

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 Sentamu Learning Trust presents opportunities and expectations that promote success.

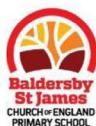
As a Trust, we want every young person to experience great teaching, so we place the highest value on developing colleagues at all levels.

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 (Team Leader), 37 Hours per Week, Term Time Only, Permanent Role

Grade G, Scale Point 13-18, £19,962 to £20,040 Actual Salary Per Annum

Archbishop Sentamu Academy is one of six Hope Sentamu Learning Trust secondary schools. The academy has undergone a period of transformation and rapid improvement since joining and has, this year, celebrated the most successful results on record. 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.



Archbishop Sentamu is an 11-18 Church of England comprehensive school which serves a mixed, but heavily deprived catchment from East Hull. The academy is over-subscribed; it has a growing population of more than 1400 students who enter the school with attainment below 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.

Our distinctively Christian vision is that everyone will be able 'to lead the best life possible', now and in the future. It is underpinned by the words of Jesus in John 10:10 which says, "I have come that you may have life in all its fullness." Our vision is lived out through our academy values of Respect, Community, Courage and Wisdom. This leads to an ethos where we expect each individual to be their very best by accepting personal responsibility and always striving to do better. Each member of our community is respectfully treated to have the courage to push themselves to be inspiring future citizens and have the good wisdom to ensure they seek the support they need to do this. 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.

#### Job Details

All posts at Archbishop Sentamu 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!

Helen Dowds  
**Executive Principal**



<b>Job Title</b>	Science Technician (Team Leader)	<b>Job Category</b>	Support
<b>Grade &amp; Salary Range</b>	Grade G, Scale Points 13-18, £19,962-£20,040 Per Annum	<b>Hours of Work</b>	37 Hours per Week, Term Time Only + 10 days
<b>Location</b>	Archbishop Sentamu Academy	<b>Travel Required</b>	Occasional
<b>Position Type</b>	Permanent Post	<b>Line Manager</b>	Director of Science
<b>Date Posted</b>	24 November 2021	<b>Posting Expires</b>	03 January 2022
<b>Interviews to be held</b>	To Be Confirmed	<b>Start Date</b>	February 2022

## 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

Our successful Science Team Leader Technician work as the Senior to support with the practical and technical aspects of the Science curriculum. They will design, prepare and manage resources required to enable healthy, safe and engaging practical activities to be undertaken by staff and students. Excellent knowledge of CLEAPSS guidelines, COSHH and Health and Safety regulations is essential.

A key part of the role will entail working directly with students in our laboratories, ensuring that they are develop the necessary skills that will allow them to become curious scientists. We offer a wide range of courses to our students in years 7 - 13, including a full suite of A Level sciences. The successful candidate will be a fully integrated member of team, taking part of our strategic planning and supporting in the professional development of all.

We are looking for someone who is able to think both creatively and strategically in order to support our journey towards outstanding. Experience of leadership would be desirable as we have a small team of technicians that operate within our department.

Salary shown above is pro rata, based on an Full Time Equivalent of £22,627 to £24,982

Hope Sentamu Learning Trust is committed to safeguarding and protecting our children and young people and expects all staff and volunteers to share this commitment. All posts are subject to a safer recruitment process which includes enhanced criminal records and barring checks, scrutiny of employment history, robust referencing and other vetting checks.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across the Trust. On joining you will be required to undergo continuous professional development to maintain safe working practice and to safeguard our children and young people.

## School / Academy Contact

Jenny Rose, PA to Principal, [j.rose@asa.hslt.academy](mailto:j.rose@asa.hslt.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>	Team Leader Technician
<b>Grade</b>	G
<b>Responsible To</b>	Headteacher / Member of Senior Management Team / Head of Department
<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 (usually the Head of Department). To complement the professional work of teachers by taking responsibility for agreed learning activities.</p> <p>Responsible for the management and development of particular responsibilities within the school e.g. Science/I.T and management of the team including the allocation and monitoring of work, appraisal and training.</p> <p>They will set up and monitor systems used in management and control of practical resources, including budgeting, purchasing and auditing</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>• Give technical advice to teachers, technicians and pupils/students.</li> <li>• To take a lead in the specialist subject area relevant to the role</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.</li> <li>• Assist with curriculum planning</li> <li>• Record observations in an appropriate manner.</li> <li>• Know your role in supporting and promoting development.</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>• Coordinate the use of, and development of, practical resources and facilities.</li> <li>• Responsible for organising the technical support team to assist in practical classes, carry out demonstrations, prepare resources and assemble apparatus/equipment.</li> <li>• Assist with the completion of risk assessments for technician and classroom activities.</li> <li>• Undertake record keeping as required</li> <li>• Assist with demonstrations</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>• Ensure that the team is resourced, organised and developed to meet the performance standards required by the department.</li> </ul>

	<ul style="list-style-type: none"> <li>• Oversee 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>• Ensure the availability of suitable materials and equipment and suggesting alternatives for suitability and economy.</li> <li>• Responsible for the recruitment, induction, training, monitoring and performance management of other technical support staff (minimum of 2) as appropriate.</li> <li>• Assist in monitoring the department budget. Accounting for small expenditures from an agreed budget.</li> <li>• Assist in monitoring and keeping financial records of the departmental expenditure in accordance with the school's policy.</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>• Attend staff meetings, training days and management meetings by agreement with the Headteacher.</li> <li>• Participate in training and learning activities and performance development as required.</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>• Actively lead and coordinate the assessment, monitoring and review of both health safety procedures and information resources through a process of self-evaluation.</li> <li>• Provide technical advice on health &amp; safety issues to teachers, technical support staff and pupils.</li> <li>• Be aware of and implement your health &amp; safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health &amp; Safety policy and procedure.</li> <li>• Ensure the safe treatment and disposal of used materials, including hazardous substances and responding to actual or potential hazards.</li> <li>• Ensure the healthy, safe storage and accessibility of equipment and materials.</li> <li>• Carry out electrical and other safety checks.</li> <li>• Lead on routine and non-routine checking, cleaning, maintenance, testing and repairing of equipment to the required standard.</li> <li>• Promote and observe a healthy and safe working environment for the support service.</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><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**

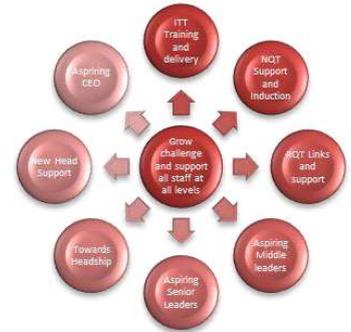
<b>Job Title</b>	Team Leader Technician	
<b>Grade</b>	G	
<b>Responsible To</b>	Headteacher / Member of Senior Management Team / Head of Department	
<b>Staff Managed</b>	Assistant Technicians / Other support staff	
<b>Job Family</b>	Technicians	
	<b>Essential</b>	<b>Desirable</b> (if not attained, development may be provided for successful candidate)
<b>Knowledge</b>		
	<ul style="list-style-type: none"> <li>• Knowledge of the subject area and appropriate specialist equipment</li> <li>• Ability to communicate effectively and clearly with a range of staff, pupils and parents.</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 the role</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate experience of working in a school department relevant to the role</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>Occupational Skills</b>		
	<ul style="list-style-type: none"> <li>• Demonstrable interpersonal 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> <li>• Good literacy and numeracy skills</li> <li>• Good written and verbal communication skills</li> <li>• Flexibility</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>Other Requirements</b>		
	<ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• To be committed to the school's policy and ethos.</li> <li>• To be committed to Continual 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 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.