



Science Teacher Candidate information brief



Thank you for taking the time to find out more about King Solomon Academy in Westminster and the possibility of joining us. Included in this information pack is information about the academy, and the role of Science Teacher (Secondary).

KSA is a pioneering school looking to hire exceptional people. This is a unique opportunity for an ambitious and high-performing teacher and leader who is committed to pushing themselves further and achieving amazing things with and for their pupils. We believe in high expectations and a sense of collaborative and positive enthusiasm which brings out the best in our team. Through weekly coaching and time allocated to professional development we can help our teachers excel in creating a successful environment for our pupils.

Science is a vital part of academy life, with an all-through Science curriculum guiding our pupils towards mastery in the subject across both our primary and secondary schools. Our pupils are passionate about Science. We invest time and effort in teaching science to mastery, with four hours of science each week in Key Stage Three and six hours each week in Key Stage Four also allowing rigorous practical work.

KSA is rare in that it is a genuine all-through school. Our pupils join at 3 years old and stay with us until they are 18. By joining KSA you play a part in showing what is possible when children's education is seen as a long-term commitment. We are growing a team of exceptionally committed teachers and leaders who value each and every year of a child's education equally. If you too are motivated to redress educational disadvantage in the UK, King Solomon Academy is beginning to show what is possible and you could be part of defining the future of education in our country.

We are keen to find an ambitious teacher who is able to take on further responsibilities now or in the future.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. We are advertising this role mid year, so we understand we may need to be flexible on timings of recruitment and around the start date. As such, applications will be considered as soon as they are available. The deadline for applications is **11am on Friday 9th December 2022**.. To discuss the role, please feel free to email the Principal's PA, Shaheen Riaz (s.riaz@kingsolomonacademy.org) or phone on 02075636901.

We wish you the best with your application.

Max Haimendorf
Principal

Job Description: Science Teacher

Salary: Ark MPS/UPS (Inner London)
Start date: January, April or September 2023

The Role

To provide outstanding teaching & learning to ensure exceptional progress of their students.

Key responsibilities

- Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
- Provide a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

Outcomes and activities

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from the Head of Science, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable & significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

- Help create a strong academy community, characterized by consistent, orderly, caring and respectful relationships
- Help develop a small school culture and ethos that is utterly committed to achievement
- Class teacher (teachers will usually be required to perform the role of form teacher):
 - Create and sustain a positive class culture
 - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
 - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents

Other

- Undertake other various responsibilities as directed by the Principal.

Person Specification: Science Teacher

Qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Experience of raising attainment in a challenging classroom environment

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them organised around our four school values:

“Aiming high”

- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others’ strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

“Leading the way”

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

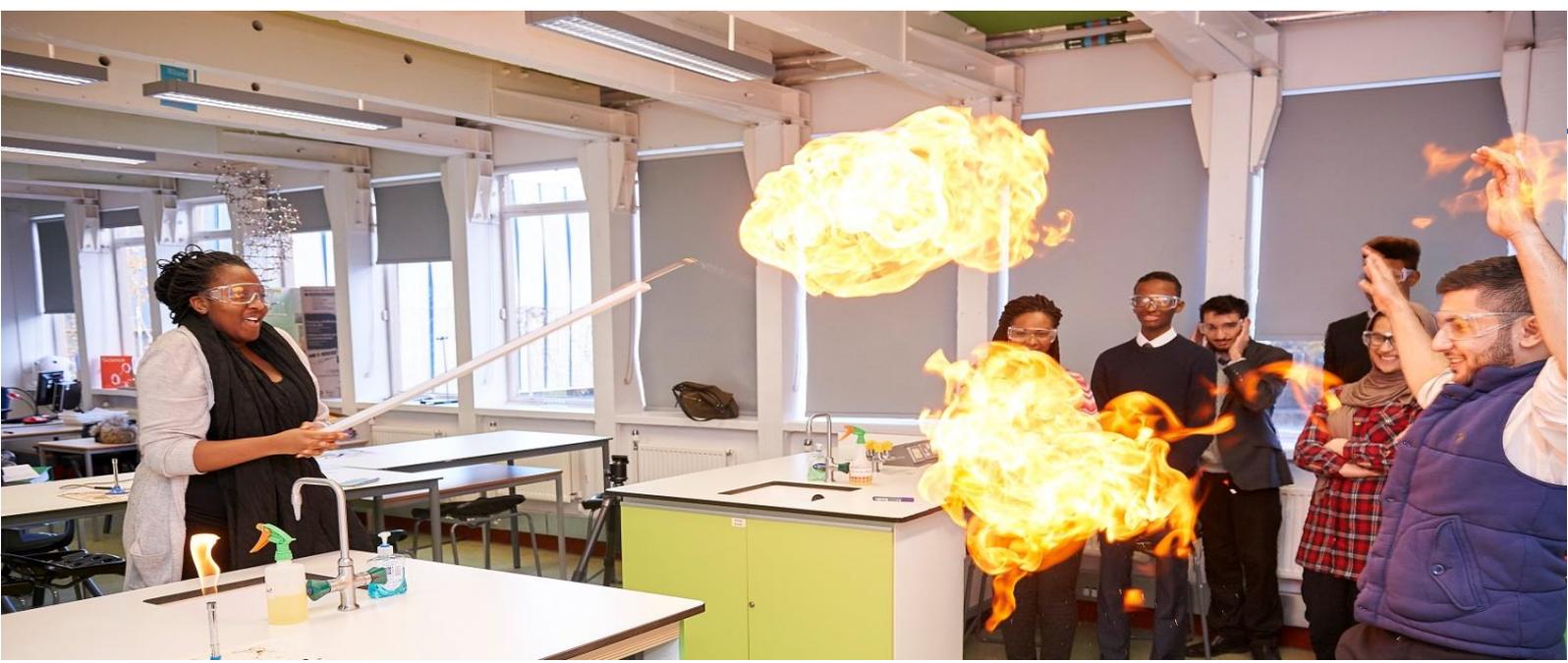
Other

This post is subject to an enhanced Disclosure and Barring Service check.



Principal – Max Haimendorf

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016.



King Solomon Academy is focused on providing a high quality science education to all our pupils.

Science at KSA

We aim to make Science exciting for our pupils. Teachers routinely have experiments in every lesson. As pupils go through the school the amount of science they study increases, from 4 hours a week in Years 7 and 8 to over five in Year 9 and six to eight hours in Year 10 and 11, where we work hard to make sure many of our pupils are prepared to study triple science at GCSE and Sciences at A-level.

We set the highest goals for our pupils. We believe that to access A-levels in rigorous subjects our pupils need to gain aim for A and A* grades in GCSE. In order to access GCSEs. As such our task is to take any child and guide them to this point or higher over the years of primary school and early secondary school to ensure they are on track for this. We are committed to doing whatever it takes to make this happen.

In 2022 our Science results were in the top 1% nationally of all results for Progress in Science, with progress of +1.2. 89% of our pupils achieved 4+ and 71% achieve 5+ in their Combined Science GCSE and the average grade of our Triple Science cohort across the sciences was 7.7, with average progress of +1.6.

Pupils achieve very well studying Biology, Chemistry and Physics A-levels in our Sixth Form. In 2022, A-level results were 71% B+ in Biology, 79% B+ in Chemistry and 75% B+ in Physics. Pupils are excited about getting ready to study Science at the best universities in the world.



Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

Ark runs a number of additional programmes, including:

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offer teachers and support staff a comprehensive range of school-based first class professional development opportunities.

Ark Safe Recruitment Procedure

Ark 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.

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.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.