

Hope Sentamu Learning Trust is a growing multi-academy trust for both primary and secondary schools along with Alternative Provisions.

Since the merger between Hope Learning Trust and the Sentamu Academy Trust, we continue to develop and grow so that everyone in our communities is given the opportunity to thrive. Schools across both the Trusts had previously been working together, so we already have a family of schools who share best practice. Each one of our schools has its own distinctive character, identity and strengths which it brings to the Trust so that we all benefit from each other. We have a very bright future ahead!

### Our Vision

Our vision is really very simple. We aspire to provide a place where children and young people can thrive. The aspirations for our existing academies and those joining us are to establish environments where young people thrive. We want our schools to be places where children and young people thrive as active learners; compassionate, kind and creative individuals; caring and engaged citizens; and spiritual beings. We aim to grow together, to serve one another and nurture our children and young people.

In a world of turmoil we offer schools the opportunity to concentrate on teaching and learning, providing you with peace of mind as we look after everything else. Hope Learning Trust, York presents opportunities and expectations that promote success.

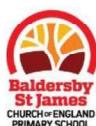
As a Trust, we want every young person to experience great teaching, so we place the highest value on developing colleagues at all levels.

By working together we can ensure:

- all children and young people have a school in which to thrive as learners, as individuals, as citizens and as spiritual beings
- all staff and all governors are nurtured
- all children develop spiritually as well as academically
- no school is left behind regardless of its context and challenges, whether these are around size, rurality or levels of deprivation
- that all governance is highly effective in supporting and challenging the local schools
- a better use of resources by collectively sharing central services
- a provision of effective teachers and support staff, sometimes working across schools in new and imaginative ways
- access to training, support and external validation from a team of highly experienced educational consultants who will also support, question and challenge
- a link to a Teaching School to train the next generation of teachers and to support and develop others
- access to national resources such as capital grants through the EFA and other funding only being made available to MATs

Good luck with your application and I look forward to hearing from you

Helen Winn  
Chief Executive Officer



Science Technician, 37 Hours per Week, Term Time Only, Permanent Role

Grade D, Scale Point 4-6, £18,933 to £19,698 Full Time Equivalent Per Annum

I am delighted to introduce our school to you. This is an exciting time for the academy and an exciting opportunity for an ambitious educational professional to join the team. This is a great career opportunity, a chance to work in a reasonably small close knit community but with extensive opportunities for professional development across the Trust as a whole.

Barlby High School is an 11-16 comprehensive school which serves a mixed catchment 12 miles south of York. The school has a population of around 560 students; we are a friendly, warm and caring community school. Character development is crucially important and my desire is that Barlby High students understand their own self-worth and are confident, compassionate and kind. Academic success is equally important as it is the foundation for the next stage of school life and gives students the opportunity to choose their future career path.

We are a member of the York ISSP partnership, which is an equal partnership of 12 secondary schools – nine state schools and three independent schools. Our students have been able to attend master classes with the aim of providing academic challenge through opportunities which schools cannot provide alone.

Our vision is that every child should flourish and develop a real love for learning. We want the very best for all our students and have high expectations for them. This is born from the belief that every child is full of potential and has a unique part to play in society. We want every member of our school community to 'Live Life to the Full'.

### **Job Details**

All posts at Barlby High School involve at all times seeking to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy. Additional duties may be asked of members of staff by the Principal as occasion requires.

The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances.

Good luck with your application and I look forward to hearing from you!

