

CLOSING DATE FOR APPLICATION:
INTERVIEWS:

MONDAY 27th MARCH 9am
THURSDAY 30th MARCH



The Salesian Academy of St. John Bosco

JOB TITLE: CURRICULUM LEAD FOR SCIENCE

This prospective applicant pack provides you with all the relevant information you need to apply for the vacancy being advertised. The pack also provides a lens into our school community through content that we have created for you.





The Salesian Academy of
**St. John
Bosco**



Proud to be part of

Pope Francis
Catholic Multi Academy Trust

Welcome from the Headteacher

Dear candidate

As the recently appointed Headteacher of The Salesian Academy of St John Bosco I am delighted with your interest in joining our team.

The newly appointed Curriculum Leader for Science will play a vital role in delivering our vision of securing the very best standards of teaching and learning so that pupils, regardless of their background, abilities or specific learning needs, remain healthy, successfully complete their formal education, and are able to make positive contributions towards society. Working alongside myself and the school's leadership team, your role will be to create and maintain high standards and aspirations within your curriculum area, underpinned by our Salesian and Gospel values and to secure outstanding outcomes. We are looking for candidates with a passion for Science and the ability to deliver an innovative curriculum at key stages 3 and 4.

There is a new ambition for The Salesian Academy of St John Bosco, driven by the strong partnership that exists between Pope Francis Catholic Multi Academy Trust and the Salesians. This ambition, alongside the build of a new school in 2025, will provide an exciting environment, including a full suite of new science laboratories, for pupils and staff alike to develop their many talents and pursue academic and personal excellence.

If you are confident that you have the qualities, skills and experience we are looking for, as well as the enthusiasm, knowledge and resilience to shape the future of our school, I look forward to receiving your application.

***Sue Bourgade
Headteacher***



Welcome from the CEO

Dear Candidate

Thank you for your interest in our school and our Catholic MAT; both the Pope Francis Catholic Multi Academy Trust and The Salesian Academy of St John Bosco are at an exciting point in their development.

The Pope Francis Catholic MAT is the first of the Catholic Multi Academy Trusts that are being formed by the Archdiocese of Liverpool. Each school within the Archdiocese will be given the opportunity to join one of 12 locally based Catholic MATs. We are the first of these MATs and are therefore acting as a pathfinder for the MATs that will follow. At present there are three schools within the CMAT; Saint Edmund Arrowsmith Catholic Academy in Whiston, Sacred Heart Catholic Academy in Crosby and The Salesian Academy of St John Bosco in Bootle. The Pope Francis Catholic MAT will serve the Sefton area and may ultimately include up to 29 Catholic schools, both primary and secondary.

The Archdiocesan Catholic MATs will work closely with one another and have a clearly defined philosophy about the way in which a Multi Academy Trust works. We believe that each of our schools has their own distinct identity, history, tradition and values. We believe very much in the preservation of this identity and that the role of the Trust is to work with the Headteacher to offer support and the highest quality services to enable the schools to focus exclusively on providing the highest quality of education rather than dealing with other distractions. We aim to create a collaborative Trust where all individuals are able to thrive and flourish knowing that they are being underpinned by the highest quality support.

Our Mission is clearly laid out, "Enabling schools, aspiration and faith to flourish by uplifting hearts and inspiring minds."

Our Values are:

- Unity – working together for excellence
- Excellence – to strive to be the best
- Love – respect and care for others and treat them as you want to be treated
- Service – following the teachings of Christ to become valued members of our communities

The Salesian Academy of St John Bosco became part of the Trust on 1st January 2023. The school was formerly known as Savio Salesian College. In the last six years the school has faced a difficult journey. In recent years, it has been inspected three times and each time the Overall Effectiveness has been judged to be Inadequate, the latest being in September 2022. This only tells part of the school's story and there is a well-grounded and strong sense of optimism within the school.

The Salesian ethos pervades all aspects of school life and pupils value the way in which they are loved and cared for. We have appointed a new Headteacher, Mrs Sue Bourgade, who will build on this and have the highest expectations. The school has strong support from the DfE and was included as part of the schools rebuilding programme and we expect the new school to be ready for the pupils to move into in 2025.

Andrew Dawson
CEO Pope Francis CMAT

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Required for 1st September 2023 or sooner if possible.

The Salesian Academy of St John Bosco is a rapidly improving school and we seek applications from highly motivated and inspirational leaders who are committed to ensuring every child and adult within our community has the self-belief to flourish in whatever they choose to do.

“In order to empower everyone to achieve their full potential we, as a community, accept our responsibility to respect and care for each other and our environment in a spirit of friendship and peace.”

