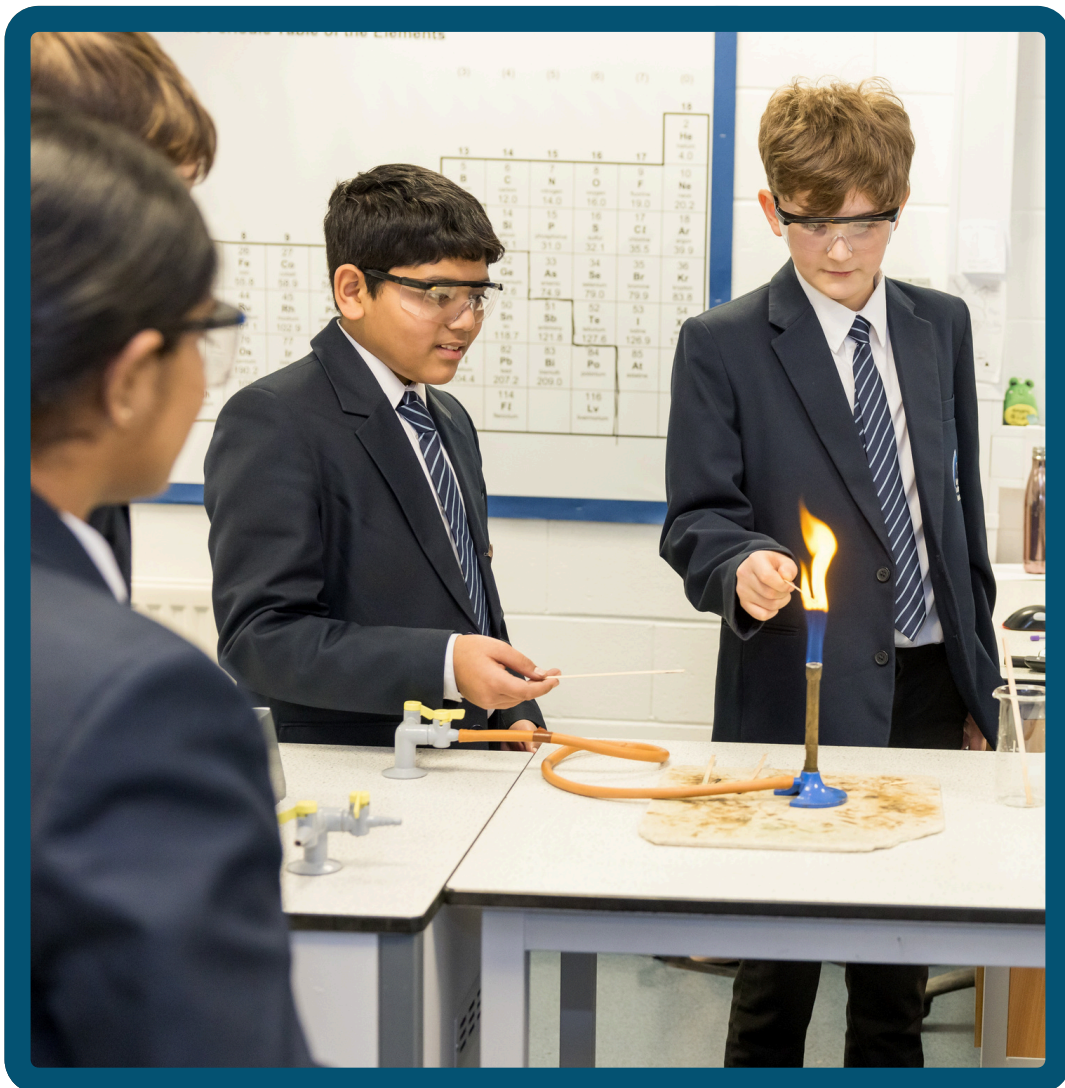




Recruitment Pack

Deputy Curriculum Leader - Science



Known, Valued, Understood



grammar.trinitymat.org

A welcome from our Principal



Dear Applicant,

Thank you for your interest in the **Deputy Curriculum Leader - Science** position at Trinity Academy Grammar. Our motto, "To be the most transformational Academy in the country" reflects our ambitious vision and unwavering commitment to excellence. A bold statement but one we strive to achieve daily.

