



Director of Science

Permanent, Full time, All Year Round
Leadership Scale L12 – L 16

Welcome from the CEO

Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.



I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of Trust's.

S. Hampton



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About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. We recently welcomed three further secondary schools in Derby to the Trust and opened Bluecoat Trent Academy, a secondary Free School in Nottingham in September 2021.

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Academy, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centered Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate to create a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

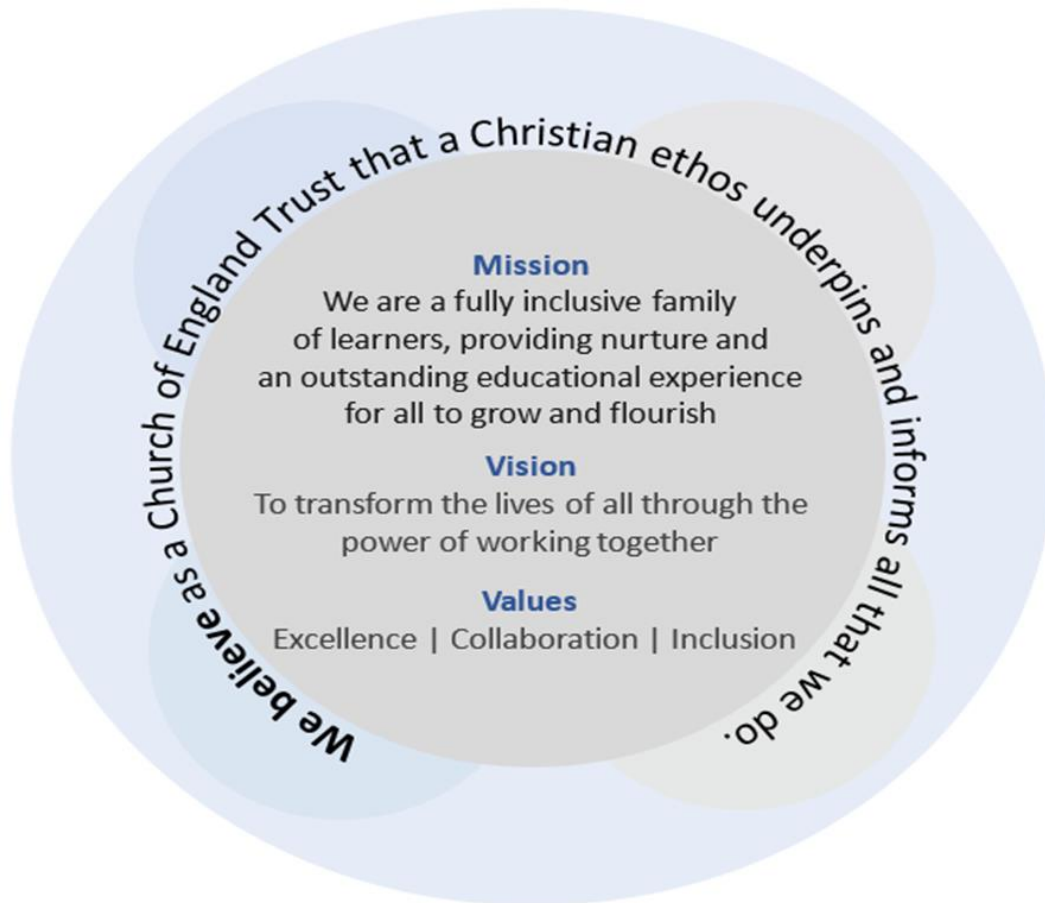
We believe

- That a Christian ethos underpins and informs all that we do.
- That the focus of the Trust is to promote collaboration between schools within a strategic locality in order to secure mutual improvement.
- That through managed collaboration between academies there will be increased and improved opportunities for the development of all staff, students/children, parents and community.
- In the development of a broad and balanced curriculum that supports young people's personal development and preparation in life.
- That the family of academies within the Trust, working together, will secure continuity and progression for all.
- That there should be high expectation for all children/students and young people whatever their circumstances or starting point and addressing disadvantage.
- That, through its structures and work, the Trust can create and support effective Governance for all members.
- That, through the Trust's work across its academies, expertise and capacity will be developed so that they can be support with their development needs and economies of scale achieved.



Trust Ethos, Mission, Vision and Values

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.



Working Together, Transforming Lives

Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)
- Online Searches

Our Schools

Bluecoat Aspley Academy

Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The Academy is both distinctively Christian and inclusive with all students being part of a large, diverse and multi-ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy is a School of Sanctuary, welcoming students and families from all backgrounds.



