



THE  
**GARIBALDI**  
SCHOOL

JOB APPLICATION PACK

# Director of Science

**Salary:** MPS/UPS plus TLR1C

**Contract:** Permanent, Full time

**Closing Date:** Monday 19<sup>th</sup> May 2025 at 9am

**Start Date:** Summer 2025







# THE GARIBALDI SCHOOL



## Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest for this role at The Garibaldi School.

Our school is a special place where we are focused on getting better so we can make a difference to lives of the young people that we serve.

Here at Garibaldi, we give every child the opportunity to thrive during their time at school so they can achieve excellent results alongside experiencing all of the enriching and stretching extracurricular opportunities that we offer. We are proud that we place a focus on how children and young people develop their character so that they can leave school ready to make a positive difference in our community and beyond. We are preparing young people for the future and know how important our job is.

Our ethos is summed up in three words: **Pride, Respect** and **Achieve**. These words underpin the approach that we take when working with students and staff.

Staff wellbeing and professional learning is at the heart of what we do at Garibaldi. We know that if we invest in our staff then our students will succeed. We all want the very best for our students and will work tirelessly to achieve it. Alongside this commitment to our students, we are equally committed to our staff with opportunities for additional professional learning, sensible policies that reduce workload, an additional day off each year (our Nova Perk Day) and regular opportunities for staff to socialise as a community. Staff at Garibaldi are highly qualified, experienced and committed to ensuring the best for every young person we work with.

We are not the finished article and are always striving to improve so that our students get the best possible deal. We value the relationship that we have with parents and carers. After all, we are a community of staff, students and parents working together to achieve the best for every child and young person who attends The Garibaldi School.

I hope that you get the opportunity to visit us soon and experience what is so special about life at The Garibaldi School.

Further details about the school can be found on the website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk).

If you have any questions about this job opportunity, please do get in touch — we are keen to talk!

**Paddy Cassidy**

Head Teacher



# About The Garibaldi School

Welcome to The Garibaldi School. Founded in the 1960s, we have gone from strength-to-strength, innovating education over the years for 11-18-year-olds. With our built-to-last mantra, we strive to offer an engaging educational experience.

Ofsted described the college as being 'inclusive and caring' providing students with quality support for those who need it. The best way to judge us is through our achievements.

## Ethos

The well-being and success of our students is at the centre of The Garibaldi School vision. The school is a safe environment where students can feel comfortable, well supported and confident.

We believe that it is our duty to develop the aspirations of our students and we encourage students to set high standards for themselves. As a result, targets are high and we expect high quality teaching and a personalised approach to learning to support our students to achieve.

Our students take pride in themselves and in being a part of The Garibaldi School. We help students develop teamwork and leadership skills. Most importantly our students learn how to respect themselves and others. We are clear in the way that we expect our students to conduct themselves with all members of our community. Therefore, by the time our students leave, they have gained the skills, qualities and qualifications needed for a successful future.

This caring ethos sits within a structure that provides support for students and ensures regular contact with parents and carers. We actively engage and listen to parents, making sure their views shape school policies. We work with them as partners in their child's learning, personal development and well-being.

The Garibaldi School is a very effective school which serves its local community well by providing a first rate education to all its students. We work in close partnership with other schools to ensure education across the local area is as good as it can be. We make sure that we are transparent and explain carefully to all stakeholders the purpose of what we are trying to do. Students that leave The Garibaldi School are successful, thoughtful and independent. They have been encouraged to aim high and are well equipped to meet the future challenges that they will face.

## Mission Statement

To create a supportive and caring learning community that gives all our students the confidence and opportunity to achieve and prepare them for a successful adult life.



## Aims

Our aim is to build a school where students:

- Take pride in themselves, the school and their community
- Have respect for each other and the staff that are supporting them
- Aim high and achieve well

## Values

We believe in:

- Raising aspirations
- Equality of opportunity
- The power of positive relationship
- Working as part of a team
- More good lessons more of the time
- The importance of respect
- A high standard of behaviour
- Giving responsibility in order to grow
- Achievement building self-confidence and happiness

## Promoting British Values

We agree with the Department for Education's five-part definition of Fundamental British Values:

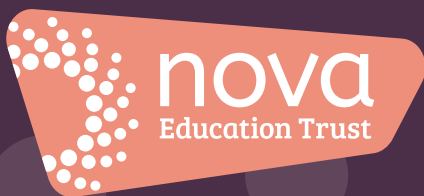
- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs

At the school students will encounter these principles throughout everyday school life. The importance of these values in our modern and diverse community is recognised across all curriculum areas.

Our Personal Development curriculum in particular delivers opportunities for students to learn about and reflect upon these British Values.







## Welcome from the CEO

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Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last two years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 96% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's MAT performance for Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at [novaeducationtrust.net/careers](https://novaeducationtrust.net/careers).