The values that are reinforced daily are: Respect, Understanding, Affection, Happiness and Humour.

At The Salesian Academy of St John Bosco we believe that clear expectations regarding responsibilities and behaviour are important in maintaining a successful and happy atmosphere in school.

The Governors are determined to appoint an outstanding and successful leader to the post of Curriculum Lead for Science.

If you are someone that thrives on working in a dynamic environment with like-minded colleagues, then we would encourage you to make an application. This position is a unique opportunity for an exceptional leader to support the school at this point of its development. It is an exciting opportunity to support school improvement and be instrumental in delivering high quality education in our community.

If you require any additional information or would like to visit the school, please contact Mrs L Jones at louise.jones@pfcmat.org who will help you with your request.

Full details of this post including the CES Teacher Application form and associated documents are available to download from the school's website: www.saviosalesiancollege.com

APPLICATION PROCESS

To apply for this post your completed application must be submitted to include the following documents:

- CES Teacher Application Form
- CES Consent to Obtain References
- CES Monitoring Form

Completed applications should be clearly marked with the post title and returned electronically for the attention of Mrs L Jones, louise.jones@pfcmat.org

The Salesian Academy of St John Bosco is committed to safeguarding the welfare of children. Disclosure of any criminal convictions and an enhanced DBS check will be required for this post. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. The post may not be exempt from the Rehabilitation of Offenders Act 1974 as certain spent convictions and cautions are 'protected' and are not subject to disclosure. It is important that an applicant provides the school with upfront disclosure of all unspent convictions, cautions, reprimands or warnings. A failure to declare the above (that are not subject to the Disclosure and Barring Service filtering) may disqualify an applicant for appointment and may result in summary dismissal if the discrepancy comes to light subsequently.

The recruitment process for this post will be underpinned by rigorous safer recruitment assessment to ensure that children and young people are protected.

We are an Equal Opportunities Employer.

JOB DESCRIPTION

Every member of staff at the Salesian Academy of St John Bosco is expected to endeavour to maintain and develop the Catholic and Salesian character of the school, and to support and promote the aims and mission of the school in and through the exercise of all contractual duties and any voluntary activities.

Post Title	Curriculum Leader Science
Salary Scale	MPS / UPS (£28,000 - £43,685) plus TLR 2C (£7,368)
Reporting to	DHT
Responsible for	<ul style="list-style-type: none">● Leadership in the area● Pupil progress beyond assigned groups● Enhancing the teaching of others <p>The responsibilities defined in this job description are undertaken in addition to your responsibilities as a Schoolteacher as defined in the relevant Conditions of Service.</p>
Pay and Conditions	As outlined in the current Teachers Pay and Conditions document

Main Areas of responsibility:

Leadership of Science

To provide a clear direction for the work and development of the Science department within the context of the overall activity of the school; promotes high standards through personal involvement and ensures that the Science department:

- Has explicit aims and values, including a commitment to good relationships and equality of opportunity for all, which are reflected in all its work.
- Identifies appropriate priorities and targets, takes the necessary action, and reviews progress towards them.
- Ensures that they use time, colleagues and other resources, especially information and communications technology, effectively to deliver the appropriate curriculum.
- Ensures there is rigorous monitoring, evaluation and development of teaching and learning.
- Has appropriate internal and external assessments of learning so that all pupil groups make expected progress.

- The department enters achievement data into the whole school system at set intervals as required for Y7 to 10 and for Y11 pupils.
- Progress data is analysed, pupils falling behind are identified, and appropriate intervention put in place which is rigorously monitored to ensure progress is being maintained and pupils are meeting their targets.
- Educational priorities are managed through careful financial management.
- The accommodation allows the curriculum to be taught effectively and that classroom and department displays which stimulate learning are regularly renewed.
- Learning resources are adequate for the department's curriculum and range of pupils.
- Relevant homework is regularly set and marked with appropriate assessment for learning feedback helping to motivate pupils to improve their learning.
- Delivers curriculum enrichment and extracurricular activities.
- The best value principles of comparison, challenge, consultation and competition are applied to the area's management and use of resources.
- The views of relevant stakeholders, including parents and pupils, are sought and used to evaluate and further develop the work of the department.
- Parents are satisfied with what the subject area provides and achieves.
- Parents are provided with good quality information about the area and particularly about pupils' progress.
- Links with parents, including the use of home-school agreements, contribute to pupils' learning within the subject and at home.

The post holder will be expected to manage their own performance and development and ensure staff within the Science department do the same by sharing a commitment to improvement and identifying capacity to do so.