**Julie Caddell**  
Principal



<b>Job Title</b>	Science Technician	<b>Job Category</b>	Support
<b>Grade &amp; Salary Range</b>	Grade D, Scale point 4 - 6, £18,933 - £19,698 FTE per Annum	<b>Hours of Work</b>	37 Hours, Term Time Only
<b>Location</b>	Barlby High School	<b>Travel Required</b>	No
<b>Position Type</b>	Permanent	<b>Line Manager</b>	Faculty Lead: Science
<b>Date Posted</b>	13th September 2021	<b>Posting Expires</b>	27th September 2021
<b>Interviews to be held</b>	To Be Confirmed	<b>Start Date</b>	To Be Confirmed

### Application Process

Please complete the online application form to apply for this role. All candidates are advised to refer to the job description and person specification before making an application. You should use the information supplied with in the Job Description & Person Specification to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. Your application may be viewed in regard to some or all of the skill specific areas over the course of the selection process. Applications via agencies will not be considered.

### Job Details

We are looking to appoint a Science Technician to work under the supervision and direction of teachers to support learning by providing technical assistance, through the coordination, preparation and maintenance of teaching areas and equipment for students.

The postholder will be required to prepare resources, materials and equipment for science lessons as directed.

This role will work within the school in supporting teachers with practical science lessons where the post holder may be subject to disagreeable working conditions. Due to the nature of the role, the postholder may be required to wear protective clothing for their own safety.

Salary is dependent on current qualifications and experience, please see job descriptions for more information.

Hope Sentamu Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful candidate will be subject to an enhanced DBS check, medical clearance, satisfactory references and eligibility to work in the UK checks.

### School / Academy Contact

Caroline Webster (c.websetr@bhs.hlt.academy)

For any queries regarding the role, please contact the school directly or alternatively you can contact the Recruitment Team via [recruitment@hslt.academy](mailto:recruitment@hslt.academy)

**Job Description**

<b>Job Title</b>	Science Technician
<b>Grade</b>	D
<b>Responsible To</b>	Faculty Leader for Science / Team Leader Technician / Senior Technician
<b>Staff Managed</b>	None
<b>Job Family</b>	Technicians
<b>Job Purpose</b>	To work under the supervision and direction of teachers to support learning by providing technical assistance, through the coordination, preparation and maintenance of teaching areas and equipment for students
<b>Job Context</b>	To prepare resources, materials and equipment for science lessons as directed  To work within the school in supporting teachers with practical science lessons where the post holder may be subject to disagreeable working conditions. Due to the nature of the role, the postholder may be required to wear protective clothing for their own safety.
<b>Accountabilities / Main Responsibilities</b>	
<b>Operational Issues</b>	<ul style="list-style-type: none"> <li>• Prepare resources / materials / equipment for lessons, as directed</li> <li>• Support practical activities for students</li> <li>• Give basic technical advice to teachers, technicians and students which may entail assisting with demonstrations.</li> <li>• Offer guidance, assistance and support to students &amp; teachers on the practical aspects of the curriculum</li> <li>• Record observations in an appropriate manner</li> <li>• Assist with basic demonstrations</li> <li>• Know your role in supporting and promoting development</li> <li>• Keep up to date with current procedures and practices through continuing professional development</li> <li>• Undertake record keeping as required</li> <li>• Administer first aid for students and staff as required</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Communicate effectively with all students and colleagues</li> <li>• Liaise with all areas of the school and outside organisations</li> <li>• Remember and understand the procedures and legislation relating to confidentiality issues that apply to your role</li> <li>• Interact with students in a supportive way to aid the development of their ability to think and learn</li> <li>• Listen to concerns; recognise and take account of signs of change in attitudes and behaviour</li> <li>• Have the ability to use clear language to communicate information unambiguously to others including children, young people, their families and carers</li> </ul>
<b>Resource Management</b>	<ul style="list-style-type: none"> <li>• Carry out stock control, compiling orders, liaising or negotiating with suppliers and maintaining appropriate records</li> <li>• Assist with designing, constructing and modifying apparatus/equipment</li> <li>• Lead on routine and non-routine checking, cleaning, maintenance, testing and repairing of equipment to the required standard</li> <li>• Ensure the availability of suitable materials and equipment and suggesting alternatives for suitability and economy</li> <li>• Participate in training and learning activities and performance development as required</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Be committed to safeguarding and promote the welfare of children, young people and adults as appropriate</li> <li>• Log any safeguarding concerns on CPOMS</li> </ul>

