Ref. SCIENCE POST (Adv. MAY 2020)

**BALLYMENA ACADEMY**



*Ballymena Academy Cares for the Individual and Inspires*

*Learning and Achievement*

Ballymena Academy, established in 1828, is a successful and forward-looking, co-educational, non-denominational Voluntary Grammar School with an enrolment of 1200 pupils. The Board of Governors is the employing authority and the school is funded directly by the Department of Education. There are over 80 members of the teaching staff and additional appropriate support staff.

The school has earned its reputation for high standards of attainment by its pupils, with our young people achieving excellent examination results which are well in excess of N.I. Grammar School averages at GCSE and ‘A’ Level. Such academic strength is built on a caring ethos, recognised pastoral strengths and a commitment to self-evaluation and continuous improvement. To that end, the school has earned a European Foundation for Quality Management ‘Mark of Excellence’, has thrice achieved Investor in People status; in June 2015 at Bronze Standard, a level achieved by very few organisations, and most recently in January 2019 it became the second school in the province to receive the IIP Health and Well-Being Award. The school was the first school in Northern Ireland to receive the Prospects Gold Standard Award for excellence in Careers Education, Information and Guidance. The focus is to realise the Mission Statement: ‘Ballymena Academy Cares for the Individual and Inspires Learning and Achievement’.

In an Inspection of the school in 2018, School Inspectors commented positively on aspects of the school such as:-

* the encouragement and assistance given by staff to support learning
* pupils’ motivation, maturity and engagement
* the high standards attained by pupils at GCSE and GCE
* the staying-on rates from Year 12 to Year 13, and from Year 13 to Year 14, as well as the progression to further and higher education
* the provision of a broad and balanced curriculum at all Key Stages
* the extensive co-curricular programme

The caring ethos is evident in the support provided by a dedicated staff, and the insistence that respect for the individual and care for the well-being of each pupil are at the heart of this school community. ‘Learning’ is broadly interpreted to include the various subjects and co-curricular activities, developing skills relevant to adult and working life and enabling young people to acquire knowledge and understanding to make decisions about educational and employment pathways.

In the current Transfer environment, the school includes the outcomes of AQE Standardised Entrance Assessment in its admissions process. As with all other post-primary schools, Ballymena Academy is living through a period of significant financial austerity, seeking to uphold high standards whilst planning for a future that will be characterised by further change. The determination is that the quality of the educational service provided will not be impaired.

All indications are that Ballymena Academy is viable: a ‘sustainable school’, financially and educationally, with its place clearly indicated in the Area Plan. A plan to upgrade our main school buildings has stalled because of public sector policy. The buildings are effectively maintained, however, and will continue to provide serviceable accommodation; additionally, the school has undergone a capital development project which has upgraded two pitches and tennis courts to floodlit, multi-use, synthetic surfaces, together with the construction of a new fitness suite and outdoor gym. There has also been a number of successful school-based initiatives, relating to curriculum and staff development. As a consequence, the school is exceptionally well-positioned to deliver the Northern Ireland Curriculum, meet the needs of the Entitlement Framework and maintain Ballymena Academy’s commitment to continuous improvement.

Ballymena Academy is one of nine post-primary schools, in Ballymena Learning Together, the local area learning community, working together to promote respect and understanding and to increase curricular access for all. The partnership with the Northern Regional College is important and pupils are involved in a variety of vocational courses.

Detailed information about the school can be found on the school website [www.ballymenaacademy.org.uk](http://www.ballymenaacademy.org.uk) including a comprehensive review of school activities in the school magazine “The Braid” and the Board of Governors’ Annual Report to Parents.

**CURRICULUM PROVISION : SCIENCE DEPARTMENT**

The Science Department currently comprises of seventeen full-time members, working within Biology, Chemistry and Physics. We are assisted by three subject specific technicians.

We have three general goals for our pupils:

* To provide a worthwhile experience for all, whether or not they are intending to study a Science course at a higher level;
* To provide a suitable preparation for careers which require a knowledge of Science and/or a suitable foundation for further studies in Science;
* To provide a learning environment that will stimulate and sustain an interest in, and enjoyment of, Science and its applications.

