



Head of Faculty Curriculum Specialism - Science

MPS/UPS/Leadership scale
L5-L9

Application Information Pack



Pupils understand the school's values of kindness, community & inclusivity and welcome all from this diverse community into their school (Ofsted 2023)



Banbury Campus
Sixth form



Wykham Park
Academy



Futures Institute
Banbury

Welcome to Banbury Aspirations Campus

Wykham Park Academy (11-19) and Futures Institute Banbury (14 – 19)

Thank you for considering Banbury Aspirations Campus for the next stage of your career. We seek an excellent **Teacher of Science** who will be part of a strong middle leadership team as **Head of Faculty**.

The post is to start in September 2024.

This is an excellent opportunity for an ambitious practitioner, who wants to support the next stage of the development of our Science provision across the campus and who has the skills to make a real impact on further driving up attainment and progress in Science.

You will have the opportunity to work with other Science teachers in other schools as part of our Aspirations Academies Trust.

Our campus is unique. We have two distinct schools, one of which is a STEM Studio School, and a cross campus sixth form which is in the top 25% of all schools in the country for progress. It is a team and a family of people who are all working together to achieve our mission of preparing our pupils for success in high quality apprenticeships or a place in university. We believe in a set of recognisable and traditional values: **honesty; kindness to all others; respect for all; hard work and persistence.**

Our teaching approaches have been influenced by groundbreaking work in charter schools in US inner cities, leading free schools in England and innovations from cognitive science research. Our teaching and learning approach is built on powerful work found in Lemov's 'Teach Like a Champion'. Currently we are reading and researching work by Barak Rosenshine and Alex Quigley . We teach a rigorous, knowledge-based broad and balanced curriculum.

With a clear focus on excellent outcomes for students, you will work with the Assistant Principal, who is the line manager for Science to further drive up attainment, progress and standards at GCSE and A level, as well as enhancement of our students' 'cultural capital' which has become a key strand of our work in the last two years.

We have very high expectations of all of our staff, but we value them highly, and treat work load very seriously, especially in these particularly difficult times to work in a school environment. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour.

If you are able to visit, you will see a culture with engaged students who are friendly and courteous. We are driven to continuously improve and aspire to become one of the best schools in Oxfordshire.

What we can offer you:

- Our campus had its best GCSE results ever in 2019 prior to Covid and has worked hard on the recovery and another excellent set of A level results;
- A campus with an outstanding sixth form;
- Sixth formers who have the ambition to study at universities across the country ;
- A professional development model which provides access to learning to support progress in your career – the next step from Head of Faculty is into a senior leadership position;
- Support and line management from a team of experienced curriculum leaders and SLT;
- Clear behaviour systems;
- A feedback policy focused on closing the gap – we do not have onerous/impossible marking policies and we continuously monitor them from a workload perspective;
- No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong staff culture;
- Collaborative planning with centralised, shared units of work and resources;
- CPD that starts as soon as you are appointed with a clear induction programme;
- A beautiful campus situated on the very edge of the Cotswolds, only half an hour from Oxford and an hour from London by train.

Who are we looking for?

- A kind and calm individual who can foster positive relationships rapidly;
- A supportive leader who can coach, mentor and direct colleagues to ensure that all subjects under their remit make rapid and sustained improvement;
- an excellent teacher of Science, who has a love for the subject and is excited to further develop their skills in that area;
- an optimist who will go the extra mile to ensure the life chances and ‘cultural capital’ of all our pupils are maximized;
- a student-centred practitioner who is totally aligned to our Trust’s values and mission ;
- a pedagogist aligned with our teaching philosophy, built around Lemov’s ‘Teach Like a Champion’ and teaching ‘powerful knowledge’;
- a colleague who wants to move into a senior leadership role in the next few years.

Next steps:

We would be delighted to show you around our Academy to fully appreciate our excellent learning environment.

Please contact Tina Timms by email on ttimms@wykhampark-aspirations.org or ring 01295 251451 to arrange a visit or an informal, confidential discussion with Carly Berry (Principal) about the role.

Application

Deadline for applications Midnight 13th May

Interviews to take place 17th May 2024

Job title: Head of faculty - Science(responsibilities to be agreed)

Salary Leadership L5-9

Starting date: September 2024

Accountable to: Assistant Principal

Line management of: As agreed with Head of Faculty

Job Description

The post holder shall carry out the professional duties as described in the School Teachers Pay and Conditions document in line with the duties as outlined for staff on Leadership scale.