As Principal, my mission is to foster an environment of inclusivity, belonging and care where students, and staff, are Known, Valued and Understood.

We are looking for dedicated educators who are ambitious for our students and themselves. We want you to bring creativity and innovation to a curriculum designed to challenge and inspire. If you value honesty and integrity in building relationships with our students, families and wider community, then you are the person for us!

In return, we offer a warm, inclusive community that celebrates achievement and provides robust opportunities for your professional growth. You will benefit from high-quality professional learning, collaborative practice, and a culture that values innovation and evidence-informed approaches.

We are very proud of our school improvement journey and very much look forward to welcoming others on board our continued journey to becoming an exceptional place to be. We don't just want you to work here; we want you to thrive and help us to take our academy in new and exciting directions.

If you are a passionate, reflective practitioner who shares our values and ambitions, we would be delighted to receive your application.

A handwritten signature in black ink, appearing to read 'Liz Fairhurst'. The signature is fluid and cursive.

Liz Fairhurst
Principal



About Trinity Academy Grammar

Trinity Academy Grammar is a vibrant, inclusive and high achieving academy. We are driven by an ambitious vision to transform lives through education. Based in the heart of Sowerby Bridge, Halifax, we're perfectly placed - with Huddersfield, Leeds, Bradford and Greater Manchester all within easy reach.

Trinity Academy Grammar is one of the most improved schools in the country, receiving an Ofsted grading of Good with Outstanding in Leadership and Personal Development in February 2023. Our sole purpose is for all students to feel known, valued and understood and to leave the academy equipped for the next stages of their lives.

We are proud to be apart of the Trinity MAT family and our MAT values of **Empathy, Honesty, Respect** and **Responsibility** underpin everything that we do. As part of Trinity MAT, our staff are able to regularly collaborate with colleagues and be a part of a supportive and hardworking team.



What we offer our staff

High-quality CPD to support your growth and progression opportunities



Dedicated pastoral support to help you uphold standards & expectations

Access to our Employee Assistance Programme



A visible and supportive Teaching & Learning and Senior Leadership Team

Collaborative planning time and reduced assessment load twice a year



Dedicated classroom space

There are many benefits to working at Trinity Academy Grammar, where the wellbeing of staff and students sits at the heart of our culture. You'll join a thriving, welcoming school community with fantastic CPD opportunities and an environment that supports you to grow, contribute, and feel known, valued and understood.



Hear from our staff



"I began my career within the Trust at Trinity Academy Halifax as a class teacher and, over time, was supported to take on new challenges and develop into my current role as Vice Principal Inclusion at Trinity Academy Grammar. What has remained consistent throughout my journey is a strong culture of collaboration, thoughtful approaches to workload, and a genuine investment in staff development. High-quality teaching is prioritised, underpinned by strong pastoral systems, dedicated spaces, and consistent support from both the Teaching and Learning team and Senior Leaders.

Opportunities to develop are encouraged and supported, whether you are new to the Trust or looking to take the next step in your career."

"I joined Trinity Academy Grammar as a Drama teacher and have been encouraged to develop my interests beyond the classroom, which ultimately led me into my current role as Personal Development Lead. The academy places real value on the wider experience of students - enrichment, character education, and pupil voice are embedded. I've been trusted to shape initiatives that have a genuine, school-wide impact while continuing to stay connected to classroom practice.

Support from colleagues and leaders has meant I've been able to grow professionally, explore leadership at a manageable pace, and make a meaningful contribution to both staff and students."



"I joined Trinity Academy Grammar as a senior leader and immediately felt welcomed into a professional, reflective working culture. The approach to CPD here is a strength; it's purposeful, well thought through, and genuinely supports day-to-day practice rather than feeling like an added extra. The culture is collaborative and supportive, with high expectations balanced by trust, which makes it a rewarding place to work and grow professionally. Working at TAG is an opportunity to be part of a high-performing team, academy and trust."



Current vacancy: Deputy Curriculum Leader - Science



What You'll Bring to the Team

The Science Department at Trinity Academy Grammar is a dynamic, forward-thinking team committed to delivering exceptional science education for all students. The department plays a vital role in the academy's academic success and its wider transformational vision, fostering curiosity, ambition and a strong culture of achievement.

