



Recruitment Pack

Science Lead Practitioner





INFORMATION FOR APPLICANTS

Thank you for downloading this application pack and for your interest in becoming a Science Lead Practitioner at Birches Head Academy, in Stoke-on-Trent.

This is an exciting time at the Academy, as we have made dramatic improvements and seen a complete culture change in recent years, resulting in growing numbers of children applying for places.

We have recently joined the Frank Field Education Trust, providing a firm foundation to enable us to flourish. As an Academy within the Frank Field Education Trust, schools will particularly benefit from the Trust's access to services that will improve the support we can offer to all students and families and also from the opportunity to work with like-minded people, who want the best for children and young people. The Academy works in partnership with a number of schools both locally and nationally, including our primary feeder schools and colleges to ensure all students have the very best opportunities and outcomes.

Our vision is to provide:

- An exceptional academic education to all children (Intellectual Capital)
- A values led approach to education for every child (Cultural Capital)

- The right environment for every child to flourish by building learning communities in partnership with parents and carers (Social Capital)

Achieving these commitments will ensure that, when pupils leave the Academy, they are ready for the next step in their journey; leaving with the necessary skills and knowledge, and the desire to serve others, to become the next generation of leaders.

Our determination to do this, in its fullest sense, resonates with our Academy motto inspired by the words of Oscar Romero "Aspire to be More". I have very high aspirations for the young people at Birches Head Academy. I want the very best for them. I want them to 'Aspire to be More'.

If you feel you can make a contribution to this important enterprise and help our children to be the best that they can be, then I look forward to receiving your application.

If you would like to discuss this vacancy or visit the school please contact Mrs J Bracegirdle, Principal's PA and Office Manager, by email at: jbracegirdle@bircheshead.org.uk.

Ms Katie Dixon
Principal

A WELCOME FROM THE CEO OF THE FRANK FIELD EDUCATION TRUST



The Frank Field Education Trust (FFET) is a multi-academy trust (MAT) based in two Regional Schools Commissioners areas (L&WY and West Midlands) which aims to build on the work of the Outstanding teachers, leaders and schools within the Trust to serve the most disadvantaged schools and communities in England.

The founder and Chair of the Trust, the Rt. Hon. Lord Frank Field, served for almost 40 years as the Member of Parliament for Birkenhead. During this time, Frank has written extensively on education and, in 2010, wrote "The Foundation Years: preventing poor children becoming poor adults" report, which is regarded as a landmark document regarding the importance of education and Early Years care in ending disadvantage. The review found that the gap in cognitive, social and emotional skills between the most and least disadvantaged students starts well before children enter the education system. This gap widens still further during school years.

Our intention is to work with schools that buck this national trend, with the aim of equalising or bettering life chances by the time our young people leave school. We believe social justice can be achieved through excellence in education.

We welcome applications from people who share our ambition to provide an education for children that is unparalleled in this country and have the enthusiasm and drive to make this a reality.

