



# Bexhill Academy

Gunters Lane  
Bexhill-on-Sea  
East Sussex  
TN39 4BY  
01424 730722

## **'Join us on our journey to become a great school'**

We are seeking to appoint an outstanding and enthusiastic

### **Head of Resistant Materials**

**Start: September 2019**

**Salary: Main-scale/UPS - with a management allowance of TLR2b currently £4597 per annum**

This post also carries a recruitment allowance of **£1500** per annum on top of the management allowance

#### **The successful candidates will:**

- be an outstanding teacher of RM with demonstrable evidence of high outcomes
- be an experienced RM teacher possibly with a responsibility already
- know the curriculum inside out, what needs to be taught and how
- understand best practice for assessments, tracking and monitoring
- be able to motivate and hold to account staff within the department

#### **In return, we will offer you:**

- genuinely excellent teaching facilities in a modern building having been recently upgraded
- a chance to make your mark in a friendly supportive school with good promotional prospects
- a unique staff reward programme providing free or heavily subsidised fitness classes and staff social outings

For an informal discussion or visit please contact the Vice Principal:

[Paul.mendela@bexhillacademy.org](mailto:Paul.mendela@bexhillacademy.org)

**Closing Date for applications: 3pm Monday 1<sup>st</sup> April 2019**

Please send completed applications to HR Manager – [jill.hunt@bexhillacademy.org](mailto:jill.hunt@bexhillacademy.org) no CVs or agencies.

*The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*The successful applicant will be subject to an Enhanced DBS check.*



## **Introduction to the post from the Vice Principal**

**Post: Head of Resistant Materials**

### **Salary and Incentive details:**

Allowance TLR2b £4597

Recruitment allowance of £1500 per annum

A retention bonus of £1250 is payable at the start of the 3<sup>rd</sup> year

**Start:** September 2019

Thank you for taking an interest in our school. We are an improving school that has recently gained an Ofsted 'Good' judgement (2017). We have a lovely modern building and a great RM teaching room, with technician. All the staff are friendly and committed to raising the bar for the benefit of the children of Bexhill and the surrounding area.

We are seeking to appoint a teacher and leader who can really 'do the do'. You will be an expert in Resistant Materials and will be able to:

- Plan out purposeful schemes of work that absolutely meet the new GCSE exam specifications (NB: no GCSE courses are running this year)
- Use your strong understanding of the new 9-1 curriculum
- Plan out teaching schemes lower down the school that not only excite students but prepare them well for GCSE
- Know what good assessment is and know how this improves teaching and provides a sound base for strong predictions
- Be absolutely committed to making this department the best around and know how this could be done
- Is an excellent teacher, able to question, challenge, create a positive working environment and feedback effectively
- Able to lead others and hold them to account when appropriate; using data and other quality assurance measures
- Loves teaching, loves this subject and all the challenges it may bring
- Is well organised and able to meet deadlines and feedback to senior leaders
- Is resilient. Takes charge of something and finds ways to ensure they are seen through

You may be relatively new to the profession. Please don't let this put you off. If you think you have what it takes and are looking for your first promotion then we'll support you all the way.

In the interest of clarity, RM is currently off of the curriculum. Our excellent RM leader left us this summer to join his family abroad. We are currently using the Art department to offer a 'craft' based curriculum in place of traditional RM. This may or may not be something as a leader that you wish to pursue in the future. We are open to suggestions on how to breathe new life into this subject.

All candidates selected for interview will be expected to:

- Teach a lesson
- Complete an in-tray task
- Present to the interview panel their vision for 'success' - what, how and why? -they intend to deliver to ensure RM has the best possible outcomes. (10-15 minutes- this can be done verbally, with PowerPoint or with the use of hand-outs)
- Formal interview

We look forward to receiving applications from candidates who meet the 'do the do' list criteria at the start of this letter!

**The closing date 3.00pm Monday 1<sup>st</sup> April 2019**

Please don't hesitate to contact us if you need to find out more in order to make your decision – please use [paul.mendela@bexhillacademy.org](mailto:paul.mendela@bexhillacademy.org)

Kind Regards

A handwritten signature in black ink that reads "Paul Mendela". The signature is written in a cursive style with a small dash at the end.

Paul Mendela  
Vice Principal



**Post: Head of Resistant Materials**

**Accountable to: Director of Learning**

**Start: September 2019**

**Salary: Mainscale/UPS – with a management allowance of (TLR2b) + £1500 pa recruitment allowance**

**£1250 one off retention bonus payable at the start of the 3<sup>rd</sup> year of service**

### **Person Specification**

- Qualified Teacher, with appropriate Degree
- Preferably 2 years+ of demonstrable classroom practice
- Active in self improvement through recent CPD
- Committed to comprehensive secondary education
- Is innovative and identifies and solves challenges with creativity.
- Has a productive and definable paranoia about the successful work of their teams.
- Has fanatical discipline about seeing things through.
- Is resilient and relentless in ensuring the job is done
- Has the courage and conviction to take risks and make difficult decisions wisely.
- Has a predisposition to immediate action, letting nothing slip.
- Is insistent on consistency of approach, individually and across the team.
- Has drive and steely determination but a deep sense of personal humility.
- Has belief in people.

### **Job Specification – lead on curriculum, assessment, data analysis and intervention**

- Takes decisions on the basis of individual student need.
- Looks at data thoroughly and bases action and intervention accordingly, based on hard, unequivocal evidence.
- Ensures standards of student engagement in lessons and homework are good
- Develops the curriculum to be appropriate for all students and celebrates success for students at sensible points throughout the course.
- Is acutely aware of strengths and weaknesses of the department and plans action for all weaknesses, whilst prioritising those that will maximise outcomes.
- Ensures interventions that take place are driven by a diagnosed need and tests for impact afterwards.
- Looks at the outcome of assessments and makes bold decisions on future exam entries and groupings, including appropriate staffing.

- Lets nothing get in the way of moving things forward. Does not wait to be asked by a line manager – just gets on, emailing regular updates and make things happen. Is prepared always.
- Ensures the expectations and priorities of the department are shared explicitly with their team. Uses compelling scoreboards and regular communication to update and engage team members.
- Is happy to step back and heap reward and praise on their team without the need for prompting and works in synergy with other subject leaders, demonstrating creative excitement.
- Galvanises the team by leading from the front but awards responsibility in conjunction with accountability.

### Impact/accountability

- Put RM back into the curriculum, initially in years 7 & 8
- Ensure that the curriculum is exciting and prepares students for the possibility of a future GCSE
- Teaching is at least good
- Assessment is fit for purpose
- Targets are met
- Longer term: develop and allow GCSE to become an option for students