

## The Sovereign Trust Candidate Application Pack

### Teacher of Science New Park Academy

New Park Academy are looking to appoint a Teacher of Science to join the team.

**The full job description and person specification can be found at the end of this pack.**

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### The Sovereign Trust



We are a family of schools who believe that by learning and growing together we can inspire children to achieve their highest personal achievements at the same time as enjoying individualised, innovative and creative teaching and learning.

We create environments in our academies that nurture, encourage exploration, celebrate creativity and forge a love of learning. The Sovereign Trust was established in 2016 with the aim of providing exceptional opportunities for learning for a family of special academies across the region.

We started with 2 special schools in Trafford; we now have 4 academies which includes one in the Salford area. Our academies cater for pupils from the age of 2 to 19. Most of the pupils have an Education, Health and Care Plan and may have a diagnosis of Autism, Down syndrome, Physical or Medical needs, Learning difficulties or Social, Emotional and Mental Health issues.

To offer this type of education, we invest heavily in the people who work in our academies. Great academies have great leaders and great staff. Our team has leaders who have proven track records of taking under-performing schools to Outstanding, and once there, maintaining that level of excellence.

This is an exciting time to be part of The Sovereign Trust family, and I am proud to work with such exceptional professionals to deliver on our promise of exceptional opportunities for learning to every child in our care.

Our aims and aspirations are ambitious, as they should be; our children deserve no less. I hope that you will find all the information you need about us on our website <https://www.thesovereigntrust.uk/>

## New Park Academy



On June 1st 2018, New Park joined Manor and Pictor Academy as a member of the Sovereign Trust. New Park Academy is a special setting for pupils in Key Stages 2, 3 & 4 (Year 3 – Year 11) who have been assessed as having social, emotional and/or mental health difficulties, often linked to other issues such as specific and/or

moderate learning or communication difficulties.

Our school recognizes that our young people have often faced years of barriers to learning before they have been referred. Our school prides itself in seeing each child and young person as an individual and therefore looking for 'out of the box' solutions where needed: school needs to fit around the needs of the child – not the other way round!



As a consequence, New Park has developed its thriving EOTAS programme that works with young people who do not manage education in any form of school setting for a wide range of reasons.

New Park Academy offers the full curriculum adapted to the needs of the pupils, leading to a wide range of external qualifications from Entry Level to GCSE.

A large number of teaching staff and teaching assistants are ELKLAN trained (a speech and language training programme) and holistic support is provided; including, interventions such as counselling; therapeutic play; therapeutic art; dog therapy, and nurture sessions.

KS2 provision is placed on the same site as Alder Brook KS2 PRU, whilst KS3 & 4 are taught on the purpose built site in Patricroft, Eccles.



**‘Believe and Succeed’**

## Job Advert: General Class Teacher with Science Specialism

### Key Information

**Role:**

**Salary:** Teachers' Main Scale M1-M6 + 1SEN (TLR considered for experienced teachers)  
Starting salary will be dependant on skills and experience

**Employer:** The Sovereign Trust

**Location:** New Park Academy Green Lane Patricroft, Eccles M30 9RW

**Working Pattern:** Full Time. Monday-Friday. The school's teaching week is 32.5 hours

**Contract Type:** Permanent

**Pension:** All teaching staff are auto-enrolled into the Teachers Pension scheme. You can opt out of the scheme at any time.

**Benefits:** Salary sacrifice scheme for purchasing bikes used for travel to work, through monthly interest free salary deductions. Employee Assistance Programme provides access to a range of wellbeing services.

New Park Academy is pleased to advertise that a post exists for an experienced, enthusiastic, and motivated teacher to join our dedicated team to become a general classroom teacher with a specialism in Science. Both secondary and primary trained teachers are welcome to apply. The ability to teach Science from KS2 ability level to GCSE Foundation standard is essential.

New Park Academy is situated in the inner-city of Salford and provides education for some of the most vulnerable and at the same time most challenging pupils with social, emotional, and mental health difficulties. The school operates as an important element in the LA Behaviour Strategy as part of the continuum of provision.

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

You will assist other staff in aspects of behavioural management, teaching and learning, alternative curriculum opportunities, assessment, and be able to demonstrate that you have:

- Teaching experience with evidence of delivering outstanding lessons, including experience in tackling disaffection, learning, social, emotional and mental health issues
- The confidence and ability to teach across the curriculum from KS2 level of ability to Foundation Level (old NC levels from L1-L5/6)
- The ability to achieve high standards of learning, pupil achievement and progress as part of a team
- Excellent interpersonal skills with the capacity to lead and support others

- A record of continuing professional development
- Integrity, a high level of resilience and a determination to succeed – sometimes ‘against the odds’.

