

Director of Learning - Science

Mascalls Academy



Not just a job. Not just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



Simon Beamish

BA (Hons) MSc PGCE NPQH NLE

Chief Executive
Leigh Academies Trust



Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust will comprise 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider.

We are now recruiting to appoint an exceptional leader to the role of **Director of Learning - Science** at Mascalls Academy.

The role of Director of Learning is a pivotal role in the school's future journey as our appointed leader will continue to build and evolve our unique and inspirational place of learning at Mascalls Academy. The successful candidate will work closely with other senior leaders across the Trust to maintain and further develop a strong network of effective academies across the Central Kent cluster.

We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the school exceeds current standards and achievements.

Will Monk

Principal
Mascalls Academy



Mascalls Academy

Mascalls Academy is at an incredibly exciting time in its journey. As a popular and successful non-selective academy, we are expanding our student numbers and with it comes the opportunity to extend our already successful team and drive towards outstanding provision. As part of this expansion, we recently underwent a significant recruitment process at all leadership levels to ensure our capacity matches our ability to continue our journey of improvement. This exciting post allows you to be part of that journey.

We had a very successful Ofsted inspection which you can read [here](#), and are superbly placed to build further success for our amazing students. Please read [our aims & ethos](#) to understand the culture we are creating for staff and students and come to visit us if you would like to. We are also an International Baccalaureate World school offering the Middle Years programme through years 7 seven to nine. Our curriculum as a result is intricately planned and resourced to meet the demands of the National Curriculum within the international framework of the Middle Years programme that develops. Our learners are aware of our global society, they are knowledgeable and respectful inquirers.

We are a hardworking academy and place staff wellbeing and workload at the heart of our decision making, from the free tea and coffee made for you at breaktime to the bespoke professional development through instructional coaching we have a lot to be proud of.

Our students are respectful, polite and very hard working - relationships are incredibly strong, they have shown the most incredible resilience and determination in the most engaged and supportive parent and carer community surrounding our students ensuring they have every possible opportunity to succeed, and they do.

We look forward to hearing from you.



Vacancy

Mascalls Academy has a rare and truly exciting opportunity to appoint an exceptional candidate to join and lead our science department. We are looking for a **Director of Learning - Science** for September 2022 and warmly welcome applications from experienced teachers who are passionate about Science and are dedicated to enabling students to make excellent progress.

As DoL Science, you will be responsible for securing the best possible outcomes for our students. We expect them to be challenged, to be inspired and to achieve. You would become a part of a hardworking and passionate team of staff in an academy characterised by high aspirations, academic excellence and exemplary behaviour. Success is achieved through teamwork and subject teams work closely together to share resources and ideas. We are looking for an experienced practitioner who is passionate about science, transferring knowledge in a creative and efficient way as we truly believe that learning never stops.

We'd like to hear from candidates who are:

- An excellent leader who is passionate about learning and has strong subject knowledge within the science remit
- Collaborative, able to build strong professional relationships
- Able to motivate and inspire students and staff to achieve their full potential
- Energetic and have a can-do attitude
- Confident and has strong career aspirations
- Committed to safeguarding and the happiness and wellbeing of everyone at the Academy
- Prepared to be involved in leading co-curricular

activities either within or outside of their teaching subject

What we are offering:

- For our successful candidate, being a member of staff at Mascalls Academy and the wider Trust means you'll receive access to a great range of employment benefits from day one. [Click here](#) to view the current benefits package, and be mindful that the list is always growing.

Position	Director of Learning - Science
Location	Mascalls Academy
Responsible to	Head of College (Vice Principal)
Basis	Permanent, Full-Time
Commencement	September 2022
Salary	Leadership scale commensurate with experience

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates will be keen to visit the academy before making a formal application, you can arrange this by contacting Lorraine Hughes, PA and Office Manager - lorraine.hughes@mascallsacademy.org.uk. Visits will be hosted by Will Monk, Principal or a member of the Senior Leadership Team. Social distancing and other Covid-secure safety measures will be observed at all times following latest government guidelines. Please ensure you offer a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the Principal about this role can also arrange for a telephone call. Those wishing to do so should also contact Lorraine Hughes in the first instance.

When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role. This can be submitted on Jobtrain via the following link;

[Director of Learning - Science - Online Application Form](#)

If you have any queries on any aspect of the application process or need additional information, please contact Elene Redelinghuys (LAT Talent Team) at elene.redelinghuys@latrust.org.uk

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications Monday 16th May 2022

Interviews and assessment activities Friday 20th May 2022

3

Job Description

Role: Director of Learning - Science

Reporting to: Head of College (Vice Principal)

Leigh Academies Trust is a highly successful multi-academy trust. Its model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Purpose of the role

- To lead and manage the implementation of a challenging, coherent and cumulative science curriculum.

