

## Candidate Briefing Pack

### Lead Practitioner for Science - Nuneaton Academy



Dear applicant,

***Who can know the limits of any child's potential?***

All of us at Nuneaton Academy firmly believe that every child is a special individual, capable of extraordinary things and deserving of an excellent education. Nuneaton Academy will become a beacon of educational excellence, unwavering in its commitment to nurturing young minds and bringing out 'the best in everyone.' Working with us means **being part of one of the most transformational school improvement journeys in the country**. We foster a respectful culture, where kindness and courtesy are the cornerstone of every interaction. We are resolute, looking for people who exhibit unwavering dedication to the growth and success of our students; showing determination through hard work.

***"Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has." - Margaret Mead***

United Learning is an exciting organisation to work for; there is a real focus on developing people and empowering innovation where staff are appreciated and celebrated. A key benefit of being part of United Learning is to have the support of colleagues across the wider group and ample opportunities to network; we recognise the powerful impact that collaboration and partnership have on colleagues. Our central, regional and cluster teams ensure that technology, finance, HR, and data support is provided more effectively and efficiently than would otherwise be possible, so that school leaders can focus on educational leadership. United Learning is an inclusive employer and is committed to creating and sustaining a more ethnically diverse workforce. Therefore, we would very much welcome applications from professionals of all backgrounds who share our commitment but especially those of minority ethnic origin.

If you are looking for an exciting, challenging and highly rewarding role that offers a strong commitment to professional development and well-being we encourage you to apply. We welcome the opportunity for prospective applicants to visit us and we invite you to get in touch with any questions you may have ahead of submitting your application.

Thank you so much for considering a post with us.

We look forward to hearing from you.

**Mark Dalton**  
**Principal**  
**Nuneaton Academy**

## About United Learning

United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We uniquely comprise schools in both the state and the independent sectors and currently educate over 60,000 students and employ over 9,000 members of staff.

The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interactions between independent and state schools in the country; creating benefits for all the schools involved whilst respecting both traditions and learning from each other.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies. To find out more about United Learning, please visit the website: [www.unitedlearning.org.uk](http://www.unitedlearning.org.uk)

## Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as ‘the best in everyone’ underpinned by our core values:

**AMBITION** – to achieve the best for ourselves and others.

**CONFIDENCE** – to have the courage of our convictions and to take risks in the right cause.

**CREATIVITY** – to imagine possibilities and make them real.

**RESPECT** – for ourselves and others in all that we do.

**ENTHUSIASM** – to seek opportunity, find what is good and pursue talents and interests.

**DETERMINATION** – to overcome obstacles and achieve success.

## Our Framework for Excellence

To achieve our mission, our schools prioritise five key principles:

- **THE BEST FROM EVERYONE**
- **POWERFUL KNOWLEDGE**
- **EDUCATION WITH CHARACTER**
- **LEADERSHIP IN EVERY ROLE**
- **CONTINUOUS IMPROVEMENT**

## Continuing Professional Development

Our staff are one of our most important assets, we are passionate about supporting our staff, bringing out 'the best from everyone'. You will work closely with your Executive Business Manager to set personal and meaningful development objectives and you will receive all support possible to achieve and surpass these objectives. You will also have the benefit of accessing a range of internal and external staff networks and fantastic CPD opportunities.

## Benefits

- Perkbox - access to resources such as a discounted shopping platform and wellness hub including discounted gym membership
- Access to a dedicated employee assistance counselling and advice line
- Westfield Health cash plan – claim the cost back on health services such as physio, dental treatments and optical services (eligible after 6 months service)
- Cycle to work scheme
- Car lease scheme
- LGPS Pension



### More pay

- We pay an average of 5% above national scales – the best rates of pay in the sector.
- We offer starting salaries of £39,500 in Inner London, and £32,850 nationally.
- We offer a health cash plan giving you money towards essential medical treatment.
- Our staff discount scheme saves you money on supermarket shopping, gym memberships, holidays and more.



### More time

- All our academies start every term with an additional INSET day set aside for your own planning (in addition to the usual five INSET days - giving you eight in total).
- At least one guaranteed paid personal day each year, to use as you want.
- We offer opportunities for flexible working.



### More support

- We provide high quality training and development for every stage in your career.
- Every teacher benefits from a bespoke development plan to support your progression and aspirations.
- We give you access to a high-quality curriculum with excellent resources.
- Benefit from support from expert subject advice.
- Access to a comprehensive wellbeing programme, providing support with issues from legal and financial to family and housing; access to free counselling; and other wellbeing support.

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### **Our Framework for Excellence**

To achieve our mission, our Academies prioritise five key principles:

#### **‘THE BEST FROM EVERYONE’**

We expect the best from everyone, all the time, we are all capable of extraordinary things. So, we expect unreasonably – we constantly challenge children to do what they think they can’t, to persist, to work hard and to be at their best. We also expect this from our staff; they must be determined and resilient, they must pass those expectations on to the children in all they do. We act with the utmost love, care, and good faith – the highest standards come with the greatest attention to the wellbeing of all.

