



The Shared Learning Trust

THE STOCKWOOD
PARK ACADEMY

RECRUITMENT BOOKLET

DIRECTOR OF SCIENCE



DIRECTOR OF SCIENCE

Due to the internal promotion of the current post holder The Stockwood Park Academy has an exciting opportunity for a Director of Science to join a flourishing and thriving department from September 2022. You will manage a large Science Faculty of 15 staff with breadth and depth; which include 4 TLR holders and 4 Science Technicians. At our academy, we are proud of the unrivalled education experience offered and you will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body and enterprising students. The Stockwood Park Academy has state of the art facilities, fit for all your teaching needs. Our facilities include sporting and performance equipment which the whole school body are able to enjoy.

The role of Director of Science will suit an outstanding practitioner with a proven track record of improving outcomes within a Science Department. You will work closely with the Curriculum Leader for Science, to drive up attainment and progress. The successful candidate will have good interpersonal skills, be able to collaborate with colleagues, flexibility and enjoy working as part of a team. You will build on existing good practice, strengthen partnerships, and ensure our academy is well supported to deliver an excellent education to all students.

It's incredibly important to us here at The Stockwood Park Academy that all our teachers feel valued, listened to, mentored, challenged and given adequate opportunities to develop. As a Teaching Trust, we offer exceptional teacher training and high-quality professional development programmes catered to your needs. Consequently, we have many success stories of teachers that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

If you want to be grow and develop in a successful academy, come and join us at Stockwood Park!

Visits to The Stockwood Park Academy are warmly welcomed.

Key Duties

- Play an active role in the development of the science curriculum providing specific expertise and guidance and lead on the delivery of mastery programmes and the KS3/4/5 curriculum.
- Be accountable for the learning and achievement of all students studying Science at The Stockwood Park Academy.
- To liaise with subject colleagues and TLR holders at The Stockwood Park Academy to support strategic development, share good practice and plan collaborative activities.
- To ensure that The Stockwood Park Academy is represented positively locally, regionally and nationally within any educational context.

The successful candidate will:

- Experienced science leader and can manage a large number of staff
- Proven track record of improvement
- Master's Degree desirable
- Ability to teach across the age range 11-18 in a number of scientific disciplines
- Promote the educational success and outstanding outcomes of all our students through strong leadership
- Have excellent communication skills and enthuse staff and implement ideas
- Experience of a large multicultural school
- To be committed to safeguarding and promoting the welfare of children and young people

Job specifics

Start date	September 2022
Salary	Leadership L7-L10 £49,019 - £52,723 (depending on experience and previous success)
Job Role	Full time, Permanent

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



WHY WORK FOR THE STOCKWOOD PARK ACADEMY?

ABOUT US

- £30 million state of the art building will well-equipped classrooms
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Freshly brewed coffee for staff on arrival to the academy every morning in your own 12oz Bamboo reusable cup
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- 15% of annual membership for Active Luton Gym
- All teaching staff receive a laptop to use whilst in employment

SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on:

<https://www.thesharedlearningtrust.org.uk/vacancies3/60982.html>

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226** or j.powell@thesharedlearningtrust.org.uk

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.



HERE'S WHAT OUR STUDENTS HAVE TO SAY

"Stockwood can be very eventful in a good way. I have lots of fun times with both staff and students"

"I like The Stockwood Park Academy because I learn challenging topics and the teachers are supportive."

WELCOME TO THE SHARED LEARNING TRUST



Cathy Barr,
CEO

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right staff helps us to achieve the goals we have set out for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our academies. For this reason, we try and clearly articulate our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people, even those who are less motivated
- Love the processes of learning and teaching and are keen to continually develop their own skills
- Recognise that teaching can be a demanding job but react positively to those demands rather than complaining
- Will subscribe to the ethos of the trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people
- See break duty as an opportunity to talk to children
- Are quick to praise and slow to criticise and are not afraid to admit to seeing themselves as potential leaders of the future

I am conscious that this may be first your contact with trust and first impressions are very important. I hope what you have read, coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes, Cathy

Firstly, let me start by thanking you for taking the time to read our information pack and allowing us the opportunity to tell you more about The Shared Learning Trust.