Key responsibilities and outcomes

- Leadership and management of all aspects of the science department
- Implementation of science curriculum and related projects
- Achievement of consistently outstanding teaching, learning and assessment in science
- Achievement of outstanding student progress and attainment in science

Whole academy activities

- Lead and support all core Academy related activities
- Ensure employer engagement extends learning appropriately
- Promote the public image and engagement of the Academy

Leadership and management

- Performance Management - write a subject development plan, set teaching and academic targets and embed a meaningful monitoring and review process
- Participate in recruitment and selection activities

- Assist in the professional development of teachers
- Supervise and support beginner teachers and ECTs
- Develop strong employer partnerships
- Manage the department budget to ensure value for money and impact on teaching, learning and attainment
- Maintain regular and productive communication with students, parents, colleagues and partners
- Create an environment in which morale is high

Teaching, Learning and Assessment

- Develop all Department teachers to ensure teaching is consistently outstanding
- Direct and supervise the work of associated LSAs to ensure value for money and highly effective provision
- Direct and supervise support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic and technical progress
- Monitor and assess teaching, learning and assessment

Curriculum and assessment

- Develop and implement syllabi and schemes of work for all Key Stages that inspire, challenge and enable students to achieve high end grades
- Develop the use of ICT in the department to ensure students' IT knowledge and skills are developed in a relevant and effective manner
- Set regular, meaningful and measurable assessments for students and recognise success
- Maintain accurate student data that can be used to make teaching more effective
- Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students
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- Duties and expectations of all teachers
- Teach, to an outstanding level, all years, abilities and qualifications
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom based on best workplace practices
- Play a central role in the department, including contributing to projects, tutoring and trips
- Make a vital contribution to the efficient running of the Department, including setting and marking examinations, assisting in moderation of coursework and undertaking administrative and other tasks
- Enhance the quality of teaching, learning and assessment in the Department and wider Academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching and active participation in CPD

Other

- Undertake, and when required, deliver or be part of the performance management system and relevant training and professional development
- Undertake other various responsibilities as directed by the line manager
- Implement consistent Health & Safety procedures in line with current regulations and write/review risk assessments for the department

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their

surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.



The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.



Students enjoy their life at
Mascalls academy;

*“At Mascalls, you get to show your
personality and be yourself.”*

The quality of students' artwork
around the school is exceptional.



4 Person Specification

Experience

- To have taught in the specified subject area, across the age and ability range, up to and including A Level (in training or in post).
- To have taken responsibility for an area of responsibility within your department.
- Line management experience.
- Proven experience in the delivery of high quality education.
- Experience of working as part of a school team developing whole school policies.
- To have been involved in staff mentoring and performance management reviews
- Education and Training

Education and Training

- Degree and QTS
- Evidence of recent professional development relevant to the post.

Knowledge

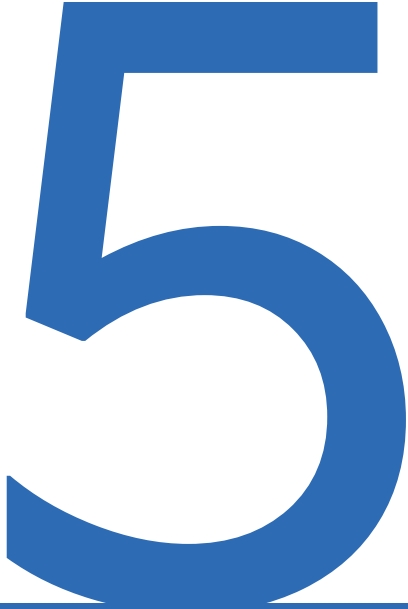
- Knowledge of current educational thinking regarding raising achievement through teaching and learning.
- An understanding of the agenda for safeguarding and promoting the welfare of children.
- Knowledge and understanding of Positive Behaviour Management.

Skills/Aptitudes

- The ability to use a range of classroom management and teaching strategies
- ICT literate.
- Effective interpersonal skills.
- Teamwork and management.

Specific Requirements

- A commitment to raising pupil achievement at all levels and supporting the aims of the academy.



Leigh Academies Trust

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

Leigh Academies Trust – Our Mission: Shaping Lives, Transforming Communities

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our ‘can-do’ attitude towards continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

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