Bluecoat Aspley
believe in yourself, in others, in God

Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has 800 learners and is both distinctively Christian and inclusive, with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its Ofsted inspection in 2018. The school's outcomes place it consistently in the top 10% in the country and it was also awarded the highly coveted World Class Schools Quality Mark, which is awarded to the top schools in the country.



Bluecoat Wollaton
believe in yourself, in others, in God

Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



Bluecoat Beechdale
Academy
Believe, Belong, Achieve

Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located near our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and is home to 420 primary aged children, 26 Nursery pupils and a small focus provision for children with ASD. Like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.



Bluecoat Primary
believe in yourself, in others, in God

The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.



Bluecoat SCITT

Based at Bluecoat Aspley Academy, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training outstanding teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.



Bluecoat SCITT Alliance
Nottingham

Bluecoat Trent Academy

The Bluecoat Trent Academy opened its doors in September 2021 with the founding cohort of Year 7 pupils. BTA is an 11-16, non-faith school. The new build for the academy will be built on the former site of Clarendon College, on the edge of Forest Fields, close to Mapperley Park. Whilst the new academy is being constructed BTA will, for the first two years, be based in its own building on the site of Bluecoat Aspley Academy on Aspley Lane. The school will be underpinned by the ethos of all the Archway academies whilst establishing its own unique vision and values.



Lees Brook Academy

Lees Brook Academy based in Derby has 1,120 students and is a school that puts its students at the heart of everything it does. The school's motto 'Lead, Believe, Create, Succeed' was chosen by its students and is at the core of everything that the school does. Lees Brook is passionate about its extra-curricular provision in particular the thriving Duke of Edinburgh scheme. Lees Brook is a school that cares for the people within it.



Lees Brook
Academy

Alvaston Moor Academy

Our Academy vision is at the heart of everything we do, 'Ambition, Manners and Achievement'. We also recognise the importance of positive relationships, equality and respect. Situated in the heart of the City of Derby, it serves a diverse local community and serves families from many different backgrounds. The curriculum offered is broad and specifically designed to engage and challenge its students.



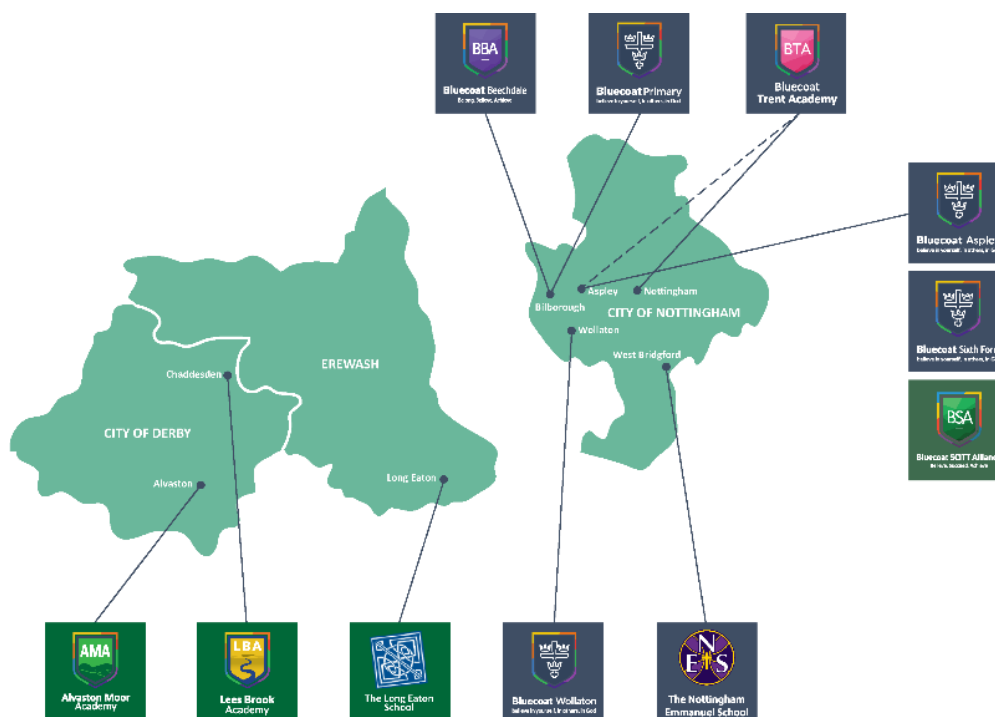
Alvaston Moor
Academy

The Long Eaton School

The Long Eaton School with 1,078 students is built on a long tradition of academic success, dating back to 1910. The school has gained an excellent reputation for the quality of its educational provision and its developments in Literacy and Numeracy have earned the school the prestigious Quality Mark and our approaches have been shared nationally as a model of good practice.