I first began working for The Shared Learning Trust as principal of The Stockwood Park Academy in 2009. Since then, the trust has grown from strength to strength, employing some 500 fantastic staff members who serve over 4000 children within our communities. It is my privilege to be CEO of our family of schools and work with each head of school to ensure the best possible education in their own academy.

Our ethos is simple; to build a collaborative partnership of academies and schools that will provide exceptional educational provisions, both in and outside the classroom for all our children. Our academies ensure students are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Students enjoy their time at our academies and give back to the wider community. They are role models and young leaders, who contribute to collegiate ethos with maturity.





ABOUT US

Along with our family of 5 academies, we also offer a fantastic sixth form provision for students aged between 16-19 and this is based at both The Chalk Hills and Stockwood Park Academy. Included in our sixth form provision is our Football Academy partnered with Luton Town FC and our brand new Cricket Academy, partnered with Northamptonshire Cricket Club.

Our trust is vibrant and friendly, supported by 3 state of the art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

CPD AND TRAINING - WE INVEST IN YOU!

We aim to offer exceptional teacher training and high-quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualifications for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As The Stockwood Park Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.

- The Vale Academy, Dunstable 2-11
- The Rushmere Park Academy, Leighton Buzzard, 2-9
- The Linden Academy, Luton 4-11
- The Chalk Hills Academy, Luton 11-18
- **The Stockwood Park Academy, Luton 11-18**

VISION & VALUES



'STRIVE, ACHIEVE, BELIEVE'

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve more than they ever thought possible. At The Shared Learning Trust, we will provide exceptional opportunities for all to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our behaviours:

STRIVE

We will:

- Provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be
- Continue to work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff
- Have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets
- Focus on the development of all our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression

ACHIEVE

We will:

- Aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative
- Shared strong trust approaches to our key issues, e.g. teaching, assessment, attendance and curriculum development
- Offer an interesting yet challenging curriculum in each of our academies
- By our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all
- Continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence
- Place emphasis on collaboration with partners outside of our trust to maximise opportunities for all in our trust

BELIEVE

We will:

- Enable all of our learners to develop and flourish, through close working and regular communication with our families and local community
- Care for our families beyond the school day, supporting the development of high self-esteem and belief
- Ensure that every child in our trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom
- Promote can-do attitudes and resilience across the trust that develop belief and high expectation

MEET OUR LEADERSHIP



**LOUISE LEE,
EXECUTIVE PRINCIPAL**



**MUMIN HUMAYUN
HEAD OF SCHOOL**

Dear Applicant,

It is a privilege and an honour to serve The Chalk Hills and The Stockwood Park Academy as Executive Principal.

Our students are extremely motivated and have an exceptional desire to achieve and behave impeccably. Our staff are highly qualified and work tirelessly in the pursuit of world class progress for all of our students.

The facilities at The Stockwood Park Academy are state of the art, providing students with the opportunity to develop their interests and skills in a wide range of areas.

As an Academy within the Shared Learning Trust, we believe our key aim is to give every child the best possible opportunity to flourish and develop into decent, disciplined, well-educated and employable adults. Learning is clearly at the heart of all we do.

I am delighted to extend a warm welcome to you.

Best wishes,

Louise Lee & Mumin Humayun

'IT IS THE SUPREME ART OF THE TEACHER TO AWAKEN JOY IN CREATIVE EXPRESSION AND KNOWLEDGE.'
- ALBERT EINSTEIN





ABOUT THE STOCKWOOD PARK ACADEMY

Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our academy a vibrant and exciting place with a positive ethos that runs throughout the academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.



STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, to an onsite car wash, you can be reassured that we have your best interests at heart.



Staff social events, including 5-a-side football and BBQs



Free eye test vouchers



Free, onsite car parking at all academies



Reduced gym membership & free onsite gym*



Reduced rates for onsite professional car wash



Cycle to work scheme



Staff recognition with reward shopping vouchers



Support for all staff with an experienced licensed counsellor



Enhanced pension employer's contribution & death in service payment



Onsite Indian head or shoulder massage



Free tea & coffee plus a reusable Bamboo coffee cup for new starters



Dry cleaning & ironing service



Online delivery drop off service, including Amazon deliveries



Support with relocation, including a range of information and contacts



Refer a friend £500 bonus scheme

CAREER PROGRESSION

Offering all our colleagues the opportunity to progress and flourish within their careers is paramount at The Shared Learning Trust.

Therefore we have partnered with the Teacher Development Trust, offering our colleagues to further their professional development by studying for specialist NPQs which are all completely funded.

We also offer CPD through The National College, offering a huge variety of CPD courses to all staff.



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, to free hot drinks or sausage rolls, from online gym classes to free online movies and a substantial **wellbeing package**.

When it's your birthday, you can also choose from a wide range of birthday boxes, complimentary of us!



MEDICAL

Perkbox also provides access to 24/7 access to GP appointments, confidential support and guidance through our Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a **wellbeing portal**, full of resources and videos.

TEACHER TESTIMONIALS



JOEL TOOMER, ASSISTANT PRINCIPAL

I've been fortunate to develop throughout my career at the Stockwood Park Academy. Since joining as an NQT History teacher, I have led teams as Head of History, Head of Humanities and been a member of our internal Teaching & Learning Team. Most recently, I have had the honour of being responsible for the development of teaching across the academy as Assistant Principal.

We strive for every lesson to make a difference and recognise the importance of keeping abreast with the latest educational research and evidence to inform our teaching. We have worked hard to develop a common language across the school when discussing teaching and learning and believe that the teacher is the expert in the classroom so we put our faith in our colleagues to deliver in ways that will benefit our students the most.

We support colleagues with a range of high quality internal and external professional development opportunities whilst seeking the best ways to further improve what we do best; teaching students so they can master the subject knowledge and skills that we care so passionately about.

TOBY CHARTER, NQT

My experience as an NQT at Stockwood Park academy has been incredible. The standout reason has been the excellent support and training supplied as part of my NQT induction by the Teaching and Learning team who have drawn on an immense wealth of collective experience and cutting edge research to create CPD sessions that have and will aided my development as a teacher and will do for many years to come.

Supporting this has been the unfaltering support from my NQT mentor who knows the school so well is on hand at all times to offer support and advice.

My favourite aspect of being a teacher at Stockwood Park has been the friendly, positive atmosphere that is created by staff and students alike, and there is never a dull day. The incredible expertise of both teaching and non-teaching staff is complemented by the rich, exciting curriculums designed by passionate educators, who are simply seeking to give the best possible education to the charming and respectful students who make every day a pleasurable experience. There are a wide variety of backgrounds and experiences to listen to and learn from, and sometimes I find the students teach me.

JOB DESCRIPTION

JOB TITLE	Director of Science
RESPONSIBLE TO	Vice Principal
SALARY	Leadership L7-L10

VISION AND PURPOSE

- To play an active role in the development of the science curriculum providing specific expertise and guidance and lead on the delivery of mastery programmes and the KS3/4/5 curriculum.
- Be accountable for the learning and achievement of all students studying science at The Stockwood Park Academy.
- To liaise with subject colleagues and TLR holders at The Stockwood Park Academy to support strategic development, share good practice and plan collaborative activities.
- To ensure that The Stockwood Park Academy is represented positively locally, regionally and nationally within any educational context.