We are offering you an opportunity to further develop our Science Department within an exciting and forward-looking provision that removes barriers to learning and anticipates the future role of special schools.

We would welcome applications from experienced teachers, from both from KS 2 and KS3/4 if they feel confident that they can meet the challenges of the job, both in regards to the pupil group and the additional responsibilities.

Successful applicants will need to undertake an enhanced DBS disclosure.

Visits to the school are most welcome but need to be scheduled after school hours and should be made by prior arrangement with the Executive Head Teacher who also welcomes an informal chat over the phone to discuss the position. Please get in touch by contacting **0161 532 3254 or 07906 610782**.

# Job Description and Person Specification

## Teacher of Science

### Job Description:

This job description may be amended at any time after discussion with you, and in any case will be reviewed annually. For the full Conditions of Employment please refer to the relevant pages of the School Teachers' Pay and Conditions Document.

### Primary purpose of the job

To provide a teaching role and to anchor a KS3 or KS4 group, delivering specialist teaching in the agreed subject areas, whilst addressing the needs of children who may exhibit challenging behaviours in a special school for children with social, emotional, and mental health needs. To take an active role in the development and management of subjects taught; to teach pupils within the school and to carry out such other associated duties as are reasonably assigned by the Head teacher.

To take responsibility for planning, monitoring and delivery of science as a core subject across both Key Stages and other subject areas in own tutor group as appropriate, which supports inclusion and teaching and learning and differentiation of work/resources for pupils with special needs

### Main Responsibilities

In addition to the primary purpose of the job, the post holder also interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them and to promote mutual understanding of the school curriculum with the aim of improving the quality of teaching and learning in the school.

### Specific Roles and Responsibilities

- To prepare and maintain, in consultation with colleagues, courses of study, teaching materials, teaching programmes, methods of teaching and assessment with reference to the subject.
- To co-ordinate, plan and lead in-service training for the above purposes.
- To contribute to meetings, discussions and management systems necessary to co-ordinate the work of the subjects of interest and integrate this into the work of the school as a whole.
- To draw up and monitor the resource requirements of Science and, to requisition resources and materials in accordance with arrangements made for the purpose including budget management and completion of bids for additional funding.
- To always teach outstanding or at least good lessons.
- To lead on the subject self-evaluation.
- To lead the Science curriculum at key stages 3&4, working closely also with the KS2 Lead Teacher.
- To liaise with regards to all administration relating to internal and external examinations and evaluate examination results at all key stages.

- To promote and maintain the ethos and values of the school.
- To write and update appropriate subject policies which link effectively to school policies.
- To undertake subject development planning which links to the school's SEF and Development Plan.
- To attend training and meetings as required.
- To analyse pupil progress and attainment and provide intervention to support all pupils who are underachieving.

#### Tutoring Role

- Anchor a KS3 or KS4 group, taking responsibility for the teaching and support of agreed subjects and the pastoral care of the pupils, including personal risk assessments, IEPs, IBMPs and regular review reports as required.
- Monitor pupil progress in tutor groups across all subject areas.
- Liaise with subject leaders as necessary.
- Contribute to the maintenance of a safe and healthy working environment.

#### General Teaching Role

- Teach Science at KS3/4
- Teach other subjects as appropriate in own tutor group.
- Follow appropriately externally accredited courses at KS3 and KS4 in subject areas as agreed.
- Offer guidance to the TAs attached to the classes.
- Attend/deliver teacher INSET sessions (twilight sessions)
- Consult with other subject leaders re the ordering of resources for other subjects for your class as necessary.
- Prepare lesson plans as required.
- Attend departmental meetings as required.
- Attend teacher INSET meetings as required.
- Prepare reports on the individual pupil progress for statutory reviews, end of year reports and interim reports as required.
- Liaise with parents, carers, and outside professionals as appropriate.
- Attend pupil related meetings as required.
- Keep a record of all action taken on incident sheets and forms.
- Keep all pupil records updated on the shared drive and MIS.
- Undertake such additional duties as are reasonably commensurate with the post.

#### Health and Safety

- Ensure up to date risk assessments in regard to the teaching rooms, the use of machinery, relevant activities and in regard to individual pupils are in place and are adhered to.
- To undertake any other such duties that are reasonably commensurate with the level of this post.

