Director of Learning - Science

Strood Academy



More than just a job. More than 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.

LEIGH
Academies Trust

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

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 comprises 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. Our future plans are found in our Vision 2025 document available on our website.

We are now recruiting to appoint an exceptional leader to the role of Director of Learning - Science at Strood 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 Strood Academy. The successful candidate will work closely with the Assistant Principal and other senior leaders across the Trust to maintain and further develop a strong network of effective academies across the Medway 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.

Numera Anwar

Principal
Strood Academy



Strood Academy

I would like to extend a warm welcome to Strood Academy, a successful, thriving and vibrant learning community for 11-19 year olds. We are extremely proud of our staff and students and have a strong belief that all students deserve a world class education, which we continue to offer as their local community school.

We deliver innovative teaching and learning through our broad, balanced and inclusive curriculum allowing our students to experience a rich variety of subjects. Our curriculum and lessons are sequenced to enable our students to build on their prior knowledge and further develop their understanding in order for them to achieve the highest outcomes regardless of their starting point.

Our vision at Strood Academy is to create 'An inclusive community where we are all kind, respectful and resilient in our journey towards excellence. Our students thrive through an enriching and diverse curriculum that offers a global perspective, empowering all to become inquisitive lifelong learners.'

Our core values are to be:

- Inquisitive
- Respectful
- Resilient
- Kind

Why work at Strood Academy?

- Our recent OFSTED inspection has confirmed that the academy continues to be judged 'Good' and is very strong in many aspects and areas. The full report can be found on our website and I would like to share a quote which reflects the culture and ambition we all have for our students.

'The principal advocates a culture of high expectations, aspirations and traditional values. Leaders' high expectations are reflected in the ambitious International Baccalaureate curriculum. This provides a global perspective which encourages pupils to be inquisitive lifelong learners'

To read the full report please click here.

- Centralised behaviour system and detentions - simple for teachers to follow allowing disruptive free classrooms.
- Our commitment to the development of all staff - CPD on Wednesday afternoons and the opportunity to collaborate with staff from other schools in the LAT. Also all staff at Strood receive regular coaching feedback through our on-line platform on-track.
- Strood academy is easily accessible by A2 and the high speed train can allow for travel into London in less than 30 minutes.
- We have a common sense approach to workload. All teachers are expected to give feedback or live mark. We also work closely as a Trust allowing for centralised resources to be shared across our secondary schools.

1 Vacancy

Strood 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.

You'll be joining the department at an exciting time as the improvements we are making are gaining momentum. Combined science is taught as a discrete subject to all pupils in Years 7-9 as part of the International Baccalaureate Middle Years Programme. In years 10 and 11 we follow the AQA Trilogy science programme. Results have steadily improved over the last 3 years and this is a fantastic opportunity for the department to really excel. The role is ideal for a candidate currently in a middle leadership position seeking progression and further responsibility.

For our successful candidate, being a member of staff at Strood 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.

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

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

Application Process

On the basis that interested candidates will be keen to visit the academy before making a formal application, you can arrange this by contacting Sarah West, PA and Office Manager - sarah.west@stroodacademy.org. Visits will be hosted by Numera Anwar, 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 Sarah in the first instance.

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.

To submit an application in full, please do so online via the following link;

Director of Learning - Science (Strood Academy) - Online Application Form

If you have any queries on any aspect of the application process or need additional information please contact Holly Neve (Recruitment Coordinator) on 01634 412 263 or holly.neve@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	Friday 6th May 2022 (midday)
Selection activity date	Week commencing 10th May 2022 stop yo



2 Job Profile

Role: Assistant Principal - Strood Academy
Reporting to: 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.

Core Purpose

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 NQTs
- 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

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/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.

3 Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

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

- 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.

4 Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

“The principal advocates a culture of high expectations, aspirations and traditional values.
Leaders’ high expectations are reflected in the ambitious International Baccalaureate curriculum. This provides a global perspective which encourages pupils to be inquisitive

lifelong learners.” - Ofsted

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An overview of the Trust you'd be joining

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 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.

Our Mission: Shaping Lives, Transforming Communities

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