Lever Edge Lane, Bolton, BL3 3HH. Telephone: 01204 333 222 or E-Mail: hr@efatrust.org**