Enhancing the Teaching of Others

The post-holder will enhance the teaching of others within the Science department by enabling colleagues to:

- Develop and improve subject knowledge and pedagogy.
- Plan effectively, setting clear objectives that pupils understand.
- Challenge and inspire pupils, expecting the most of them, so as to deepen their knowledge and understanding.
- Develop and improve technical competence in teaching basic skills, especially numeracy.

- Use methods which enable pupils to learn effectively.
- Manage pupils well and insist on high standards of behaviour.
- Use homework effectively to reinforce and/or extend what is learned in school.
- Assess pupils' work thoroughly and use assessments to help and encourage pupils to overcome difficulties.

Line Managing Staff

The post-holder may be responsible for line managing a number of staff, both teaching and support staff, and this responsibility will include areas of both a professional nature and areas concerning conditions of service and employment.

The post-holder will ensure that:

- There is effective appraisal and performance management for staff in the subject area within the context of the school policy.
- The department actively self-evaluates which involves on-going departmental lesson observation, regular recorded book reviews, review of results and monitoring of targets, reporting to the Headteacher and Governors.
- There is good delegation to ensure the effective contribution of all staff to the work of the department.
- The Headteacher is kept informed of the number, qualification and experience of teachers and support staff required to match the demands of the department and the curriculum it is required to deliver.
- There is effective induction of staff new to the department and the department is, or has the potential to be, an effective provider of initial teacher training.

Line managing staff will also involve monitoring their professional needs and evaluating their professional performance in the following:

- Teaching assigned groups of pupils to enable them to progress.
- Actively promoting the progress of pupils through teaching that meets their learning needs, accurate assessment of their work and regular feedback on how to reach the next grade or level.
- Carrying out regular assessment of pupil progress, recording progress data on the school data system and using this data to target intervention strategies at pupils who are not making required progress.

- Actively contributing to the development of strategies to develop literacy and numeracy across the curriculum.
- Promotion of the well-being of pupils across the school through roles such as being an active form tutor.
- Ongoing professional and development training.
- Contributing to the development of courses and schemes of work across the department.
- Maintaining good discipline amongst pupils.
- Maintaining pupils' health and safety.
- Attendance at departmental and school meeting as required.
- Undertaking emergency cover.
- Preparing pupils for public examinations.
- Contributing to aspects of school management.
- Undertaking agreed organisational and administrative tasks.
- Carry out additional tasks as commensurate with the post, and as required by the Headteacher.

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PERSON SPECIFICATION

Applicants must meet all of the essential requirements for this post

Catholic Dimension	Essential	Desirable	Application / Interview
Understanding of the distinctive nature of Catholic schools	✓		A / I
Strong support for our ethos and values as a Salesian Academy	✓		A / I

Safeguarding	Essential	Desirable	Application / Interview
Understanding and commitment to pupil welfare and safeguarding	✓		I

Qualifications and Training	Essential	Desirable	Application / Interview
A degree or equivalent qualification in Science	✓		A
Qualified Teacher Status (QTS)	✓		A
Evidence of relevant professional development for this post	✓		A / I

Experience	Essential	Desirable	Application / Interview
Previous leadership and/or management responsibilities	✓		A
Teaching experience in more than one school		✓	A
A proven track record of outstanding classroom practice and securing outcomes for pupils as a class teacher	✓		A / I
The ability to lead evidence informed change, leading to improvement within a subject area on attainment, progress or behaviour	✓		A / I
Experience working with parents/carers to support pupil welfare and achievement	✓		A / I

Job Related Skills and Knowledge	Essential	Desirable	Application / Interview
Strong knowledge of the national curriculum and effective curriculum implementation in Science	✓		A / I
Knowledge of how to meet the needs of pupils in specifically defined groups: SEND, Disadvantaged, Most Able	✓		A / I
The ability to effectively analyse internal and external data to track progress of pupils and evaluate curriculum impact	✓		A / I
The ability to coach, motivate and support underperforming staff	✓		A / I
The ability to use IT as a management and teaching tool	✓		A / I
The ability to effectively use knowledge of current educational curricular issues, recent reports and legislation	✓		A / I

Personal Qualities	Essential	Desirable	Application / Interview
Excellent communication skills	✓		A / I
The ability to work collaboratively with others	✓		A / I
The ability to work effectively as a team	✓		A / I
The ability to be self-reflective and desire to improve own performance and that of the Science team	✓		I
Excellent record of personal attendance, punctuality and health	✓		A
High personal standards of dress, conduct and presentation	✓		I

Applicants should be able to provide a well-constructed and concise application providing demonstrable evidence of the essential requirements for the role.

The School Governing Body are committed to safeguarding and promoting the welfare of children. This post is subject to the Enhanced Disclosure procedures.