Science is taught by a team of dedicated specialists with expertise across biology, chemistry and physics, who share a belief that all students can succeed through high expectations, consistent routines and excellent teaching. The curriculum is carefully sequenced and knowledge-rich, ensuring students develop a secure understanding of key scientific concepts alongside strong practical, investigative and analytical skills. Lessons emphasise scientific thinking, accurate use of subject-specific language and the application of knowledge through experimentation, evaluation and problem-solving.

Collaboration sits at the heart of the department's work. Staff benefit from shared planning, regular professional dialogue and a supportive approach to continuous improvement. Central to this is a strong focus on building positive, purposeful relationships, ensuring all students feel they belong in science, are valued as learners and are supported to achieve success. Whether you are an experienced practitioner or at an early stage in your career, you will be valued, supported and encouraged to develop your practice.

By joining the Science Department at Trinity Academy Grammar, you will become part of a team that is passionate about inspiring young people, raising aspirations and equipping students with the scientific knowledge and skills they need for further education, future careers and informed participation in the modern world.

Why You'll Love It Here at Trinity Academy Grammar

- **Professional growth** - Regular CPD, high-quality coaching, and meaningful opportunities to develop your practice.
- **A supportive culture** - A collaborative, welcoming staff team and approachable leadership who value your voice and wellbeing.
- **Enrichment and experience** - Opportunities to get involved in trips, clubs, and community projects that enrich school life.
- **A competitive offer** - Salary aligned with the national pay scale.
- **Flexible working** - We aim to offer flexible working arrangements and will thoughtfully consider individual circumstances.

The Application Process

1. Find out more about our current vacancies [here](#)
2. Submit your completed application form to recruitment@grammar.trinitymat.org
3. Shortlisted candidates will be invited to an interview.

Closing Date: 9am, Monday 11 May

Interview Date: Tuesday 13 May

Job Description

Deputy Curriculum Leader

Salary: Leadership Scale 1-6

Core Purpose:

- a) To support the work of the Curriculum Leader (CL) to strategically lead the direction and development of the curriculum area in accordance with the aims and objectives of the academy.
- b) To support the work of the CL to **raise standards** of student attainment and achievement within the curriculum area, with a specific focus on Science, by:
 - ensuring the provision of an appropriately relevant and differentiated curriculum for all students
 - developing and enhancing the teaching practice of others
- c) To support the work of the CL to **effectively evaluate** the impact of (b) and strategically **plan for improvement** by managing and deploying all financial and physical resources within the area.

Reporting to: Curriculum Leader

Responsible for: Liaising with: CL, other Deputy Curriculum Leaders, Teaching and Learning team and other relevant staff with cross-academy responsibilities, partner primary schools, other academy partners and parents.

Leadership:

- To support the CL to provide the strategic leadership across the area in accordance with the aims and objectives of the academy
- To be responsible for the establishment and effectiveness of the policies and procedures needed to achieve these aims and objectives.
- To support the CL in the distribution of resources to ensure that the aims and objectives can be achieved.
- To monitor and evaluate the progress of staff and students towards meeting the overall aims and objectives.
- To be responsible for student attainment and staff performance in the area.
- To support the CL to strategically plan for future improvements.
- To link with the other deputy curriculum leaders to ensure that the work in the curriculum area fully reflects the academy's distinctive ethos and mission.

Curriculum:

- To support the leadership of curriculum development for the whole curriculum area.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To support the development of appropriate syllabi, resources, SoW, assessment policies, and learning and teaching strategies in the area.
- To maintain accreditation with the relevant examination and validating bodies.

Learning and Teaching:

- To develop and enhance the teaching practice of all colleagues within the area, implementing improvements where required.
- To establish common standards of practice within the CA and develop the effectiveness of teaching and learning styles in all subject areas.
- To keep up to date with national developments in teaching practice and methodology.
- To conduct 'learning walks' and other learning evaluation strategies in accordance with academy policy.

Staff Development

- To work with the CL to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To undertake Performance Management Review(s) and to act as reviewer for the CA staff.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with academy procedures.
- To be responsible for the efficient and effective deployment of any relevant associate staff.
- To participate in the academy's ITT programme where appropriate.

