

Director of Learning - Science

Wilmington 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.



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 Wilmington 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 Wilmington 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 Dartford 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.

Mike Gore

Principal
Wilmington Academy



Wilmington Academy

Thank you for your interest in joining Wilmington Academy. Wilmington Academy joined the Leigh Academies Trust in September 2010. The Academy is very successful, where students from a wide variety of backgrounds and starting points can flourish and succeed. Our curriculum is carefully designed to meet the needs and aspirations of all our young people and we have an extensive programme of enrichment and support that provides extra opportunities for personal development and growth. We are housed in state of the art buildings in a semi-rural location just outside of Dartford. Wilmington offers a calm and purposeful learning environment where students can flourish and succeed. Demand for student places is very high.

In September 2017 we became an International Baccalaureate World School and offer the IB Career-related Programme in key Stage 5. In July 2020 we were successfully authorised to deliver the IB Middle Years Programme in Key Stage 3, to ensure we provide our students with a truly world class education. Value added puts it in the top band for similar schools nationally in Key Stage 4 and Key Stage 5 and examination outcomes are among the best of non-selective schools in Kent.

Academic excellence, hard work and good manners are expected of all our students. International- mindedness, cultural

understanding and an appreciation of the benefits diversity can bring are at the heart of what we believe. Our success is achieved through teamwork. Subject teams work closely together to share resources and ideas to achieve the very best outcomes for our students. We support the Trust model of small schools within a school, so that no student is left behind. Vertical tutor groups, an excellent pastoral programme underpinned by a strong moral purpose, helps students to develop into responsible, well-educated young adults who are ready to take their next steps in life. A large proportion of our students go on to University and high level apprenticeships.

We aim for excellence in everything we do and have received recognition at regional and national level for our work. We are forward thinking and outward facing, constantly striving to advance and improve. We are very supportive and offer excellent training and development opportunities for staff at the various stages of their careers. We are a friendly, caring and ambitious community placing the academic progress and welfare of our students at the heart of everything we do. We work closely with Leigh Academies Trust, external partners and organisations to ensure we provide the educational experience our students need to make their way in an increasingly complex and ever changing world.

Vacancy

Wilmington Academy is seeking to appoint an enthusiastic, ambitious and driven leader to join us from September 2022, as Director of Learning - Science. This is an exciting opportunity for a candidate with outstanding teaching skills to further develop our successful Science department. As DoL Science, you will be responsible for securing the best possible outcomes for our students. We expect all of our students to be challenged, to be inspired and to achieve beyond expectation. This opportunity also allows an exceptional practitioner to move into a leadership role with strong foundations already in place, but with the scope to put their own stamp on it. You will receive ongoing support and CPD opportunities across the academy and wider Trust.

It is a fantastic time to be joining the team. You would join 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 to achieve the best outcomes for our students. We believe that learning never stops.

Our parents are supportive and ambitious for their children, and our reputation in the locale is established. The academy is a popular, oversubscribed, school. We are a friendly, caring and ambitious community. The academic progress and welfare of our students is at the heart of everything we do. Our students develop into responsible, well-educated young adults who are ready to take their next steps in life and navigate an ever changing world.

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

"It gives me great pleasure to share that Her Majesty's Inspector and team believed there is enough evidence of improved performance to suggest that the school could be judged outstanding if a section 5 inspection were to be conducted. Therefore, Wilmington Academy will receive a section 5 inspection; usually this is within one to two years of the date of the section 8 inspection." - Mr M Gore, Principal. To read the full Ofsted report, please [click here](#).

Position	Director of Learning - Science
Location	Wilmington Academy
Responsible to	Principal
Basis	Permanent, Full-Time
Commencement	September 2022
Salary	Leadership scale commensurate with experience

Application Process

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Pete Devlin - pete.devlin@wilmingtonacademy.org.uk. Social distancing and other Covid-secure safety measures will be observed at all times following latest government guidelines. Please ensure you offer Pete 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 SLT about this role can also arrange for a telephone call. Those wishing to do so should also contact Pete Devlin (as above) 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 at Wilmington 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.



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Job Profile

Role: Director of Learning - Science - Wilmington 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.

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Person Specification

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. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

Qualification Criteria

- Qualified to degree level or higher.
- Qualified to teach and work in the UK.

Experience

- Evidence of teaching at an outstanding level.
- Experience of raising attainment.
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project-based learning activities.
- Experience of and/or affinity for teaching children of all abilities.

Behaviours

- Effective team member and leader who demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Genuine passion for and belief in the potential of every student.
- Models, mentors and monitors workplace behaviour.

Leading the Curriculum

- Commitment to building a knowledge-rich and technical skill-rich project-based curriculum with industry partners.
- Ability to lead on assessment, evaluation and development of student portfolios.
- Able to set and deliver high expectations for accountability and consistency.
- Passionate about teaching English in a dynamic and inspirational manner.

