



Bexhill
Academy

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'Come and join our fantastically supportive school, working in a brilliant department with superb facilities'

(Science) Lead Teacher of Chemistry:
Mainscale + £3000 TLR allowance
September 2019

- Are you a Chemistry graduate?
- Looking for a promotion and the chance to demonstrate your skills?
- Want to use your Chemistry knowledge and understanding to support teaching and learning?
- Want to work as part of a team to ensure high outcomes?
- Have the desire to teach in the best facilities around?
- Want to work for an Academy that paid its staff a 3.5% pay rise across the Board?
- Appreciate a retention bonus after 2 years' service?

We are looking to appoint a lead teacher in Chemistry to support the quality of teaching and learning within the department. You will work closely with the 'Science Directorship' team in ensuring that Chemistry is taught to the highest possible standard, allowing students to achieve grades 7-9. This is an exciting opportunity for a 'high flyer' relatively new to the profession.

Bexhill Academy, an OFSTED rated 'Good' school, is situated in a modern building, in the heart of the local community. We have a friendly supportive staff and additionally have a unique staff reward programme offering staff social outings and after hours exercise classes.

Start: September 2019

Closing Date for applications: Monday 25th February 2019

For an informal chat or visit please contact the Director of Science at Hannah.Butcher@Bexhillacademy.org

Please see our recruitment pack available on our website www.bexhillacademy.org under 'community' and then 'vacancies' for more details. Please send completed applications to the HR Manager – jill.hunt@bexhillacademy.org Please be aware that we do not accept CV's or Agency referrals - please use the Academy application form.

Bexhill Academy is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS).

Introduction from the Vice Principal: Paul Mendela:

- Lead teacher of Chemistry

September 2019 start

Dear candidate,

Welcome!

Thank you for taking the time to consider our school.

We were recently judged by Ofsted (May 2017) as Good in all areas. We are relentless in our pursuit to improve the life chances of all students in the local area. You will be joining us at a pivotal time where we really are consolidating our approach.

The Science department is absolutely fundamental for the future success of our children and the success of the school overall. It is a large thriving department that is well lead and managed by the Director of Science. The team also includes an Assistant Director (currently focussed on KS3) and a Deputy Director (currently focussed on KS4).

As a school we have adopted the new 9-1 GCSE methodology across year 7-11, so all work is assessed and reported as such. This year the whole school will be adopting a 3 year GCSE.

The Job:

These are newly created posts (We have already filled the Lead in Physics- January 2019) designed to enhance the teaching and learning in the department with specific reference to Physics and Chemistry. You will be using your skill and depth of knowledge to ensure quality teaching and learning is delivered.

As a graduate of Chemistry you will have the skills set and knowledge base to drive the quality of resources, teaching and staff CPD to ensure that results are improved. You will enable the 'higher end' to achieve by ensuring that teachers are equipped with the knowledge base and superb resourcing required.

You will be line managed by either the Assistant or Deputy Director of Science who will support you in your pursuit of excellence.

We are looking for staff who are not only suitably qualified but who also have the drive and passion for their subject and education as a whole. You will be resilient, hardworking, a team player and be able to teach really good lessons in equal measure to both the higher and lower ability end.

You may be relatively new to teaching, that's fine, if you have ambition and a skill for teaching, coupled with great subject knowledge, get in touch with us. Ideally you'll have 2+ years' experience, but if you are ambitious and currently in your second year, we'd love to hear from you.

As school we offer a supportive environment, free onsite gym and a staff attendance reward scheme that will see you able to access events, sports classes and trips/visits.

We also offer a £1250 retention grant payable after 2 full years (I.e. at the start of the 3rd year, subject to satisfactory performance).

We warmly welcome visits to the school and we are more than happy to arrange a mutually convenient time to show you around and speak to one of the Science Directorship team.

If you'd like to get in touch please contact Hannah.butcher@bexhillacademy.org the Director of Science.

As a reminder the closing date is:

Monday 25th February 2019

The interview process will include:

- Teaching a Chemistry lesson
- 10 minute presentation "Increasing Grades 7-9 in Chemistry – A departmental Plan"
- Formal Interview and questions on the presentation.

We look forward to hearing from you



Paul Mendela
Vice Principal



Post: Lead in Chemistry

Accountable to: Ass./Deputy Director/ Director of Science

Start: September 2019

Salary: Mainscale/UPS – with a management allowance of £3000 + £1250 one off retention bonus payable at the start of the 3rd year of service

Person Specification

- Qualified Teacher, with appropriate Degree (Chemistry based)
- 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 for identified year groups

- 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 the team
- Galvanises the team by leading from the front but awards responsibility in conjunction with accountability.

Impact

- The team works creatively together and there is cadence of accountability.
- Subject outcomes for progress and attainment are positive.
- The gap between the progress of pupil premium students in the subject is diminishing over time and in line with, or better than, the national.
- Teaching is at least good
- Engagement and Behaviour of students is good
- The specification choices/curriculum meets the needs of all students and contributes appropriately to the school progress measures.