Mr Tom Quinn
CEO of The Frank Field Education Trust





STOKE-ON-TRENT

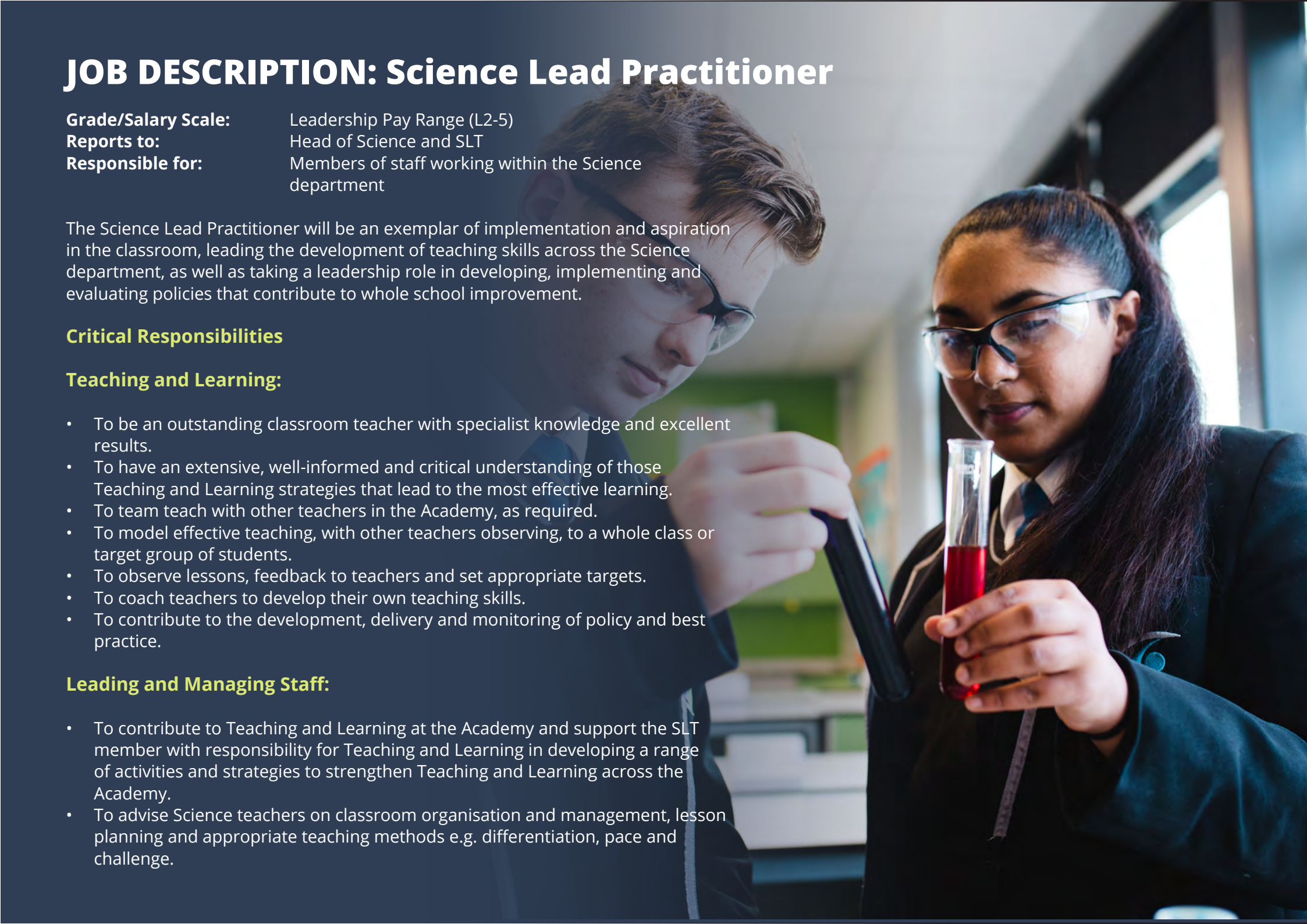
The City of Stoke-on-Trent is in the West Midlands and has a population of 270,000, which is predominately white British, but with a significant minority ethnic community. Ambitious plans are underway to transform and renew the City through major investment in health, housing, economic development, and education.

The 'Potteries' as Stoke-on-Trent is affectionately called, is renowned for its world-class ceramics industry and industrial heritage. The Midlands power house is driving economic growth and renewed prosperity.

The City boasts a strong cultural tradition with its ceramics and Performing Arts heritage. With an increase in the number of children, education is of critical importance to the future prosperity of the City.



JOB DESCRIPTION: Science Lead Practitioner



Grade/Salary Scale:	Leadership Pay Range (L2-5)
Reports to:	Head of Science and SLT
Responsible for:	Members of staff working within the Science department

The Science Lead Practitioner will be an exemplar of implementation and aspiration in the classroom, leading the development of teaching skills across the Science department, as well as taking a leadership role in developing, implementing and evaluating policies that contribute to whole school improvement.

Critical Responsibilities

Teaching and Learning:

- To be an outstanding classroom teacher with specialist knowledge and excellent results.
- To have an extensive, well-informed and critical understanding of those Teaching and Learning strategies that lead to the most effective learning.
- To team teach with other teachers in the Academy, as required.
- To model effective teaching, with other teachers observing, to a whole class or target group of students.
- To observe lessons, feedback to teachers and set appropriate targets.
- To coach teachers to develop their own teaching skills.
- To contribute to the development, delivery and monitoring of policy and best practice.

