Ref. P.E. Post Adv. MAY 2021

**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; most recently in January 2019 when 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 and subsequently has received re-accreditation at the Gold Level in January 2021. 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.

The school continues to be committed to the principle of academic selection and, with the exception of 2021, has included 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 :**

**PHYSICAL EDUCATION DEPARTMENT**

There are currently four full-time teachers in the Physical Education Department, two for each of boys’ and girls’ Physical Education.

At Key Stage 3 and 4, pupils have opportunities to participate in a broad and balanced programme of activities including, Invasion and Striking Games; Gymnastics; Athletics; Swimming; Dance; Outdoor Education and Health Related Fitness

GCSE Physical Education is well established within the school curriculum, also post-16 provision, in which an ‘A’ Level course in Physical Education was introduced in the 2018-2019 academic year.

The Physical Education Department aims to inspire young people to participate and enjoy physical activity, whilst acquiring and developing skills and basic levels of fitness. This, in conjunction with our Co-Curricular Physical Recreation Strategy aims to ensure that everyone can achieve their potential and develop a positive attitude towards lifelong participation.

All members of the Physical Education Department, in addition to other staff and specialised coaches, are heavily involved in delivering an extensive co-curricular and Saturday morning programme. Participation in co-curricular activities is central to the school’s ethos and the overall learning and development opportunities available to all pupils.

The major modernisation of outdoor facilities has provided the school with two multisport pitches; a multipurpose tennis area; an outdoor gymnasium and indoor fitness area. This offers unrivalled provision for sport and Physical Education in the local area.

**BALLYMENA ACADEMY**

**Teacher of Physical Education (To GCSE and ‘A’ Level)**

**(Temporary – 01.09.2021 – 31.08.2022)**

**[3 days per week]**

**Job Description**

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| **Post Title:** | Teacher of Physical Education |
| **Reports to:** | Head of the Physical Education Department and then to Vice-Principal / Principal. |
| **Status:** | Temporary. [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 **1st September, 2021 to 31st August, 2022 (with the possibility of extension).**  This post requires a minimum of three days per week, however, additional hours may be available for the successful applicant dependent upon their ability to teach a suitable second subject within the Ballymena Academy Curriculum. |
| **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 Physical Education to all Year Groups, up to and including ‘A’ level, 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 contribute to the co-curricular life of the Physical Education Department and of the school.  - To make a significant contribution to the Saturday morning sports programme. |

**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 Ireland  Have an Honours Degree (2.2 or above) in which Physical Education or  Sports Science is the major component.  Have a qualification to teach Physical Education to Advanced Level. | **Application Form** |
| **Experience**  **By date of appointment:**   * Have previous experience of teaching Physical Education in a Post-Primary School up to and including GCSE Level or equivalent (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 and, in particular, the Saturday morning sports programme in Hockey or Rugby. | **Application Form, Interview and Classroom Observation** |
| **DESIRABLE REQUIREMENTS** | **EVIDENCED BY** |
| **Qualifications/Experience**   * Have relevant qualifications, training and/or experience to coach Hockey or Rugby. * Hold an (A\* - C) grade in ‘A’ Level Physical Education (or an equivalent qualification). * Have recent experience of teaching Physical Education at GCE ‘A’ Level, or equivalent, (including Teaching Practice). * Have qualifications/recent experience relevant to teaching a second subject on the Ballymena Academy Curriculum (excluding Learning for Life and Work). Preference may be given to those who have qualifications, training and/or experience to teach Geography or ICT in a post-primary school. * Have qualifications, training and/or experience to assist with a second sport (in addition to Hockey or Rugby) within the school’s co-curricular programme. |  |

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, which includes observation of shortlisted applicants teaching a short lesson on a previously notified topic, and a conventional interview, will take place on **Tuesday, 15th June, 2021.**

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 applicants 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. 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.

On the day of the appointment procedure, applicants are required to

* teach a short lesson on a previously notified topic

(scheduled times: 9.30 a.m. – 1.00 p.m.)

* take part in a conventional interview (scheduled times: 2.00 p.m. – 5.00 p.m.

Applicants interviewed in same order as morning sessions.

Shortlisted applicants receive all relevant details.

**Appointment Schedule**

**Post advertised : Tuesday, 25th May, 2021.**

**Applications close : 12.00 Noon – Friday, 4th June, 2021.**

**Shortlisting process : Tuesday, 8th June, 2021.**

**Shortlisted applicants**

**informed per Telephone/**

**E-mail/Letter : Tuesday, 8th June, 2021.**

**Appointment procedure : Tuesday, 15th June, 2021.**

**Ratification by**

**Board of Governors’ : Monday, 21st June, 2021.**

**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](mailto:mbrown783@c2kni.net)