Assessment:

- To support the establishment of a robust target-setting process within the CA.
- To ensure the maintenance of accurate and up-to-date information concerning the whole curriculum area academy MIS.
- To evaluate the performance data provided and take appropriate action on issues arising - setting realistic deadlines where necessary and reviewing progress on the action taken.
- To produce reports on examination performance, including the use of value-added data.
- To provide all relevant bodies with robust information relating to the CA's performance and development.

Communication:

- To ensure that all members of the CA are familiar with its aims and objectives.
- To ensure effective communication/consultation as appropriate with the parents of students and other relevant stakeholders.
- To liaise with partner schools, Higher Education Institutions, industrial links, Examination Boards/Awarding Bodies and other relevant external bodies.
- To represent the CA's views and interests in a professional manner.

Management of Resources:

- To assist the curriculum leaders to identify resource needs and to contribute to the efficient/effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, curriculum area and the students
- To look after academy equipment and resources allocated to the teacher and the teacher's teaching area (classroom/workshop/lab etc).

Pastoral System:

- To monitor and support the overall progress and development of students within the CA.
- To monitor student attendance and progress in relation to targets set for each individual, ensuring that appropriate action is taken where necessary.
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.
- To ensure the Behaviour Management System is implemented in the CA so that effective learning can take place.

Marketing and Liaison:

- To contribute to academy liaison and marketing activities, e.g. the collection of material for press releases.
- To support the development of effective subject links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- To actively promote the development of effective subject links with external agencies.

Operational:

- To promote teamwork and to motivate staff to ensure effective working relations.
- To support the CL in the day-to-day line management of staff within the CA, ensuring that they follow academy policies and meet all requirements and deadlines
- To support the CL to make appropriate arrangements for classes when staff are absent, liaising with the Cover Supervisor/relevant staff where appropriate.

Other Specific Duties:

All teachers are expected to meet the Teachers Standards, and demonstrate consistently high standards of personal and professional conduct, uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the principal to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification - Deputy Curriculum Leader

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none"> • education to degree level or equivalent • QTS and GTC registered • an excellent track record of recent, relevant professional development • accountability for the performance of a cohort of young people • taking accountability for the success of an initiative • evidence of good/outstanding classroom practice • leadership of a community project or an area of school development • experience of effective teaching and performance within Science 	<ul style="list-style-type: none"> • innovative use of resources • working with young people and inner city communities
Knowledge & Understanding	<ul style="list-style-type: none"> • the principles and characteristics of effective academies • innovative approaches to working with students, parents, staff and the local community • the principles and practices of strategic and operational planning and delivery • effective review and evaluation procedures • the application of ICT to effective management 	<ul style="list-style-type: none"> • different methods of consulting with stakeholders • community/voluntary/parent/partner agency links • strategies for ensuring equal opportunities for staff, students and other stakeholders
Leadership & Management	<ul style="list-style-type: none"> • work effectively both as a leader and as a member of a team • initiate, lead and manage change • prioritise, plan and organise • direct and co-ordinate the work of others • set high standards and provide a role model for students and staff • deal sensitively with people and resolve conflicts • seek advice and support when necessary • prioritise and manage own time effectively • a commitment to an open and collaborative style of management 	<ul style="list-style-type: none"> • motivate all those involved in the delivery team • liaise effectively with other organisations and agencies
Communication Skills	<ul style="list-style-type: none"> • communicate the vision of the academy in relation to the development of the local community • negotiate and consult fairly and effectively • build relationships with key stakeholders • ability to communicate to a range of audiences. • chair meetings effectively • communicate effectively orally and in writing to a range of audiences 	<ul style="list-style-type: none"> • develop, maintain and use an effective network of contacts
Decision Making Skills	<ul style="list-style-type: none"> • make decisions based on analysis, interpretation and understanding of relevant data and information • demonstrate good judgement 	<ul style="list-style-type: none"> • think creatively and imaginatively to anticipate, identify and solve problems
Personal Qualities	<ul style="list-style-type: none"> • a commitment to inclusive education • evident enjoyment in working with young people and their families • empathy in relation to the needs of the academy and the local community • ability to inspire confidence in staff, students, parents and others • adaptability to changing circumstances/new ideas • reliability, integrity and stamina • personal impact and presence • work under pressure and to deadlines 	<ul style="list-style-type: none"> • vision, imagination and creativity • a commitment to professional development



Trinity Academy Grammar

Want to find out more?