The Science Department is outward looking and intellectually stretches and challenges pupils of all abilities. The members of the department work enthusiastically together to promote a positive and dynamic learning environment and to produce thought provoking teaching materials. Refurbished laboratories help to ensure that we provide a modern, highly technological environment in which extensive use is made of a wide range of physical resources.

We believe that Science is an exciting subject and that the pupil’s own motivation is the secret of successful learning. Pupils are encouraged to develop a questioning approach through practical investigations and problem-solving exercises. We have high expectations of our pupils and aim that each will achieve their potential.

Opportunities are available for pupils to engage in co-curricular STEM related activities, some of which have led to local and national awards in recent years, including participation in The Big Bang Festival. Members of the department are involved in a variety of other co-curricular activities in the school.

***Organisation of teaching***

Teaching is organised within a 2-week timetable. At Key Stage 3, pupils currently study Science for eight 35-minute periods per fortnight in Year 8. In Years 9 and 10 we teach separate Biology, Chemistry and Physics within four periods per fortnight per Science subject.

In Years 11 and 12 (Key Stage 4), pupils choose between CCEA separate Sciences, CCEA Double Award Science and CCEA Single Award Science.

The department has a long tradition of offering ‘A’ Level Biology, Chemistry and Physics which always attract a significant number of pupils.

Allocation of teaching groups is rotated among teachers within each subject department.

**BALLYMENA ACADEMY**

**TEACHER OF SCIENCE**

**(Temporary – 3 days per week)**

**(24.08.2020 – 30.08.2021 – with the possibility of extension)**

**JOB DESCRIPTION**

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| --- | --- |
| **Post Title:** | Teacher of Science to GCSE. |
| **Reports to:** | Head of Science Department and then to Deputy Principal / Principal. |
| **Status:**  | Temporary. (3 days per week) [Schedule 2 of the Teachers’ Terms and Conditions of Service Regulations (N.I.) (1987) apply.] The post is on the Teachers’ Pay Scale and the successful applicant will be placed at the appropriate point for experience and/or progress on the Main/Upper Pay Scale.This post is available from **24th August, 2020 – 31st August, 2021 (with the possibility of extension).**Additional hours may be available for a suitably qualified candidate. |

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| **Responsibilities:** | - As identified in the 1987 Terms and Conditions of Service.- To undertake a share of class teaching, following planned schemes of work and assessment to which you may be asked to contribute.- To teach the specified subjects, as required, and Learning for Life and Work, or another appropriate subject, if required to do so.- To work as a member of the departmental team, making an active contribution to the development of their subject(s) and to improving pupils’ standards of learning.- To assess, record and report on the development, progress and attainment of pupils according to the school’s and departmental assessment policy.- To contribute to the continued development and use of ICT/new technologies in order to enhance the quality of teaching, pupil learning and learning support.- To attend Parents’ Evenings for those classes which you teach.- To implement the policies of Ballymena Academy and uphold the school’s reputation in the wider community.- To carry out assigned pastoral duties and uphold the school’s caring ethos.- To make a significant contribution to the co-curricular life of the Science Department and of the school. |