## Person Specification

Attributes	Essential	Desirable	Application	Interview
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Good honours degree</li> </ul>	✓	✓
Knowledge & Experience	<ul style="list-style-type: none"> <li>• ability to teach up to NC level 5/6 across the curriculum</li> <li>• Being an outstanding teacher with clear understanding of learning and teaching processes</li> <li>• Having experience of monitoring and evaluating the quality of learning and teaching</li> <li>• Being aware of and able to implement strategies for raising pupils' achievement and promoting good behaviour</li> <li>• Having ability to use assessment data to raise attainment</li> <li>• Being aware of and able to implement strategies to raise standards through effective learning and teaching</li> <li>• Being aware of and able to implement strategies for improving results at Key Stage 4</li> </ul>	<ul style="list-style-type: none"> <li>• ability to teach GCSE Foundation level</li> <li>• Having knowledge of management of finance and resources</li> <li>• Having knowledge of the new Ofsted framework re school self-evaluation and school improvement planning</li> <li>• Being able to undertake performance management and professional development</li> <li>• Having experience of working in schools with some challenging circumstances</li> <li>• Having knowledge of current educational issues and their</li> </ul>	✓	✓

	<ul style="list-style-type: none"> <li>• Having knowledge about new curriculum changes to Science</li> </ul>	implications for the school		
<b>Skills &amp; Abilities</b>  <b>Decision Making Skills</b>	<p>The ability to:</p> <ul style="list-style-type: none"> <li>• Make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the school</li> <li>• Think creatively to anticipate and solve problems</li> <li>• Demonstrate balanced and fair judgement</li> <li>• Demonstrate a commitment to a participative management style</li> <li>• Demonstrate an understanding of Child Protection, Equal Opportunities and anti-discriminatory practices</li> </ul>		✓	✓
<b>Skills &amp; Abilities</b>  <b>Communication Skills</b>	<p>The ability to:</p> <ul style="list-style-type: none"> <li>• Listen to and understand the views of others</li> <li>• Communicate effectively orally, electronically and in writing to a range of audiences</li> <li>• Consult and negotiate to achieve objectives</li> <li>• Establish and manage good communication systems</li> <li>• Chair and contribute to meetings effectively</li> </ul>		✓	✓

	<ul style="list-style-type: none"> <li>• Demonstrate a patient and understanding disposition towards young people</li> <li>• Demonstrate good interpersonal skills and an understanding of stress management skills</li> <li>• Demonstrate experience of dealing with parents/carers and outside agencies.</li> </ul>			
<b>Skills &amp; Abilities</b>  <b>Self-Management</b>	<p>The ability to:</p> <ul style="list-style-type: none"> <li>• Work consistently to deadlines and effectively under pressure</li> <li>• Set and achieve challenging but realistic goals</li> <li>• Prioritise and manage one's own time effectively</li> <li>• Demonstrate a high level of reliability</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate experience of and understanding of the implications of working with pupils who exhibit challenging behaviours.</li> <li>• Demonstrate experience of and understanding of the implications of working with pupils who exhibit challenging behaviours.</li> <li>• Demonstrate experience in differentiating work across the curriculum</li> <li>• Demonstrate a basic understanding of child development and learning</li> </ul>	✓	✓

## How to apply

### Are we the right school for you?

If you wish to be considered for this vacancy, you should complete the attached application form. Please note that only applications on the Trust's application form will be considered. Candidates who submit a CV will not be short-listed. Completed applications are to be returned to [hr@thesovereigntrust.uk](mailto:hr@thesovereigntrust.uk) to arrive by 3pm Monday 13<sup>th</sup> May 2024.

<b>Closing date for receipt of applications:</b>	Monday 13 <sup>th</sup> May 2024, 3pm
<b>Shortlisting:</b>	Tuesday 14 <sup>th</sup> May 2024
<b>Interviews for successful candidates will be held at Longford Park School:</b>	Thursday 16 <sup>th</sup> May 2024

## Keeping Children Safe in Education

The Sovereign Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working for the Trust to share this commitment.

An online search will be carried out and a Childcare Declaration form will be required from shortlisted candidates.

This post is subject to a satisfactory two-year reference history, which we will endeavour to seek prior to interview, Disclosure & Barring Service (DBS) check (previously CRB), medical clearance, and proof of legal working in accordance with the Asylum and Immigration Act 1996.

A copy of our Safeguarding and Child Protection Policy can be found on our website by following this link <https://www.thesovereigntrust.uk/policies-1/> .