#### **‘POWERFUL KNOWLEDGE’**

Our most important purpose is to teach young people things they would not learn outside Academy, which frees them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject- based learning; the development of talents; an understanding of work and society.

Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think, and learn.



## **Lead Practitioner in Science**

**Salary: United Learning Lead Practitioner payscale, starting salary £55,748**

**Start Date: ASAP**

### **Job description**

- To ensure academic outcomes in science are exceptional across all key stages.
- To maintain expert knowledge of teaching and learning and disseminate this to other teachers across the academy.
- To support and deliver an appropriately broad, balanced, relevant curriculum for students.
- To monitor and support the overall progress and development of students as a teacher, form tutor and leader across the Science Department
- To support the learning experience which provides students with the opportunity to achieve their individual potential in Science
- To support on teaching and learning initiatives across the department
- To support the work of the department in seeking to continuously improve the quality of classroom teaching.
- To support on the raising standards of achievement and maximising student attainment in Science.
- To support and be a mentor to trainee teachers who join the department.
- To be committed to the safeguarding of children

### **Areas of Accountability**

#### **Main Core Duties:**

- To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of students.
- To lead on the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Department
- To link with other leaders within the Academy in sharing best practice and across the Multi Academy Trust
- To link with other United Learning schools to maximise the departments achievements and standing within the Multi Academy Trust
- To role model and uphold the values and expectations associated with leaders at the Academy and across United Learning
- To represent the Academy at appropriate events put on by the Multi Academy trust.
- To lead on the Department's improvement plan and its implementation
- To lead on the whole Academy planning activities which in turn leads to a consistently high performing classroom experience.
- To lead on the Department process of self-review, evaluation and improvement planning activities

## **High Standards**

- To role model effective teaching and learning strategies
- To monitor and evaluate the effectiveness of the curriculum provision for students.
- To develop an ethos of striving for excellence by the students
- With the Vice Principal plan and deliver high quality training for staff
- To have a secure knowledge of the developments and the opportunities within the curriculum for students
- Use effective and detailed data analysis to raise the attainment of all students within the curriculum area and in particular targeted groups such as the gifted and talented, students who are looked after and any other group of students needing specialised support.
- To assist in the planning and implementation of a personalised learning strategy for students in Science.

**Curriculum Provision:**

- To lead on the curriculum provision which provides a range of teaching and learning which complements the Academy strategic objectives.

**Staff Development:**

- To take part in the Academy staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods across Science.
- To engage actively in the appraisal review process and line manager relevant members of the department in this process
- To ensure the effective/efficient deployment of classroom.
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy.

**Quality Assurance:**

- To adhere to and to help to implement Academy quality procedures.
- To lead on the process of monitoring and evaluation of the department in line with Academy procedures, including evaluation against quality standards and performance criteria
- To identify improvement required to the teaching and learning demonstrated within the department and hold staff to account for the improvement.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.

**Management Information:**

- To quality assure appropriate records and to provide relevant accurate and up-to-date information for the Academy management information system
- To quality assure and complete the relevant documentation to assist in the tracking and intervention of students across the department



- To track the progress of assigned students and use this information to inform teaching and learning and intervention programmes across the department with the support of other leaders in the department.

**Communications:**

- To communicate effectively with the parents of students as appropriate
- To communicate and co-operate with persons or bodies outside the Academy, where appropriate.
- To follow agreed policies for communications in the Academy
- To attend meetings in accordance with the Academy policy

**Teaching:**

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To use teaching strategies which will engage, and challenge students appropriate to their needs and the demands of the syllabus.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To maintain good order, discipline and respect for others; to promote understanding of the school's rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework; to safeguard health and safety and to develop relationships with and between students conducive to optimum learning.
- To undertake assessment of students as requested by external examination bodies, department and Academy procedures.
- To mark, grade and give written, verbal and diagnostic feedback to students of individual work and group work they have undertaken in line with the department policy for assessment and marking.

**Other specific duties:**

- To play a full part in the life of the Academy, community, to support its strategic commitment, purpose and intent and to encourage staff and students to follow this example.
- To promote actively the Academy policies
- To continue personal, professional development
- To actively engage in the Academy self-review and evaluation processes
- To actively engage in the Academy appraisal processes
- To comply with the Academy Health and Safety Policy and undertake risk assessments as appropriate.
- To attend meetings as determined and directed by the principal.

- To undertake any other duty as specified by the principal not mentioned above.
- To comply with the Academy procedures concerning safeguarding and to ensure that training is accessed.

**For more information on this role please email [Natalie.blair@nuneatonacademy.org.uk](mailto:Natalie.blair@nuneatonacademy.org.uk)**