



Assistant Director of Science

# Application Pack

Iceni Academy  
Methwold



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# 01. About Academy Transformation Trust

## Our Mission

Transforming lives by *putting education first*.

## Our Vision

Transforming Lives of **Our Learners**:

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have a safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.

Transforming Lives of **Our Colleagues**:

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.

Transforming Lives of the **Communities We Serve**:

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.

## Our Values

### Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.

### Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.

### Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.

### Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.

To learn more about our story/journey, please read our [ATT Magazine](#)

# Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 21 academies (primary, secondary, post 16 and FE) operating across 10 English local authority areas. We are responsible for the education of over 13,000 learners, for the careers of almost 2000 colleagues and for the most effective spending of nearly £80 million of taxpayer income each year.

## Strategic Aims

- To plan and deliver a curriculum which enables students to reintegrate with learning, delivers improving progress and outcomes for all learners and demonstrates that lessons have been learned from the pandemic experience.
- To create the conditions in which our people can demonstrate independent, thoughtful and confident behaviours in pursuit of our vision and aims.
- To continue to improve our financial performance alongside an enhanced reputation in business operations and governance.



ATT | 21 Academies

Staff | 1720

Learners | 13,334

Governance

Finance

Local Authority Areas | 10

Primary | 409

Primary | 2711

People Engaged | 120+

£78 million in funding and other income

Secondary | 1130

Secondary | 9280

Trustees | 10

Special | 30

Special | 45

Members | 4

FE | 76

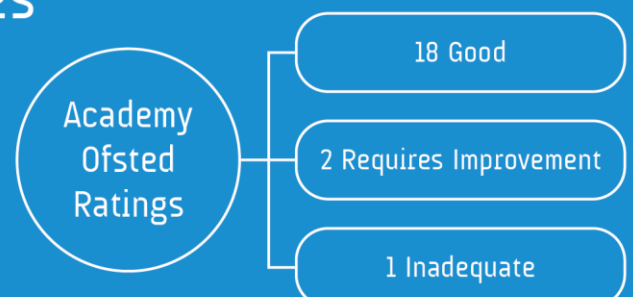
FE | 1298

Other | 75

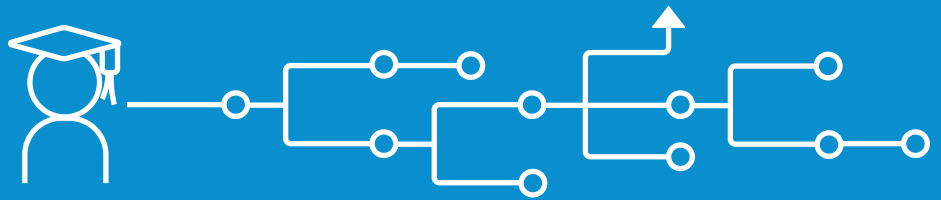
ATT Institute | 38 Leadership Development Pathways across all our directorates

## Headline Performance Measures

- **Record progress scores** for many of our academies in 2019.
- **Rising Attainment 8** and **Progress 8** rates for three years running across all secondary academies.
- **Rising Key Stage 5 average points scores** across all academies for three years.



# 02. Career Testimonials



## **Donovan Stansbury** | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

## **Martin Sexton** | Lead for Computer Science and STEM Coordinator

Working for ATT has given me many opportunities to progress my career. A move from Westbourne Academy to Mildenhall College Academy 5 years ago gave me my first step up from teacher to leading Computer Science. I received an ATT award for STEM which led to me becoming the STEM coordinator. To help develop my career further I now lead Team Network Group meetings with other Computing teachers from across the trust. ATT has also allowed me to develop my skills knowledge through attending a range of CPD with Computing at School, Barefoot, and Digital Schoolhouse all of which are helping to develop my practice.

## **Nicola Powling** | Faculty Leader, Humanities

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

## **Cat Rushton** | Director of ATT Institute

ATT has offered me the exciting opportunity to experience a wider scope of influence over academies, to collaborate with other leaders, and to work with a range of colleagues and stakeholders in various contexts.

# 03. Academy Information



Iceni Academy Methwold is on a journey to transform the lives of all students and staff with whom we work. We are determined to give our students the very best education possible so they can realise their full potential and succeed in their later lives, by offering them a broad and balanced knowledge-rich curriculum, rooted in strong pedagogy, throughout their time studying with us. We hold this as the gold standard for all our students.

We are fortunate, too, to work with external agencies and charities to provide opportunities not available to all schools and academies, including the Duke of Edinburgh Award and access to a Combined Cadet Force. The pursuit of academic excellence is paramount, but the learning experience for Iceni Academy Methwold students extends far beyond the classroom. Personal development is valued in the same way as achievements in examinations, and we relentlessly celebrate success in all its forms. We support our students to develop a strong sense of responsibility as global citizens, underpinned by our academic motto: 'individually strong, unstoppable together.'

Iceni Academy Methwold is part of Iceni Academy, an all-through school set across two sites. We work closely with our colleagues at our Iceni Academy Hockwold site (Primary) on curriculum and personal development, sharing values, that reflect the attributes we teach our students to have, and the values we wish them to hold throughout their lives. We teach behaviour and self-regulation as a curriculum, knowing that these skills will help our students excel in later life. Our values are grounded in the principles of 'Aim High, Work Hard, Be Kind'.