School Locations



Welcome from the MAT Team



Stuart Anderson – Deputy CEO (DCEO)

Stuart joined Archway in 2015 and has worked in a number of senior roles for the Trust including Principal, Executive Headteacher and Regional Director prior to becoming DCEO. He has direct responsibility for a number of schools in the Trust but also in the strategic leadership of standards, quality enhancement and delivering the Trust's strategic vision. As Principal, Stuart led Bluecoat Wollaton to attain exceptionally highly. The school secured an 'Outstanding' Ofsted grade in 2018 in its first inspection, officially became a 'World Class' School in 2020 and was recognised as 'Excellent' in its SIAMS Church Inspection in 2021.



Michelle Walshe – Chief Corporate Services Officer (CCSO)

Michelle is our Chief Corporate Services Officer with responsibility for all aspects of our Governance and corporate compliance. She also oversees marketing and communications, academy services and is the Trust's DPO. Michelle has over 20 years' experience in the education sector and has previously led and managed the admissions and appeals activity across the Trust as well as deliver process improvement and effective people management of large teams.



Nathan Jeremiah – Chief Operations Officer (COO)

Nathan has over thirteen years' experience in the education sector, having worked in a variety of management and leadership roles and brings significant sector experience to the Trust drawn from his work with the Department for Education and consultancy support with trusts nationally. Nathan's leadership of operational matters at Archway focusses on efficient and effective IT, Estates, Health & Safety, Cleaning, Catering PFI, Capital Development and Major Projects services across our family of academies.



Kirsty Woolls – Chief People Officer (CPO)

Kirsty joined our Trust in January 2022 and previously worked as HR Director in a large Multi-Academy Trust with 21 schools located across 10 local authorities. Kirsty has worked in Human Resources in the Education sector for almost 20 years. She holds a CIPD L7 Postgraduate qualification in Human Resource Management and brings to our Trust a wealth of experience in implementing people related strategies, change management projects, employment legislation, recruitment and retention and many other areas of HR practice and expertise.



Stuart Bird – Chief Finance Officer (CFO)

Stuart joined our Trust in October 2022 and has spent the last ten years in senior finance director positions across the NHS where he says the challenges are "remarkably similar" to education. Stuart has also worked in finance and operational directorship roles for a number of successful businesses in the private sector, including financial services, nursing and residential care. He is a Chartered Accountant and is well versed in building and delivering a strong finance team that provides an excellent service to the organisation it supports.

The Vacancy

This post is key to driving up quality as we strive to grow and improve, has been created to support with this existing growth, and to facilitate the raising of standards in this critical core subject area.

The Director of Science will be responsible for the strategic development of all aspects of Science learning and attainment; will work closely with our current excellent leaders of Science at each site to coach, develop and support them in creating an outstanding Science reputation for Archway Learning Trust, and will encourage collaboration and sharing of resources, practice and pedagogy.

The expectation on the role of Director of Science will be to promote high quality, in all aspects of their work, and that of the team, by maintaining high standards of achievement and ensuring that all students fulfil their potential through effective teaching and learning.

There is currently a network of approximately fifty Science teachers across the Trust, soon to increase to almost 100. The Director of Science will be responsible for organising the content and delivery of joint professional development, once every half term, for the network of teachers.

As an employer we are committed to developing the professional lives of our greatest asset and so this is an excellent place to work for those looking to develop their career in a thriving environment in a growing multi academy Trust that spans the primary and secondary phases.

Applications

For more information about Archway Learning Trust and the vacancy, please visit www.archwaytrust.co.uk/vacancies. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role.

Closing Date: 9am, 2nd October 2023

Interview Date: W/C 9th October 2023

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from us within two weeks of the closing date, please assume that on this occasion your application has unfortunately not been successful.

Job Description

POST TITLE: DIRECTOR OF SCIENCE

GRADE: Leadership Scale, point L12 – L16

RESPONSIBLE TO: Director of Education

RELATIONSHIPS WITH: Trust wide Central Education Improvement Team
Senior Leadership Team
Trust wide teaching colleagues
SENCo / Teaching Assistants
Support Staff
Parents
Local community and educational providers
Trustees and other stakeholders

Introduction

Director of Science is responsible for the strategic development of Science teaching and attainment across the academies within the Trust. This involves the leadership and support of the staff as well as developing the management, organisation and administration of the work of the Faculty on a particular site.

Director of Science has a duty to promote high quality in all aspects of the work of the team by maintaining high standards of achievement and ensuring that all students fulfil their potential through effective teaching and learning, and high expectations. The successful candidate will be responsible for promoting science across the curriculum in all academies within the Trust, embedding the strategies already in place to promote high levels of literacy and to work with external partners to raise the profile of literacy in all classrooms.