'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.'

Leading the Learning

- Excellent classroom practitioner and mentor.
- Ability to embed a culture of learning amongst staff and students that creates an ambitious, purposeful and highly motivating environment.
- Committed to seeing all students progress to university, work or apprenticeship.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Thinks strategically about classroom practice and tailoring lessons to students' needs.
- Ability to use ICT effectively and at a high level in teaching, recording and reporting.
- Understands and interprets complex student data to drive lesson planning and student attainment.
- Good communication, planning and organisation skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

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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

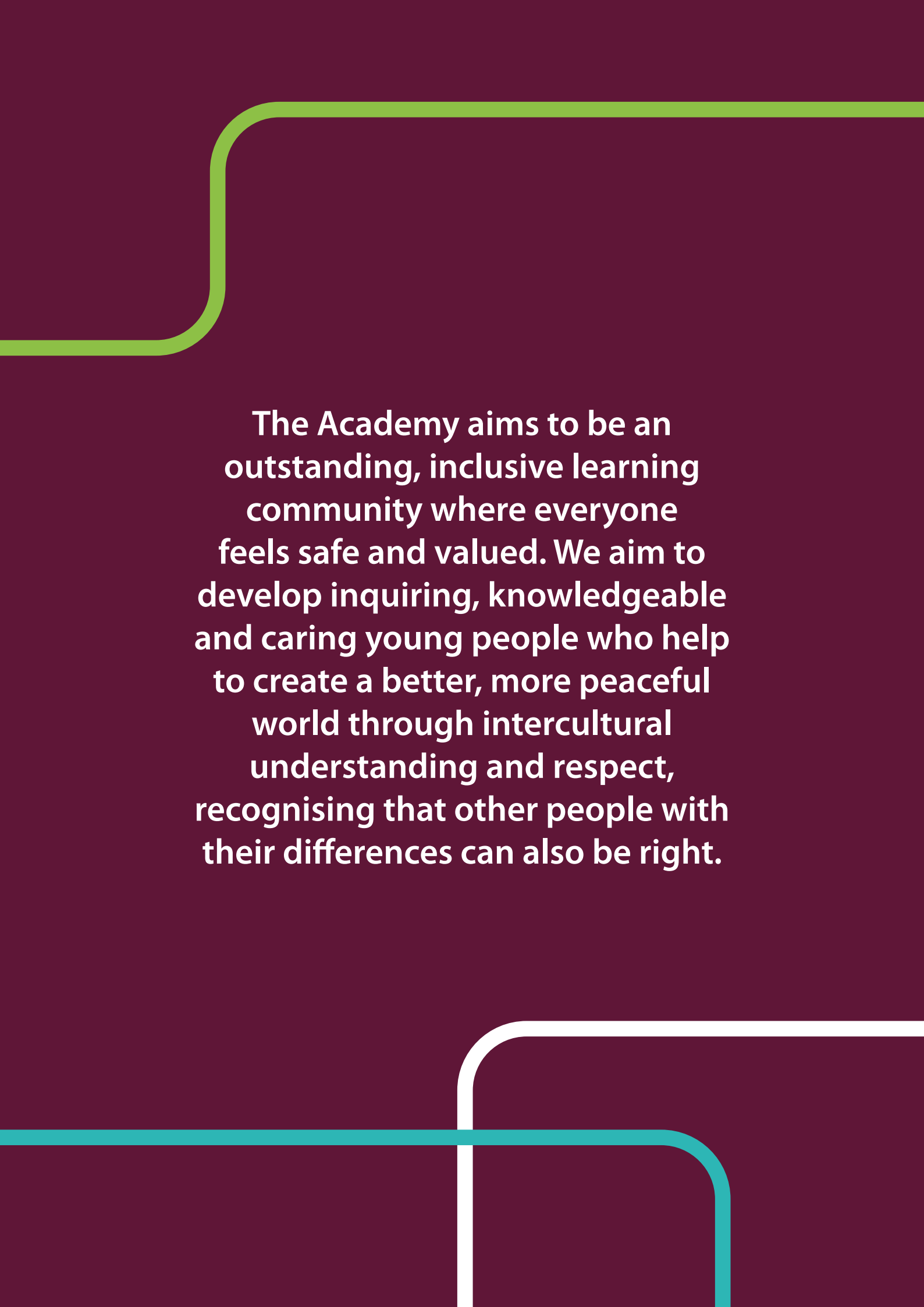
- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber 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 Academy aims to be an outstanding, inclusive learning community where everyone feels safe and valued. We aim to develop inquiring, knowledgeable and caring young people who help to create a better, more peaceful world through intercultural understanding and respect, recognising that other people with their differences can also be right.



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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