We care passionately for our staff, and place people development at the heart of our offer to them. From an in-house coaching programme for all staff and research-led project groups, and from a well-stocked CPD library to access a wealth of opportunities afforded by the ATT Institute, we are committed to supporting all colleagues develop to be the best that they can be. We work closely with the Trust and colleagues at other ATT academies to share shining examples of best practice in all of our teams.

Iceni Academy Methwold is set in the heart of beautiful Norfolk in a tranquil, rural village, just 15 minutes from the A11 and 20 minutes from the A47.



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

[Click to Learn More](#)

Transformational Teaching

[Click to Learn More](#)

Transformational Services

[Click to Learn More](#)

## Professional Development at ATT:

# 04. The ATT

### What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

### PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

### Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise.

Find Out More Online:

[academytransformationtrust.co.uk/institute](https://academytransformationtrust.co.uk/institute)

# 05. Job Description

## Assistant Director of Science

### **Purpose of the job**

- To support the management of the professional community of subject teachers to ensure high attainment of their subject across the academy.
- To support the development and leadership of an exciting curriculum which enables the highest level of pupil progress and attainment.
- To support the Director of Science in the development of provision for Science at KS3 and KS4

### **Key responsibilities are:**

To support the Director of Science in leading these areas in the Science Faculty:

- Subject Coordination across the academy.
- Leadership of the Subject Community.
- Teaching and Learning developments in the faculty.
- Curriculum Setting and Assessment.
- Academy Culture.

The post holder will be required to exercise his/her professional skills and judgement to carry out, in a collaborative manner, the professional duties set out below: -

### **Specific Tasks**

- To design and co-ordinate Schemes of Learning at KS3 and KS4.
- To prepare and distribute relevant resources and materials needed to deliver the Schemes of Learning.
- To implement a strategy to gather Baseline Data for Year 7 pupils on entry.
- To analyse and disseminate KS3 performance data.
- To use this data to make recommendations for intervention at KS3 and to plan appropriate programmes, e.g., catch up, Not Yet Secondary Ready.
- To review and develop progression mapping for KS2 to KS3 to aid smooth transition.



# 06. Person Specification

## Assistant Director of Science

The person specification provides an outline of the experience, skills, and abilities we expect the successful candidate to possess. You should match your own skills, experience, and abilities to those listed below and provide examples of how you have demonstrated the criteria. People with disabilities will be offered an interview where they meet the essential criteria alone.

	Essential
Education/ Qualifications	<ul style="list-style-type: none"> <li>• Qualified to degree level and above.</li> <li>• Qualified to teach and work in the UK.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of raising attainment in a challenging classroom environment.</li> <li>• Experience of establishing a high achieving department within a large and complex school environment.</li> <li>• Experience of leading, coaching and managing staff.</li> <li>• Experience of delivering consistently outstanding lessons to students of all ages and abilities.</li> <li>• Experience of implementing behaviour management strategies consistently and effectively.</li> <li>• Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes.</li> <li>• Experience of having designed, implemented, and evaluated effective, imaginative and stimulating Schemes of Work.</li> <li>• Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners.</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>• Effective team worker and leader.</li> <li>• Demonstrates resilience, motivation, and commitment to driving up standards of achievement.</li> <li>• Acts as a role model to staff and students.</li> <li>• Vision aligned with The Nicholas Hamond Academy's high aspirations, high expectations of self and others.</li> <li>• Genuine passion and a belief in the potential of every student.</li> </ul>

	<ul style="list-style-type: none"> <li>• Motivation to continually improve standards and achieve excellence.</li> <li>• Commitment to the safeguarding and welfare of all pupils.</li> </ul>
Leading the Curriculum	<ul style="list-style-type: none"> <li>• Able to establish curriculum development, assessment, coordination and coaching.</li> <li>• Has good communication, planning and organisational skills.</li> <li>• High expectations for accountability and consistency.</li> </ul>
Leading the Learning	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner and mentor.</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, rewards, and praise.</li> </ul>
Teaching and Learning	<ul style="list-style-type: none"> <li>• Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, praise, and rewards.</li> <li>• Thinks strategically about classroom practice and tailoring lessons to student's needs.</li> <li>• Understands and interprets complex student data to drive lesson planning and student attainment.</li> <li>• Good communication, planning and organisational skills.</li> <li>• Demonstrates resilience, motivation, and commitment to driving up standards of achievement.</li> <li>• Acts as a role model to staff and students.</li> <li>• Commitment to regular and on-going professional development and training to establish outstanding classroom practice.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• This post is subject to a Disclosure and Barring Service check.</li> <li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils.</li> <li>• Willingness to undertake training.</li> </ul>

# 07. How to Apply

## Assistant Director of Science

### Applying:

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)



### Status:

Permanent  
Full Time

### Salary:

MPS 1 – UPS 3  
Actual Salary £30,000 - £46,525  
Plus TLR2 - £3,316



### Closing Date:

Tuesday 05 December 2023 at 9am

### Start Date:

ASAP



### Interviews:

To be confirmed




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