Leading and Managing Staff:

- To contribute to Teaching and Learning at the Academy and support the SLT member with responsibility for Teaching and Learning in developing a range of activities and strategies to strengthen Teaching and Learning across the Academy.
- To advise Science teachers on classroom organisation and management, lesson planning and appropriate teaching methods e.g. differentiation, pace and challenge.

JOB DESCRIPTION:

Science Lead Practitioner

- To provide advice on developing behaviours of learning.
- To act as a consultant to the Science department, developing strategies for students experiencing difficulties.
- To assist teachers who are experiencing difficulties.
- To advise on the provision of in service training.
- To lead groups of staff in continual professional development activities in area of expertise and evaluate outcomes.
- To provide subject specific advice, drawing on up-to-date research and developments.
- To support the appraisal process as required.
- To collect data to inform school developments.
- To participate in interviews by monitoring teaching expertise.

Resource Management:

- To produce high quality teaching resources and materials, including video recordings of lessons for dissemination within the Academy.
- To distribute materials relating to best practice and educational research to other teachers.
- To engage with appropriate training opportunities to promote professional effectiveness in this role.

Monitoring:	As specified by the Principal and in accordance with Academy Calendar
Meeting Attendance:	As directed
Other:	Perform such whole Academy duties and perform other reasonable tasks, commensurate with the post, as requested by the Principal.



PERSON SPECIFICATION: Science Lead Practitioner

The following lists provide the Essential and Desirable Skills, Qualities, Experience and Qualifications for the Science Lead Practitioner at Birches Head Academy.

Essential Skills, Qualities, Experience and Qualifications

- Qualified graduate who has a relevant teaching qualification.
- Experience of teaching across Key Stages 3 – 4.
- Ability to demonstrate experience of raising attainment in Key Stages 3 - 4.
- High levels of energy, enthusiasm and commitment.
- Experience of coaching / mentoring teaching staff.
- An excellent communicator with parents, students and colleagues.
- Ability to demonstrate honesty and integrity.
- A hard-working team player with an eagerness to participate fully in the life of this busy Academy.
- An effective and successful teacher with effective behaviour management, high personal standards and high expectations of students, along with a sense of humour.
- Act as a role model for colleagues within the Academy and the wider Trust.
- Ability to form and maintain appropriate relationships and personal boundaries with children.

Desirable Skills, Qualities, Experience and Qualifications

- Proven track record of leading at middle / senior leader level.
- Evidence of recent professional development.
- A sound level of competence in ICT and experience of using data to monitor and guide lessons / curriculum.
- A passion for Teaching and Learning and developing pedagogical approaches that inspire learners and teachers.



Science Department Information

The Science team are working hard to ensure that improvements made in recent years are used as the foundation for further improvements in student achievement and progress. The team is supportive and works collaboratively, sharing good practice to provide good quality teaching and learning that engages and enthuses our students.

The successful candidate will benefit from the positive, professional working relationships within the Science department. The department is in a strong position, yet is passionate about developing further.

The Team:

- Head of Science
- Second in Science
- One Lead Practitioner
- One STEM Leader
- Seven Science Teachers
- One Senior Laboratory Technician