We look forward to receiving your application.

*A. Rahman*

**Ashfaq Rahman**

Chief Executive Officer





## About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

### ***Our mission is to create transformational schools.***

Our family is currently made up of 15 academies (five primaries, nine secondaries and one sixth form college). In 2019, we entered into a long-term support partnership with Madani Schools Federation in Leicester to work with their two schools. We are also excited to report that we are in the final stages of welcoming another school to our family in the coming weeks. The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.



# Our values

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We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.



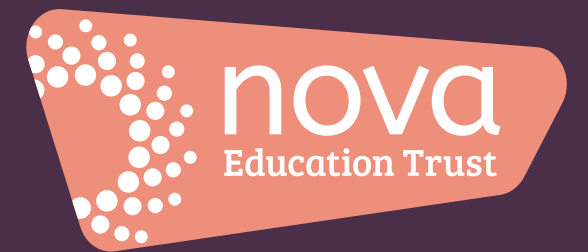




WORK  
HARD  

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BE KIND



## Our principles

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**Excellence:** We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

**Partnership:** By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

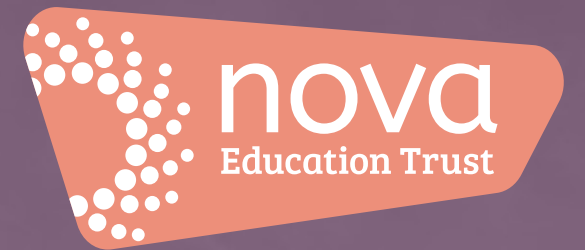
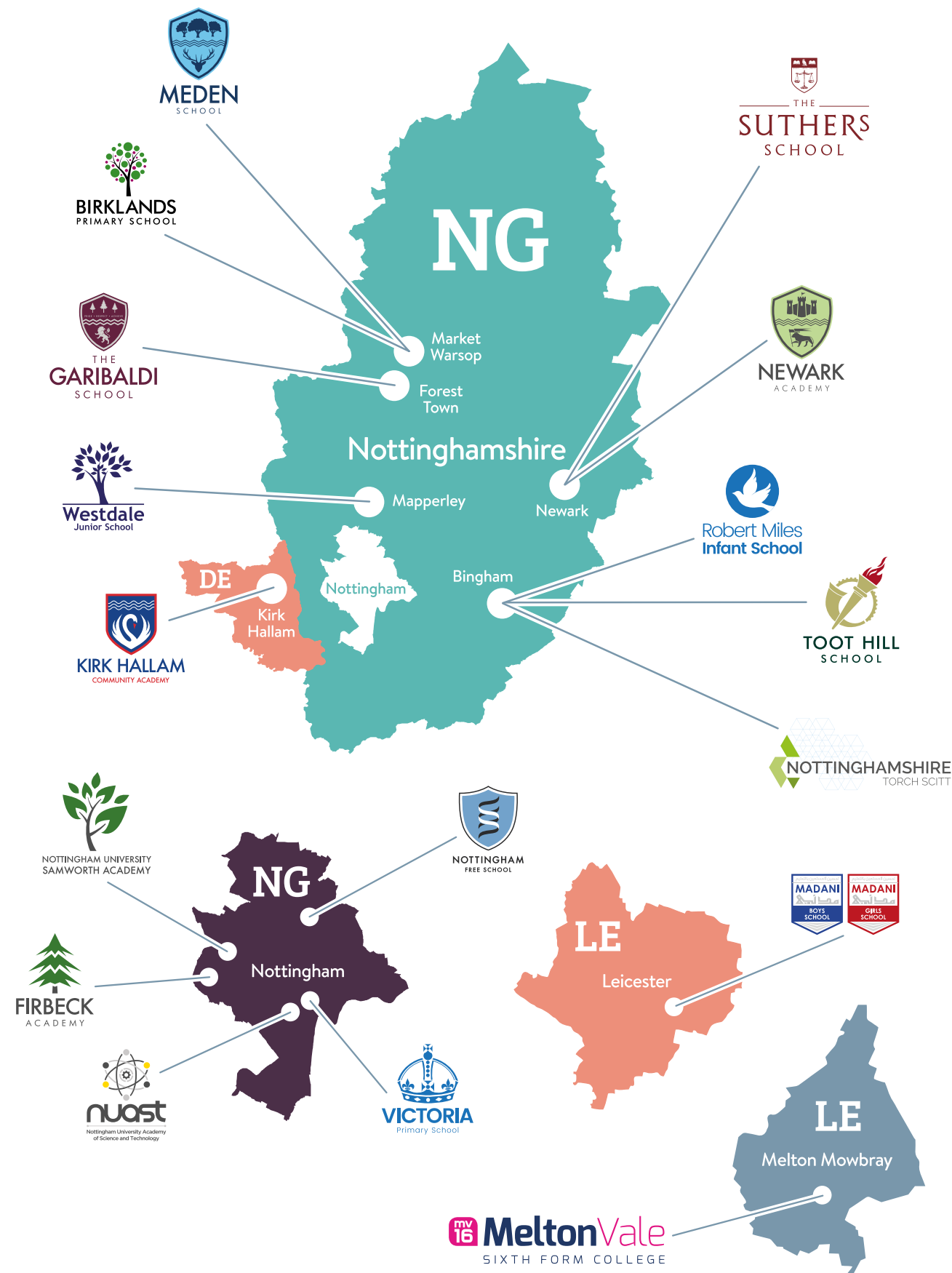
**Expertly trained and professional staff:** By investing in the professional development of all our staff so that they become experts in their professions.