**PERSON SPECIFICATION**

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| --- | --- |
| **ESSENTIAL REQUIREMENTS** | **EVIDENCED BY** |
| **Qualifications****By date of appointment:**Be a qualified teacher, as recognised by the G.T.C. of Northern IrelandHave an Honours Degree (2.1 or above) in a suitable subjectHave a qualification to teach Science to GCSE | **Application Form** |
| **Experience****By date of appointment:*** Have recent experience of teaching Science (Single Award Science, Double Award Science or one of the separate sciences) to GCSE in a post-primary school (including Teaching Practice)
 | **Application Form** |
| **Skills and abilities*** Ability to be a strong classroom leader and an effective manager of the learning environment.
* Ability to use a range of strategies and approaches to motivate pupils and to support their learning.
* Ability to integrate use of ICT/new technologies in order to enhance the quality of teaching, pupil learning and learning support.
* Ability to be an effective team member.
* Ability to demonstrate genuine pastoral concern and respect for young people and to give practical expression to this school’s caring ethos in day-to-day work.
* Ability to deal with change and challenge.
* Be willing to make an active contribution to the school’s co-curricular programme.
 | **Application Form and Interview** |
| **DESIRABLE REQUIREMENTS** | **EVIDENCED BY** |
| **Qualifications/Experience*** Have a qualification to teach Chemistry to GCSE and/or Advanced Level
* Have recent experience of teaching Chemistry to GCSE in a post-primary school (including Teaching Practice)
* Have qualifications, training and/or relevant experience to assist with the school’s co-curricular programme in Drama, Music or Sport.
* Hold a grade (A\* - C) in Biology and/or Chemistry and/or Physics at Advanced Level (or an equivalent qualification in another jurisdiction).
* Have qualifications, training and/or experience to teach another subject on the Ballymena Academy Curriculum.
 | **Application Form** |

Essential and/or desirable criteria may be further enhanced for shortlisting purposes. Applicants should ensure the application form is completed carefully and accurately.

All appointments to Ballymena Academy are subject to the provisions of the Protection of Children and Vulnerable Adults (NI) Order 2003, and the Rehabilitation of Offenders (Exceptions) Order (NI) 1979. Applicants must disclose any convictions, spent or unspent or any charges outstanding. A security check is carried out. This appointment procedure is in keeping with Department of Education regulations on Child Protection.

The appointment process is scheduled to take place on **Tuesday, 16th June, 2020.**

The Job Description may be subject to amendment or modification from time to time, following consultations with the holder of the post, to meet the changing needs of the school.

**Additional information for Applicants**

Ballymena Academy prioritises learning and the interests of all pupils. The teacher’s role is central to all aspects of this school and teaching appointments are of key importance to Ballymena Academy’s continued success.

The time and effort required to conduct the appointments procedure fairly and effectively is an investment which this school makes willingly.

Shortlisted applicants are normally invited to visit the school, to meet the relevant Head of Department/Subject, to tour the school and to ask for clarification on matters pertaining to the post for which application has been made. This visit may not be possible under current restrictions and further details will be provided to shortlisted candidates in due course. Governors appreciate that applicants travelling from a distance or those with other commitments might not be able to take up such an invitation and that it has no part in the appointment procedure. The school website [www.ballymenaacademy.org.uk](http://www.ballymenaacademy.org.uk) is a very useful source of up-to-date information and gives a flavour of this school’s life and work.

Shortlisted applicants receive all relevant details.

**Appointment Schedule**

**Post advertised : Friday, 22nd May, 2020.**

**Applications close : 12.00 Noon – Thursday, 4th June, 2020.**

**Shortlisting process : Monday, 8th June, 2020.**

**Shortlisted applicants**

**informed per Telephone/**

**E-mail/Letter : Monday, 8th June, 2020.**

**Shortlisted applicants**

**visit school (provisional) : Monday, 15th June, 2020.**

**Appointment procedure –**

 **to be confirmed : Tuesday, 16th June, 2020**

**Ratification by**

**Board of Governors : Monday, 22nd June, 2020.**

**RETURNING YOUR APPLICATION FORM**

Completed Application Forms must be returned by the specified closing time and date using one of the following methods:

* post
* hand delivery
* e-mail

**Completed Application Forms must be received by 12.00 noon on the closing date. Late, or faxed, Application Forms will not be accepted.**

If posting or e-mailing an Application Form, it is the responsibility of the applicant to ensure that the application is received by the closing time/date.

Please ensure that when e-mailing the Application Form that the subject line is completed with the Job Title as indicated on the Application Form.

For posted applications, please ensure that the correct postage for the weight and size (including thickness) of the envelope is adhered to in order to ensure that the application is received by the closing time/date.

Address (Postal/hand delivery):

The Principal,

Ballymena Academy,

89 Galgorm Road,

Ballymena,

CO. ANTRIM.

BT42 1AJ

E-Mail address: mbrown783@c2kni.net