Facilities

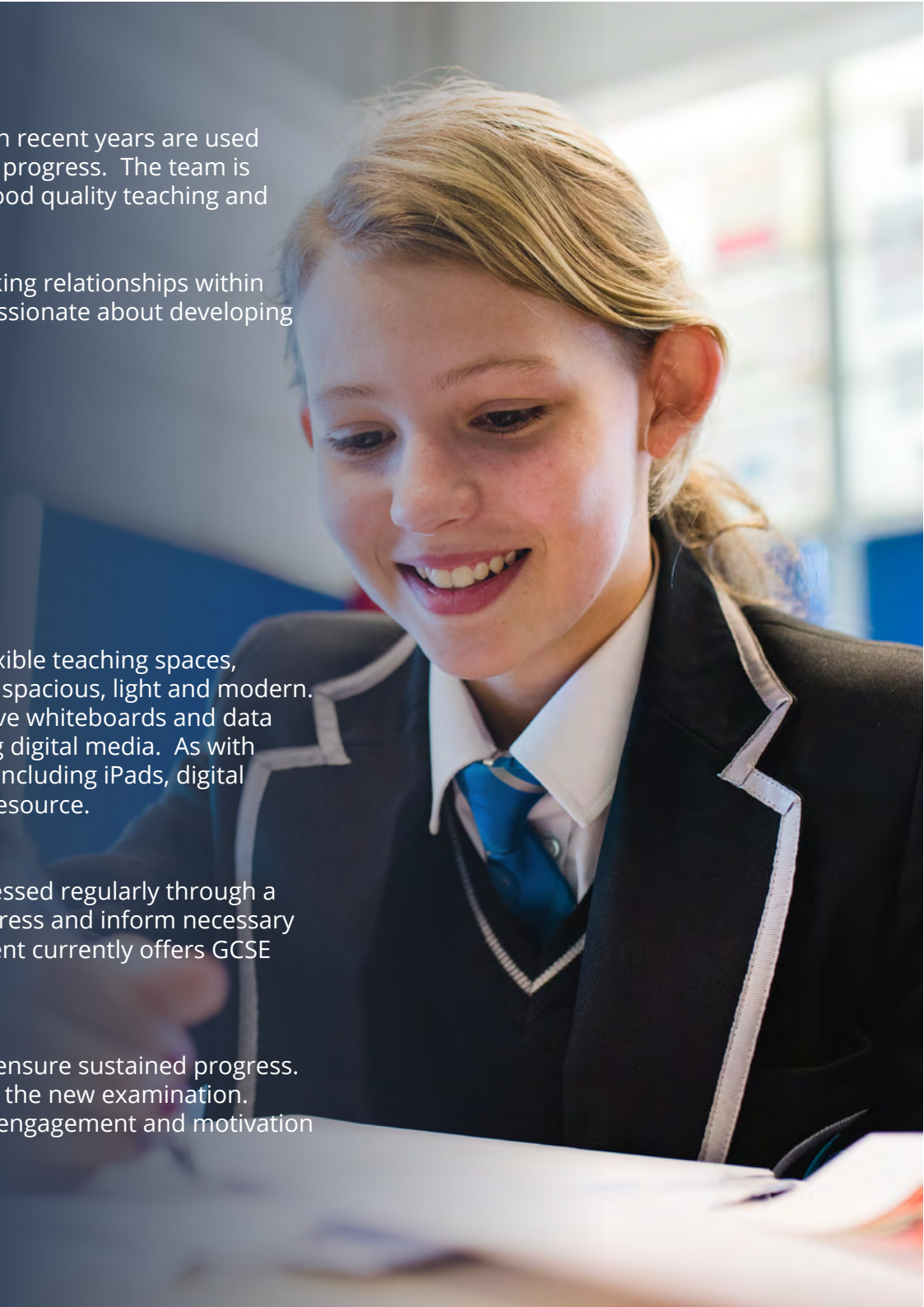
The Science department has a purpose built suite of rooms providing flexible teaching spaces, including a resource and small group work room. The teaching areas are spacious, light and modern. The area is fully supported by ICT, with all rooms equipped with interactive whiteboards and data and electrical outputs that enable individual and collaborative work using digital media. As with all other teams in the school, there is further access to portable devices, including iPads, digital cameras, a learning gateway and technical support through our central resource.

Curriculum

The KS3 curriculum follows our own Schemes of Work with students assessed regularly through a range of different assessments. This information is used to monitor progress and inform necessary interventions. Students are set according to ability. At KS4, the department currently offers GCSE AQA Trilogy and AQA Biology, Chemistry and Physics (Triple).

Our key next steps are:

- To provide appropriate challenge and effective feedback to pupils to ensure sustained progress.
- To ensure that achievement and progress continue to improve under the new examination.
- To continue the improvement of learning and teaching, ensuring the engagement and motivation of all students.