ACCOUNTABLE FOR

- The vision for the subject team and the high aspirations for the achievement of every student in our academy
- The Departmental Improvement Plan based upon the academy-wide quality assurance procedures and collated in the Academy Improvement Plan.
- Motivation to subject staff (teaching and support) and the creation of a highly effective team, particularly through their personal example, clearly led departmental meetings and thoughtful delegation and deployment.
- Adherence to the academy's rigorous procedures for recording, monitoring analysing and acting upon a range of data including student attendance, punctuality, referrals and academic records from all subject areas to:
 - Track student overall attainment and achievement to academy time-scales;
 - Evaluate the quality and appropriateness of students' overall negotiated individual learning plans;
 - Identify when intervention is necessary (e.g. when underachievement is identified, additional challenge is required and/or links needed to outside agencies); and
- Linking this data to performance management through whole-class value-added analyses.
- Action based upon the rigorous analysis of external examination data from Key Stages 2 and 3, GCSE, and GCE.
- Well-informed advice based on their knowledge of national developments to their senior leadership link, Principal and the Board of Governors regarding curriculum innovation, the learning environment and resources for learning and Health and Safety matters, including risk assessments.
- High quality mentoring and coaching to the subject team regarding learning and teaching and curriculum planning and delivery, particularly those new to teaching.
- For good discipline and orderly conduct within the subject area through partnership working with Learning Team Leaders and all members of the Learning Support Team.
- Good curriculum links to primary schools, work based providers in the local community, and higher education colleges to ensure that the work of the subject curriculum develops within the broader context of lifelong learning.
- High quality subject teaching schemes are based on personalised learning principles and are in place for the start of each academic year having been revised to reflect new developments/requirements of examining boards and new developments in both curriculum and KS2/3 transition plans.
- Effective liaison with colleague Directors and Curriculum Leaders to ensure coherence and continuity across all subjects and Key Stages in line with the academy's priorities.
- Ensure that work is always set for classes when a member of the subject team is absent.
- Sound financial management within the departmental budgets that have been set, which includes provision for photocopying and resource-management.
- Collaboration with their Senior Leadership Team link regarding:
 1. The arrangements for the performance management and professional development of all members of their subject team
 2. The Academy's arrangements for quality assurance and internal verification of all key stages and examinable year groups
 3. Their teaching and personal tutoring.
- Undertaking any other professional duties which are reasonably delegated to her/him by the Principal or Chair of the Governing Body and or CEO/Trustees.

This statement is an addition to, and an amplification of, the duties and responsibilities laid down in the National Teachers Conditions of Service.

PERSON SPECIFICATION

QUALIFICATIONS

- Qualified Teacher Status
- A good honors degree or equivalent
- Successful middle leadership experience
- Evidence of further subject based professional development
- Minimum of 2 years teaching experience

TEACHING

- An outstanding classroom practitioner
- Has strategies for raising standards in Secondary Education
- Proven track record of above average progress regarding examination classes
- The ability to engage enthuse and motivate students
- Experience of the use of ICT to enhance the teaching and learning process

ASSESSMENT

- Can use monitoring strategies to inform intervention and lead to positive learning outcomes.
- Evidence of improved student outcomes

PLANNING

- The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students
- The ability to set consistently high expectations for all students through class work and homework
- Monitoring the quality assurance procedures to ensure that learning and teaching are at least good across the department, and if not, ensure active mentorships and plans are in place to address underperformance
- Have a good sense of humour
- Has successfully led a team
- Has resilience and the ability to problem solve
- Shows awareness of whole school issues
- Has the ability to translate vision into practice
- Has the ability to lead the development of new ways of thinking about learning and teaching
- Evidence of extended curriculum opportunities within science
- Has experience of managing budgets

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

RECRUITMENT BOOKLET



The Shared Learning Trust

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THE CHALK
HILLS ACADEMY

The function of education is to teach
one to think intensively and to think
critically. Intelligence plus character
that is the goal of true education.

Martin Luther King. Jr

THE
SHARED
LEARNING
TRUST

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