<b>Systems and Information</b>	<ul style="list-style-type: none"> <li>Attend staff meetings and training days by agreement with their manager</li> </ul>
<b>Data Protection</b>	<ul style="list-style-type: none"> <li>To comply with the Trusts policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.</li> <li>To work with colleagues and others to maintain health, safety and welfare within the working environment.</li> </ul>
<b>Equalities</b>	<ul style="list-style-type: none"> <li>We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities.</li> <li>Ensure services are delivered in accordance with the aims of the Equal Opportunities Policy Statement.</li> <li>Develop own understanding of equality issues.</li> </ul>
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with Policies and Procedures</li> </ul>
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment.</li> <li>The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.</li> <li>Understand your own role and its limits, and the importance of providing care or support.</li> </ul>

**Person Specification**

<b>Job Title</b>	Science Technician	
<b>Grade</b>	D	
<b>Responsible To</b>	Faculty Leader for Science / Team Leader Technician / Senior Technician	
<b>Staff Managed</b>	None	
<b>Job Family</b>	Technicians	
	<b>Essential</b>	<b>Desirable</b> (if not attained, development may be provided for successful candidate)
<b>Knowledge</b>		
<ul style="list-style-type: none"> <li>• Knowledge of specialist equipment and materials</li> </ul>		
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Appropriate experience of working with children in a science-related field</li> </ul>		<ul style="list-style-type: none"> <li>• Experience of working in a school environment</li> </ul>
<b>Occupational Skills</b>		
<ul style="list-style-type: none"> <li>• Good written and verbal communication skills: able to communicate effectively and clearly with a range of staff, pupils and parents.</li> <li>• Demonstrable interpersonal and communication skills</li> <li>• Ability to work successfully in a team</li> <li>• Able to exercise discretion &amp; judgement</li> <li>• Self-motivated to complete required duties.</li> <li>• Confidentiality</li> <li>• Good time management skills</li> </ul>		<ul style="list-style-type: none"> <li>• Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable time frame</li> </ul>
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• Level 2 qualification or equivalent in a science or science-based subject</li> </ul>		<ul style="list-style-type: none"> <li>• Appropriate first aid training (<i>dependant on the school's needs</i>)</li> </ul>
<b>Other Requirements</b>		
<ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• Commitment to the school's policies and ethos</li> <li>• Commitment to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes, using authority and discipline where appropriate</li> </ul>		

## Benefits of working at Hope Sentamu Learning Trust

### Continuing Professional Development (CPD)

Hope Sentamu Learning Trust is committed to the professional development of all staff and is supported by the Education Team at the Diocese of York. This provides the opportunity for further CPD, networks and training to share best practice, as a member of a wider partnership of 125 diocesan schools and multi-academy trusts, across eight local authorities. We also have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues.

From ECT through to CEO, the Trust links with the Ebor Hope Teaching Schools Alliance, to provide high-quality, relevant training for all staff at all levels, pushing challenging, supporting and nurturing, enabling all members of the team to succeed, develop and aspire to the next challenge.



### Pension Scheme

As an employee of the Trust you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) Hope Sentamu Learning Trust also pays into the scheme on your behalf. For more information please visit: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk) [www.nypf.org.uk](http://www.nypf.org.uk)

### Cycle to Work Scheme

For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Hope Sentamu Learning Trust pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be. For more information visit [www.cyclescheme.co.uk](http://www.cyclescheme.co.uk)



### Our Family

Our schools are places where young people can grow and excel and where colleagues strive to generate a culture of excellence and are innovative and collaborative.

As a Trust, we believe that by growing together as a family, belonging to a community with common goals and ambitions for its young people and having a central understanding that we should all put others needs before our own, we will succeed.