Secondary Academy

Academy Transformation Trust

Food Technology Teacher

Application Pack

The Hathaway Academy,
Grays, Essex

Improving Education

Contents

The Hathaway Academy, Grays, Essex

01 About Academy Transformation Trust — Page 3

02 The Hathaway Academy Information — Page 4

03 Job Description — Page 5 - 7

04 Person Specification — Page 8 - 9

05 How to apply — Page 10

Improving Education

01. About Academy Transformation Trust

We're on a mission

Our mission is to provide the very best education for all students and the highest level of support for our staff to ensure every student leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, students and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands,

02. The Hathaway Academy Information

The Hathaway Academy is part of the Academy Transformation Trust family of academies.

Rated as 'Good' by Ofsted in June 2015, at Hathaway we aim to change the aspirational horizon of our students and their community. Everything that both our students and staff do will be done to ensure, that through engagement, self-worth and purpose, pupils will be the very best they can be.

The balance of academic excellence and opportunities underpins our high aspirations and provides students with the skills and confidence they need in their future journey.

We offer a personalised, engaging and relevant 21st century curriculum, which will develop pupils into thinking, articulate, responsible and successful citizens.

This is supported with a wide and varied extracurricular programme that not only supports academic progress but also embeds the specialism of digital media and performing arts.

Our faculty system runs throughout the academy which each faculty attached to a charity and a number of fundraising initiatives taking place throughout the year,

We are extremely proud of our brand new £1.5m food technology, hospitality and catering facility which has recently opened.

We also have a number of partnerships with organisations in our community including the Duke of Edinburgh and the Royal Opera House.

To find out more, please visit www.hathawayacademy.attrust.org.uk.

03. Job Description

Food Technology Teacher

Secondary Academy

Post Title	Teacher
Salary Grade	MS/UPS
Liaising With	Principal, Vice Principal, Assistant Principals, Co-ordinators, Sub Co-ordinators, Teachers, Student Support Services (Student Reception/ Attendance), relevant non-teaching support staff, parents/carers and Governors.
Contract Type	Full time
Disclosure Level	Enhanced
General Purpose	• To plan, organise and implement appropriate teaching and learning experiences in a learning environment that guides and encourages students to develop and fulfil their academic potential.
Main Responsibilities	
Teaching **Main Job Tasks and Responsibilities** **Plan, Teach, Mark**	• Plan, prepare and deliver teaching and learning activities that facilitate active learning experiences which are good or outstanding. • Develop schemes of work, lesson plans and resources. • Establish and communicate clear objectives for all learning activities. • Prepare learning environment for class activities ensuring it is stimulating and supportive. • Provide a variety of learning materials and resources for use in educational activities. • Assist in the development and update of appropriate specifications, schemes of work, resources and teaching strategies in the curriculum area. • Identify and select different teaching and learning resources and strategies to meet students' varying needs. • Teach and monitor students in the use of learning materials and equipment. • Use relevant technology to support teaching and learning. • Apply the Academy's Behaviour Management protocols and procedures so that effective learning can take place, alongside implementing the Academy's policy on rewards. • Encourage good practice with regard to punctuality, behaviour, standards of work and home learning. • Ensure that ICT, Literacy, Numeracy, SMSC and British Values are reflected in the teaching/learning experience of students. • Mark, grade and give written/verbal and diagnostic feedback as required • Maintain accurate and complete records of students' progress and

	development • Keep up-to-date with national developments in the subject area and teaching practice and methodology. • Be involved in the quality assurance process at departmental level. • Help monitor and evaluate the subject area in line with agreed Academy procedures including evaluation against quality standards and performance criteria. • Help establish common standards of practice within the subject area and develop the effectiveness of teaching and learning styles within the subject area. • Provide or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. • Communicate necessary information regularly to students, colleagues and parents regarding student progress and student needs. • Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as required. • Undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.
Pastoral **Main Job Tasks and Responsibilities**	• Be a tutor to an assigned group of students. • Promote the general progress and well-being of individual students and of the tutor group as a whole. • Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life. • Monitor student attendance and progress in relation to targets set for each individual and ensure that appropriate action is taken where necessary. • Communicate as appropriate with the parents/carers of students and outside agencies if and when the Academy is concerned with the welfare of individual students. • Communicate any safeguarding concerns immediately to the appropriate staff.
Other Specific Duties	• Contribute to the curriculum area Improvement Plan and its implementation. • Contribute to the whole Academy's planning activities. • Take part in marketing and liaison activities such as Open House, Parents' Evenings, liaison events with other schools and organisations. • Attend/lead all appropriate meetings. • Participate in extracurricular activities such as social activities, sporting activities, clubs and student organisations. • Continue personal development by constantly being reflective and moving forwards by setting targets for oneself. • Engage actively in the Performance Management process throughout the year. • Undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) and the Teacher's Standards not mentioned in the above. • Play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example. • Promote the Academy's corporate policies.

	• Comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate. • Maintain a record of excellent attendance and punctuality. • Adhere to the Academy's Dress Code.

04. Person Specification

Teacher, Secondary Academy

Key responsibilities

At the Academy, we strive to achieve excellence and to be judged an outstanding Academy. In order to maintain the high standards and build on success of the Academy, you will need to:

> champion a culture of high expectations and aspiration so that all students are able to achieve their potential and the Academy secures high attainment for all
> support the continued transformation of the quality of teaching and learning so that all students consistently make progress which is better than students nationally
> ensure that all staff are respectful towards all students, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
> take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all students
> maintain and enhance best practice as an Academy which works with and for its community.

	Essential	Desirable
Professional qualifications and learning	• 5 GCSEs (A* to C) including Maths and English – or equivalent • Undergraduate degree	• Held variety of roles and responsibilities within a school/Academy • Qualified teacher status
Experience of	• being a 'good' classroom teacher • working with children with a variety of needs • linking with statutory agencies	• being an outstanding classroom teacher
Safeguarding	• Commitment to the protection and safeguarding of children and young people • Up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people • Co-operation and collaboration with relevant agencies to protect children	• Relevant safeguarding training/qualifications
Teaching and Learning	• demonstrates good understanding of the principles of effective teaching and learning in all phases • has good and current knowledge of all curriculum requirements and can implement, monitor and support these effectively • embraces the use of new and emerging technologies to enhance and extend the learning of all students • has a good understanding of assessment and how it can be used to improve student progress, including SEND students • effective and systematic behaviour	• has a track record of securing high standards and at least good progress for all students • is an outstanding classroom practitioner within a similar educational environment • has a track record that demonstrates the very best quality of teaching and learning for all student groups, particularly SEND and vulnerable students

	management, including SEND students, by using clear boundaries, sanctions, rewards and praise • is committed to continuous learning including professional development	
Developing self and working with others	• can contribute to a culture of high expectations for self and for others • can review own practice, set personal targets and take responsibility for personal development • can manage own workload to allow appropriate work/life balance • can maintain confidentiality • can articulate and understand current educational issues	• can demonstrate a proven track record of developing self within an educational context • can show resilience in the face of challenge • has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect
Managing the Organisation	• Has the ability to articulate and communicate the vision and values that make the Academy unique • Has the ability to secure high levels of engagement from all stakeholders which enable excellent student achievement	• Proven track recording of supporting Academy improvement
Personal Qualities	• highly approachable, very grounded and makes sensible judgements • excellent critical thinking skills; has intellectual curiosity and rigour • strong interpersonal and communication skills • demonstrate resilience in an EBD environment	

05. How to apply



The Hathaway Academy, Grays, Essex

Salary:
Main or Upper Scale (depending on experience)

Closing date:
Thursday 30th April 2020

Interviews:
As and when applications are received

Start Date:
September 2020

Visits to the school:
For further information about the role and the Academy, or if applicants wish to visit prior to completing their application, please the Academy on 01375 371361.

Applying
Please apply by visiting www.Academytransformationtrust.co.uk/vacancies

Forward as one.

Improving Education Together.

Address:
Academy Transformation Trust
Suite 413
Jewellery Business Centre
95 Spencer Street
Birmingham
B18 6DA

Visit:
Academytransformationtrust.co.uk

Call:
0121 794 7275

Email:
office@Academytransformation.co.uk

@AcademyTrust