**Trust and empower all staff:** By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

**Focus on learning:** An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.



# Our family



## Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.





# Supporting our colleagues

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We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

## **We put well-being and engagement front and centre:**

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

## **We develop leaders who:**

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

## **We will encourage and support you to develop and grow:**

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

## **Providing access to range of fantastic benefits through 'Nova Perks', including:**

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

## **Nova Perk Day**

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

## **Sick pay**

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

## **Pension**

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.



# Job description



Post: Director of Science

Department / Faculty: Science

Responsible to: Assistant Head Teacher or Deputy Head Teacher

## Purpose

To support the Head Teacher in strategically leading The Garibaldi school from Good to Outstanding and to develop a 'Culture of Success' with staff, students and wider stakeholders.

To strategically lead teaching, pedagogy, the curriculum and all other aspects of the Science department to ensure an "amazing provision".

## Relevant qualifications

- Qualified Teacher Status – degree or equivalent
- Degree relating to the subject
- NPQML or NPQSL or equivalent desired

## Key responsibilities

### Specific responsibilities:

- To strategically lead the Science department in relation to staff, teaching, the curriculum and student engagement
- Continue to foster a love for the subject amongst staff and students
- Be responsible for ensuring that all students make better than expected progress in all key stages and promote aspiration for all
- To develop an effective, engaging and exciting curriculum provision that allows students to excel
- To provide effective professional learning opportunities for the department to flourish and excel and developing opportunities to study the subject at qualification level
- Role model and continually develop teaching pedagogy and practice with other specialists and non-specialists
- Promote high standards of behaviour, attitude to learning and engagement from all students in the department
- Lead all developments / systems / structures / policies and procedures across Science and ensure other responsibility holders undertake their duties effectively
- To carry out effective quality enhancement activities within and outside the department
- Develop effective curriculum links with other departments
- Provide effective strategic reports on the impact of Science to the leadership team
- Work with and support all Science staff to ensure at least 'good' Science lessons are being taught all of the time
- Ensure all staff deliver aspirational and engaging lessons that allow students to make exceptional progress
- To capitalise in advancements in digital technology to support quality teaching and learning
- To be forward thinking and strategic in department development
- Undertake any other reasonable duties to ensure the effective running of Science
- To keep abreast of and disseminate changes and good practice in relation to Science
- To work in collaboration with the Head Teacher, Governors, SLT and Heads of Department, as appropriate, to achieve best possible practice in all aspects of Science across the school
- To support all preparations for inspection



- To be an outstanding model of teaching skills, leading to the highest standards of staff confidence
- To support colleagues to Grow and Develop
- To undertake financial planning and budget management for the defined department and other allocated cost centres and to manage resources effectively
- To develop and promote mutual respect, tolerance and fundamental British Values for all students
- To feed into an effective assembly provision
- To engender a passion with students for enquiry and character development
- Ensure all students make aspirational progress
- Develop enrichment opportunities to support the curriculum and engender a love of learning
- To explore opportunities for developing social and cultural capital and curriculum enrichment
- To undertake research and explore best practice
- To establish and promote the department to a range of stakeholders
- To explore pathways for progression in the subject including qualifications
- To develop careers links within the subject area
- To represent the leadership team at events when required
- Undertake any duties commensurate with the role as reasonably requested by the Head of School
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## **Generic Responsibilities of a Teacher:**

### **Ensure a high quality of teaching and learning in:**

- Preparation, planning and assessment
- Implementing new ideas and initiatives
- Work as a team member to ensure a high quality of teaching and learning
- Responding to current school initiatives

### **Ensure a high quality of planning, implementation, monitoring and review in subject planning, appraisal and budgeting**

- Contribute to the team planning process with reference to the School Improvement Plan
- Contribute to the self-review process with reference to the School system
- Take part in the appraisal cycle
- Lesson observations
- Midyear reviews
- Completion of review statements
- Ensure lesson plans reflect the department scheme of work
- Ensure adequate and appropriate work and support is available to Teaching & Learning Supervisors in cases of absence