The post holder is directly accountable to the Head of College.

The post holder will be committed to the highest standards in every area of our work and subscribe to a culture where continuous improvement is seen as a reality.

We expect that all employees in our Trust:

- Promote the Aspirations Academies Trust framework of guiding principles;
- Are positive role models for children;
- Actively support the continuous focus on improving a broad range of student outcomes;
- Believe in young people and colleagues and constantly encourage them to be the best they can be.

The purpose of this role is to support the Head of Faculty to:

Raise standards of student attainment and achievement in the faculty you help lead, by:

- Promoting the highest possible standards in all classrooms in your faculty and modeling high expectations in your own room;
- Leading on teaching and learning to ensure that all lessons enable positive progress for all students;

- Mentoring and/or coaching designated members of your team to improve aspects of their practice;
- Developing appropriate assessments to gather performance data for every student on a regular basis;
- Monitoring schemes of learning for the subject you have specific responsibility for to ensure that they provide sufficient challenge and are used effectively by staff;
- Constantly monitoring the progress of students against their targets and supporting staff to eradicate underperformance;
- Keeping abreast of all curriculum and assessment developments within the subject areas you have specific responsibility for;
- Ensuring that the budget you hold is used solely to support the guiding principles of the Trust.

In addition, you will be:

- Line managing other postholders in the faculty (this will be a 2nd in Science);
- Supporting the pastoral work in the year group;
- Part of the whole school on call system;
- Part of the curriculum middle leader group who are the driving force behind the success of the school.

Your achievement in this role will require you to:

- Consistently follow all campus policies ;
- Attend and actively participate in all Professional Learning Community sessions and engage positively with the appraisal process;
- Work with colleagues to continually reflect on your own professional practice and improve upon it;
- Meet all academy deadlines for data entry and responses to parents;
- Communicate effectively with colleagues, parents and students;
- Maintain excellent attendance at work.

Accountable to:

The relevant member of SLT.

General:

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Conditions of Service

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

Special Conditions of Service

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate, the nature of such conviction/s.

Equal Opportunity

The post holder will be expected to carry out all duties in the context of, and in compliance with, the academy's Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

Banbury Day Nursery

Applicants may be interested to know that we have a full-time (51 weeks per year, 8.00am – 5.30pm) Day Nursery for infants (6 months) to pre-school children on campus. Availability of places and rates of fees can be obtained from Mrs Brooker, Nursery Manager (Tel. 01295 256400).

Safer Recruitment Procedure

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

Interview

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

At least two references will be requested, normally from the previous and current employers. These may be contacted before the interview and in all case before an offer of appointment is confirmed.

Application

Please complete the online form on TES

Person Specification

(A) Assessed by application

(R) Assessed by the recruitment process which will include:

- A tour of the campus and visits to lessons
- A joint observation of another colleagues lesson with follow up feedback from joint observer
- A data analysis task
- An hours lesson observation
- Sitting part of a GCSE or A-level paper in a relevant subject
- A panel interview

Criteria	Essential	Desirable
Knowledge and Qualifications		
Degree in a relevant subject	A	
Qualified Teacher Status specialising in the teaching of a relevant subject	A	
A record of recent high quality and relevant and continuing professional development		A
Professional Experience		
Successful teaching experience, up to and including GCSE and A Level	A, R	
Proven track record of leading a team of staff to achieve positive progress with students (possibly as a 2 nd in Science)	A, R	
Proven track record of recent and consistently good classroom practice with with evidence of students obtaining excellent value added results and GCSE and A-level grades	A, R	
Evidence of being a budget holder and managing resources	A,R	
Proven track record of extra-curricular support with students	A, R	
Teaching and Learning		
Can rapidly build and sustain professional positive relationships with young people	R	
A clear understanding of what constitutes progress of students in Science	A, R	
Ability to interpret and act on a wide range of key data	A, R	
An ability to communicate effectively with different audiences	A, R	
Demonstrable values and dispositions		

Criteria	Essential	Desirable
A passion for education and commitment to the guiding principles of the Trust	A, R	
A commitment to supporting students and the college team as seen through an excellent attendance and punctuality record	A, R	
Honesty and integrity	R	
Prepared to listen to the ideas of fellow professionals	R	
Works well under pressure	A, R	
A good health, attendance and punctuality record	R	
Leadership		
The ability to command respect from colleagues, parents and governors	A, R	
Knowledge		
Knowledge of child protection and safeguarding	R	
Knowledge of the potential barriers to learning	R	