

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.

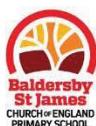
As a Trust, we want every young person to experience great teaching, so we place the highest value on developing colleagues at all levels.

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



Senior Science Technician, 32.5 Hours per Week, Term Time Only

Grade E, Scale Points 6-8, £19,698 to £20,493 Full Time Equivalent Per Annum

Vale of York Academy is one of many Hope Sentamu Learning Trust secondary schools. Vale of York has undergone a period of transformation and rapid improvement since joining the Trust in 2017. Recently judged as 'Good' by Ofsted, this is an exciting time for the academy and will be an exciting opportunity for an ambitious educational professional to join the team. This is a great career opportunity, a chance to work in a close knit community but with extensive opportunities for professional development across the Trust as a whole.



Vale of York is an 11-16 comprehensive school which serves a mixed catchment extending from the City Centre of York to the satellite village of Skelton on the northern edge of the City. The academy is over-subscribed; it has a growing population of more than 600 students who enter the school with attainment at around national averages, but with an increasing number of high attainers and gifted and talented pupils. Our commitment to every child is absolute and we strive to meet the needs of all our pupils whether they are capable of achieving ten Grade 9's at GCSE or require the support of a full time teaching assistant or individual package of learning in order to reach their full potential. We believe that Vale of York should be the first choice school for every student in our immediate catchment and that we have an important role in transforming the lives of all our young people and their community.



Vale of York is a community school which expects each individual to be their very best by accepting personal responsibility and always striving to do better. These expectations extend far beyond learning. We expect the highest standards of behaviour, creating an environment where students feel safe, sanctions are applied fairly and positive contributions are recognised and rewarded. We have a strong commitment to the personal development of your young people, which we

believe enables them to responsible citizens who go on to play their part in improving their community.

### Job Details

All posts at Vale of York Academy 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!

**Toby Eastaugh**  
Principal



<b>Job Title</b>	Senior Science Technician	<b>Job Category</b>	Support
<b>Grade &amp; Salary Range</b>	Grade E, Scale points 6-8 (£19,698 to £20,493 Full Time Equivalent)	<b>Hours of Work</b>	32.5 Hours per Week, Term Time Only
<b>Location</b>	Vale of York Academy	<b>Travel Required</b>	None
<b>Position Type</b>	Permanent	<b>Line Manager</b>	Curriculum Lead for Science
<b>Date Posted</b>	09th September 2021	<b>Posting Expires</b>	30th 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 Senior Technician with a specialism in Science to work, under the direction of the Curriculum Leader for Science to coordinate the use of practical resources and facilities and provide assistance and advice in the practical needs of the curriculum.

The candidate will be required to give technical advice, and health & safety advice to teachers, other technicians and pupils/students.

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.

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>	Senior Technician
<b>Grade</b>	E
<b>Responsible To</b>	Headteacher / Principal / Team Leader Technician
<b>Staff Managed</b>	Technicians / Other support staff
<b>Job Family</b>	Technicians
<b>Job Purpose</b>	<p>To work, under the direction of the designated person to coordinate the use of practical resources and facilities and provide assistance and advice in the practical needs of the curriculum.</p> <p>To give technical advice, and health &amp; safety advice to teachers, other technicians and pupils/students.</p> <p>Assist and support the Team Leader Technician in organising and supervising Technicians when appropriate and participate in the induction of new team members.</p> <p>Carry out risk assessments for technician and classroom activities.</p> <p>To take a lead in the specialist subject area relevant to the role.</p>
<b>Job Context</b>	Required to work within school in supporting teachers with practical lessons e.g. Music, Science, Design Technology or Food, 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>• Lead role in planning and organisation of equipment for the specialist technical area</li> <li>• To take a lead in the specialist subject area relevant to the role</li> <li>• Give technical advice to teachers, technicians and pupils/students</li> <li>• Offer professional guidance, assistance and support to pupils &amp; teachers on the practical aspects of the curriculum which may include assisting with demonstrations, to support the development of pupils</li> <li>• Record observations in an appropriate manner</li> <li>• Support and promote the development of pupils</li> <li>• Liaise with all areas of the school and outside organisations</li> <li>• Keep up to date with current procedures and practices through continuing professional development</li> <li>• Assist with demonstrations</li> <li>• Appreciate that others may not have the same understanding of professional terms and may interpret language such as acronyms differently</li> <li>• Assist with the completion of risk assessments for technician and classroom activities</li> <li>• Undertake record keeping as required</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Communicate effectively with all pupils and colleagues</li> <li>• Remember and understand the procedures and legislation relating to confidentiality issues that apply to your role</li> <li>• Interact with pupils 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>• Design, construct, and modify apparatus/equipment</li> <li>• Lead on routine and non-routine checking, cleaning, maintenance, testing and repairing of equipment to the required standard</li> <li>• Assist in monitoring, controlling and keeping financial records of the departmental expenditure in accordance with the school's policy</li> <li>• Ensure the availability of suitable materials and equipment and suggesting alternatives for suitability and economy</li> <li>• Assist and support the Team Leader Technician in organising and supervising Technicians when appropriate and participate in the induction of new team members</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with</li> <li>• Have awareness and basic knowledge, where appropriate, of the most recent legislation</li> <li>• Be able to recognise when a child or young person is in danger or at risk of harm and take action to protect them</li> <li>• Make considered judgements about how to act to safeguard and promote a child or young person's welfare</li> </ul>
<b>Systems and Information</b>	<ul style="list-style-type: none"> <li>• Participate in training and learning activities and performance development as required</li> <li>• Attend staff meetings, training days and management meetings 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>• Provide technical advice on health &amp; safety issues to teachers and technical support staff</li> <li>• To work with colleagues and others to maintain health, safety and welfare within the working environment</li> <li>• Contribute to the assessment, monitoring and review of both health &amp; safety procedures and information resources through a process of self-evaluation</li> <li>• Carry out electrical and other safety checks</li> <li>• Ensure the healthy, safe storage and accessibility of equipment and materials.</li> <li>• Ensure the safe treatment and disposal of used materials, including hazardous substances and responding to actual potential hazards</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.</li> <li>• Reasonable additional duties commensurate with the grading of the job role may be requested from your line manager.</li> <li>• Permanent &amp; significant changes 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> </ul>

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|  | <ul style="list-style-type: none"><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> |
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**Person Specification**

<b>Job Title</b>	Senior Technician	
<b>Grade</b>	E	
<b>Responsible To</b>	Headteacher / Principal / Team Leader Technician	
<b>Staff Managed</b>	Technicians/Other support staff	
<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>• Good written and verbal communication skills:</li> <li>• Ability to communicate effectively and clearly with a range of staff, pupils and parents.</li> <li>• Knowledge of the subject area and appropriate specialist equipment</li> <li>• Good literacy and numeracy skills</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Health &amp; Safety and other relevant legislations that impact on the role</li> </ul>	
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Appropriate experience of working in a school department relevant to role</li> </ul>		
<b>Occupational Skills</b>		
<ul style="list-style-type: none"> <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>• Flexibility</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>• NVQ Level 3 or equivalent in a relevant 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>• 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 to use authority and maintaining discipline.</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.