



## **Ark St Alban's Academy**

### **Deputy Head of Science**

Ark St Alban's Academy is seeking an aspiring curriculum leader for its hugely successful Science Department.



At Ark St Alban's Academy we are supporting all of our pupils to climb the mountain to university. We believe that success in a university preparatory curriculum is the best way to make sure that all of our pupils can make meaningful choices about their future when they leave us. As such, we teach an academically rigorous curriculum and provide pupils with both the pastoral support and the excellent teaching that they need in order to thrive.

We prioritise a mastery of Science from the beginning of Key Stage Three, where teachers at Ark St Alban's Academy collaborate with colleagues across Ark Schools in the development of a knowledge rich, trust-wide curriculum. At Key Stage Four, all pupils study combined science, while also having the option to pursue separate sciences if they choose to do so. This success at Key Stage Four has led to science qualifications being our most oversubscribed courses in sixth form, where multiple classes of Biology, Chemistry and Physics run alongside a Level 3 Applied Science BTEC qualification.

Pupils make outstanding progress in science at Ark St Alban's Academy. We recognise that excellent attainment in Science provides our pupils with access to competitive transformational destinations. As such, the continued success of our science department is central to our mission to prepare all of our pupils for success at university. The successful candidate will have oversight of the curriculum for whole key stages and/or courses and will lead the professional development and line-management of colleagues teaching in those areas. They will work closely with the Head of Science and senior leadership to promote excellence and enjoyment in the subject. With support, the successful candidate will be able

to gain NPQML or other nationally recognised qualification to support and enhance their impact.

**At Ark St Alban's Academy, we are supporting all of our pupils to climb the mountain to university.**

As a Church of England School, we believe that climbing the mountain to university is the best way to challenge all our pupils to fulfil their God-given talents. We also recognise our role in addressing inequality by ensuring that pupils drawn from a low-income community have the opportunity to attain an excellent education. This role will provide you with the opportunity to lead colleagues in achieving truly exceptional outcomes for the young people that we serve.

**We are seeking a leader to play a leading part in our work to provide a transformational education for all of our pupils.**

For an informal, conversation about the role please contact Katie Roberts on 0121 446 1323 or [katie.roberts@arkstalbans.org](mailto:katie.roberts@arkstalbans.org).

Please submit your application online by visiting <http://arkstalbans.org/vacancies>. The deadline for applications is **Wednesday 20<sup>th</sup> October. Interviews on Thursday 21<sup>st</sup> October 2021.**

**Our [website](http://arkstalbans.org) can provide more information about Ark St Alban's Academy.**

<b>Start date:</b>	January 2022 (or later by agreement)
<b>Location:</b>	Conybere Street, Birmingham B12 0YH
<b>Reports to:</b>	Head of Science
<b>Salary:</b>	Ark Main Scale or Ark Upper Pay Scale, plus TLR 2b



## **Job Description: Deputy Head of Science**

### **The Role**

To provide outstanding leadership of the curriculum and of the teaching and learning of Science to ensure life transforming attainment for our pupils.

### **Key responsibilities within the relevant key stage or qualification:**

- Be held accountable for the progress of all pupils in learning Science
- Constantly improve the quality of teaching and learning, where necessary holding teachers to account
- Assist in the leadership of curriculum and of assessment, including controlled assessment and examinations
- Be a role model of outstanding teaching in the department
- Coach teachers in the department using frequent observations, drop-ins, co-planning and department meetings to drive development

### **Outcomes and activities**

#### **Subject Leadership within the relevant key stage or qualification**

- To create and develop challenging and innovative medium-term plans which are inspiring for learners and teachers alike
- Use regular, measurable and significant assessments to monitor progress and set targets
- Produce periodic assessments and assessment frameworks
- Ensure assessments are moderated internally and externally
- Ensure end of year assessments reflect each pupil's overall level or grade which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high-quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- Develop an exciting and motivating extra-curricular and enrichment offer

#### **Teaching and Learning**

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.

#### **School Culture**

- Help create a strong academy community, characterized by consistent, orderly, caring and respectful relationships
- Help develop a school culture and ethos that is utterly committed to achievement and to success at university and beyond

- Provide exceptional pastoral leadership for a tutor group:
  - Create and sustain a positive tutor group culture
  - Lead lessons from the personal development curriculum
  - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
  - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents
  - Write tutor comments in reports when required

### **Other**

- Undertake other various responsibilities as directed by the Principal
- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark network data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Liaise with colleagues and external contacts at all levels with confidence, tact and diplomacy

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by the principal, their designee or your line manager.

## **Person Specification: Deputy Head of Science**

### **Qualification criteria**

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

### **Experience**

- Evidence of raising attainment in multiple classes
- Experience of teaching across multiple key stages is highly desirable, including key stage 5

### **Skills and attributes**

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

### **Leadership**

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

**Teaching and Learning**

- Excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to improving achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**Alignment with Ark St Alban's approach**

- Relentless drive to ensure all students succeed.
- The belief that with the right school environment more than 95% of our pupils are able to excel at University.
- The courage and conviction to make a difference.

**Communication skills**

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
- The ability to influence and motivate others.

**Problem solving**

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

**Resilience**

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

**Results and learning orientation**

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

**Other**

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check



## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life. We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 37 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).

## Principal

Guy Rimmer graduated from the University of Warwick and became part of the very first Teach First cohort in the West Midlands. Having trained as an English teacher in Birmingham, Guy then went on to work for Teach First itself, coordinating teacher development activities for its alumni network. In 2010, he joined Ark Schools and began teaching at King Solomon Academy, an exceptionally successful start-up school in central London where he taught a number of subjects including Business, Geography and Religious Studies.



Guy held several leadership positions at King Solomon Academy, before becoming Head of Secondary in 2018. In ten years as a leader at KSA, Guy played a key role in the success of the first five cohorts to complete GCSEs and A-Levels at the school, cohorts which consistently placed in the top 1% nationally for pupil progress and from which, the majority of pupils regularly secured places at top-third universities after the completion of their sixth form studies. Guy joined Ark St Alban's Academy in September 2020 and he is determined to continue the work of building a school in central Birmingham which is a truly exceptional place to work and to study.

## **Ark Safer Recruitment Procedure**

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### **Reference checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