In addition to the requirements of a class teacher, areas of responsibility and key tasks as a strategic leader within the multi academy Trust are:

- To work in co-operation with the Director of Education and the CEO;
- Advise the Leaders of Science on matters concerning the curriculum and the Faculty, including timetabling;
- Coach leaders, build capacity and talent spot;
- Train staff and facilitate ongoing training for all Science staff
- Contribute to the Central Education Improvement team;
- Advise a number of stakeholders including the CEO, Trustees, examination boards and Principals;
- Participate in whole Trust policy and decision making processes;
- Contribute to Trust initiatives;
- Support and challenge all staff in achieving the priorities and targets which the Trust sets for itself, and to provide them with appropriate support and guidance in implementing schemes of work;
- Evaluate the effectiveness of each of the school's developments;
- Ensure that mechanisms are in place to keep parents well informed about the Science curriculum, its targets, student's attainment and their part in the process of improvement;
- Lead Assemblies and Acts of Worship.

Classroom teaching

- 1) Develop a classroom environment and teaching practice which secures effective learning and provides a professional model, clearly demonstrating effective teaching, classroom organisation, learning environment and high standards of achievement, behaviour and discipline;

- 2) Monitor the quality of one's own teaching and students' achievements including the analysis of performance data and appropriate intervention;

Strategic Leadership

In addition to the requirements of a class teacher, areas of responsibility and key tasks:

1. Leadership and strategic development;
2. Leading and managing staff;
3. Supporting staff in their development needs;
4. Working with Directors of Learning / Science Leads to quality assure work across the Academy;
5. Contributing to whole Academy and wider community development;
6. Undertaking professional duties and tasks as reasonably delegated by the Director of Education
7. Participating in whole Academy planning;
8. Attending senior staff and other Academy committees and meetings;
9. Liaison with appropriate agencies outside of Academy, e.g. LA advisors and inspectors, industry, business and the wider community.

Leadership of Staff

1. Develop positive working relationships with and between all staff and provide and sustain motivation;
2. Lead groups of staff in developmental activities, delegate appropriately and evaluate outcomes;
3. Contribute to the implementation of the Trust's Appraisal policy;
4. Support staff with matters of student behaviour and discipline;
5. Contribute positively to the appointment, deployment and development of staff to make most effective use of their skills, expertise and experience and to ensure that all staff have a clear understanding of their roles and responsibilities.

Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

Dress Code

The Trust expect staff to dress in a manner consistent with the professional nature of the post, working with young people and the values of the Academy.

Personal Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Relevant 'A' Levels (or equivalent) and degree; • Qualified Teacher Status. • Good honours degree (2:1 or better); 	<ul style="list-style-type: none"> • Completion of middle/senior leader CPD.
Experience	<ul style="list-style-type: none"> • Head of Science or equivalent experience is required for the role • Relevant teaching experience or teaching practice; • Experience of working with students of a wide range of abilities and needs, including EAL; • Experience of leading a staff team and whole school projects; • Monitoring, evaluating and reviewing classroom and assessment practice and promoting improvement strategies, challenging underperformance and ensuring corrective action; • Supporting staff in setting high expectations and challenging targets. 	<ul style="list-style-type: none"> • Currently working in UK Secondary school; • Relevant 'life experience' e.g. time working in business or industry. • Experience of working within a Multi Academy Trust and/or an all-through school (4 -19); • Experience of working with/ leading teachers from other schools.
Knowledge and understanding	<ul style="list-style-type: none"> • An understanding of current educational developments and a clear grasp of issues relating to education in general and the Science specialism; • The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); • Statutory National Curriculum requirements; • The monitoring, assessment, recording and reporting of pupils' progress; • An understanding of leadership and management in schools; • A sound understanding of school evaluation including the processes within Ofsted; • The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; • The positive links necessary within the Trust and with all its stakeholders; 	
Skills and Abilities	<ul style="list-style-type: none"> • Ability to use innovative, active teaching methods; • Ability to use ICT as a learning/admin tool; • An ability to work in collaborative partnership with the full range of people associated with the Trust - staff, parents, governors, community, business, Diocese and LA; • Effective communication skills, written and verbal; • Ability to use data effectively to drive school improvement; • An ability to work effectively in and support teams; • Good organisational skills; 	

	<ul style="list-style-type: none"> • Ability to work with students with special needs or who are Academically More Able. • Ability to develop resources across the curriculum. 	
Personal Characteristics	<ul style="list-style-type: none"> • An empathy for students from a wide variety of social and cultural backgrounds; • Ability to support and lead the important Christian values of the Trust; • A willingness to work hard with enthusiasm and vision; • Tact and sensitivity; • Integrity and good judgement; • Confidence, independence and flexibility; • Able to motivate self and others; • Calm under pressure; • Well-organised. 	