### **Ensure a high standard of student progress**

- Instil high expectations across the subject at all levels
- Use data effectively to inform planning and set aspirational targets
- Aspire to add value to student progress
- Ensure lesson planning offers appropriate opportunities to meet the needs of all students
- Liaise with parents regarding student progress

### **Ensure a high-quality learning environment via:**

- Behaviour policy
- Display
- Resources
- Classroom management
- Physical environment
- Risk assessments are carried out to comply with Health & Safety requirements



## Responsibilities of a Mentor:

- To address any issues concerned with the wellbeing, personal development and academic progress of students within the mentor group
- To check uniform and general appearance on a daily basis
- To monitor the behaviour of students in the mentor group

### General

Be aware of relevant issues and ensure the safeguarding of the welfare of students. To promote and safeguard the welfare of children and young people for whom you are responsible and with whom you come into contact during the course of your duties and responsibilities. Your conduct must at all times be in accordance with the school's policies and procedures

To report any causes for concern relating to the welfare and safety of children to the designated person and the Head of School or if unavailable, the designated safeguarding governor or a member of the Senior Leadership Team

To attend safeguarding training as required by the school and maintain your knowledge and understanding of your responsibility for safeguarding children in this school

To take reasonable care for the health and safety of yourself and other persons who may be affected by your activities and where appropriate safeguarding the health and safety of persons under your control and guidance in accordance with the provision of Health & Safety legislation

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# Person specification



	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status – degree or equivalent</li> <li>• Degree relating to the subject</li> </ul>	<ul style="list-style-type: none"> <li>• NPQML or NPQSL or equivalent</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Relevant teaching experience or teaching practice in a secondary school setting</li> <li>• Experience of teaching a wide range of abilities</li> <li>• Experience of leading a team of people and securing demonstrable impact in this capacity</li> <li>• A proven track record of delivering results in a middle leadership role</li> <li>• Implementation of teaching and learning strategies at middle or whole school level</li> <li>• Line management responsibility of others</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with wider stakeholders</li> <li>• Experience of working with a leadership team</li> <li>• Relevant teaching experience of Post 16</li> <li>• Experience of teaching at more than one school</li> <li>• Working on strategy at whole school level</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• A wide and varied range of pedagogy and approaches to teaching to maximise the success of all students</li> <li>• Understand the features of outstanding lessons</li> <li>• Knowledge and awareness of OFSTED framework – particularly for the Quality of Education</li> <li>• Ability to motivate and inspire others</li> <li>• Knowledge and an understanding of the value-added agenda, including levels of progress</li> <li>• Ability to lead initiatives, support the process of change and work effectively in a team</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of factors affecting language and learning across the curriculum</li> <li>• Knowledge / involvement in other cross curricular initiatives / projects or whole school developments</li> <li>• Awareness of literacy / numeracy / oracy strategies</li> <li>• Ability to coach colleagues to improve teaching</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A student-centred approach to education</li> <li>• Ability to think strategically and use your own initiative</li> <li>• A commitment to work as part of an effective senior leadership team</li> <li>• Ability to form good working relationships with students and staff</li> <li>• High standards and expectations</li> <li>• Ability to hold effective yet difficult conversations with a range of stakeholders</li> <li>• Outstanding communication skills</li> <li>• Reliability and integrity</li> <li>• A commitment to safeguarding and promoting of welfare of children issues</li> </ul>	<ul style="list-style-type: none"> <li>• A commitment to your own continuing professional development</li> <li>• Subscribe to a research-based approach to education</li> </ul>



# Application details



## Application forms

These can be accessed from the school website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk).  
Wherever possible, please provide email addresses for your referees.

## How to apply

Candidates should apply for this role through our website at [www.novaeducationtrust.net/careers](http://www.novaeducationtrust.net/careers).  
Wherever possible, please provide email addresses for your referees. Click on the 'Apply' button and follow the instructions to upload Nova's application form and complete the online equal opportunities monitoring form\*.

*\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is **Monday 19<sup>th</sup> May at 9am.**

## Interview

Interviews will take place on **Wednesday 21<sup>st</sup> May / Thursday 22<sup>nd</sup> May 2025**. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

## Safeguarding

The Garibaldi School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

## Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

## Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.



Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact [hr@novaeducationtrust.net](mailto:hr@novaeducationtrust.net) and we will be happy to discuss.

## How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.

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THE  
**GARIBALDI**  
SCHOOL

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**www.garibaldischool.co.uk**

Head Teacher

**Paddy Cassidy**

*MA (Oxon), NPQH*

Chief Executive Officer

**Ashfaq Rahman**

*BSc (Hons), PGDip, PGCE, NPQH, NLE*



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