HOW TO APPLY

If you decide to apply for this position, please complete an application form: curriculum vitae alone will not be accepted. Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address:

- Why you are attracted to this position and Academy
- How your experiences and achievements match the job description and person specification

Please return your completed application to:

Jocey Bracegirdle (PA to the Principal)
at: jbracegirdle@bircheshead.org.uk

Please note, it is the policy of Birches Head Academy to contact shortlisted candidates only.

Key Dates

Closing Date: Monday 15th November 2021 at 9.00am

Interviews: Friday 19th November 2021

Academy Location

Birches Head Academy
Birches Head Road
Stoke on Trent
ST2 8DD
01782233595
Email: info@bircheshead.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk
Information about Stoke City Council: www.stoke.gov.uk
Frank Field Education Trust: www.ffet.co.uk



ABOUT THE FRANK FIELD EDUCATION TRUST

The Frank Field Education Trust (FFET) is a Multi Academy Trust (MAT) formed with the explicit intention of delivering world-class education. We do this by delivering a curriculum that focuses on developing intellectual, social and cultural capital in our young people that will enable them to become adults that will have choice-filled lives and be good people. Our Trust has a particular focus on working with the most disadvantaged in our society and we believe through excellence in our schools we can ensure that social justice will prevail for all our students and families. There are currently three schools in FFET (and two Associate Schools):

The Ellesmere Port Church of England College

Based in Ellesmere Port, Cheshire, this 11-18 school has been transformed into a high performing College. It is a faith school and, as such, reflects our vision within a Christian context.

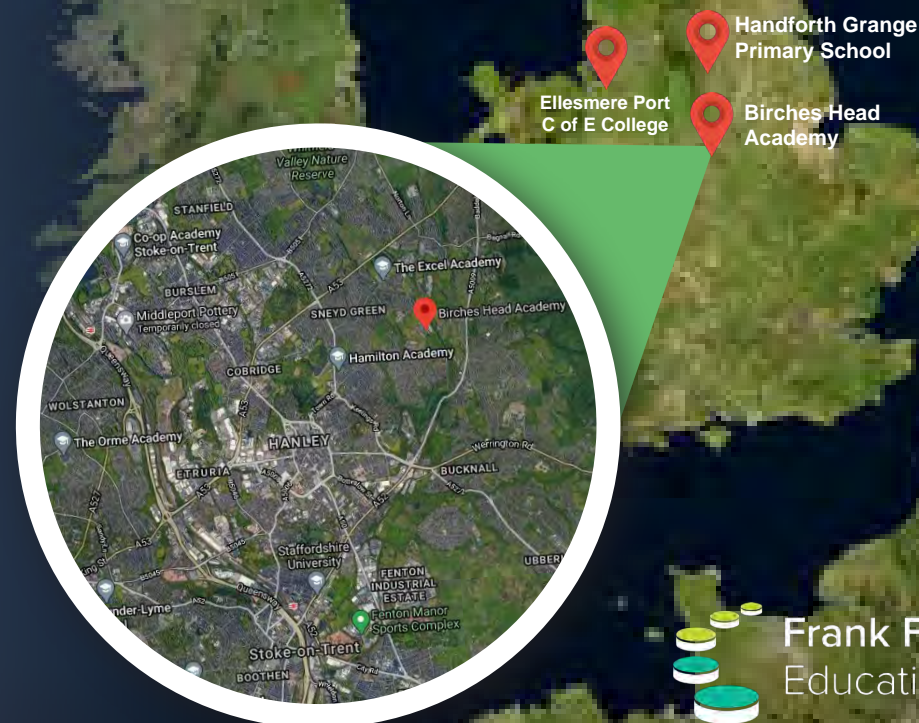
Handforth Grange Primary School

Based in Handforth, near Manchester, this outstanding primary school and National Support School leads the way in innovative curriculum development and inclusion.

Birches Head Academy

Based in Stoke, BHA is our newest school to join the Trust and is rapidly growing in pupil numbers as its reputation for inclusion, diversity and excellence spreads amongst its community.

The Frank Field Education Trust is recognised by the Department for Education as a sponsor. This means the Trust has given a commitment to support academies facing all types of challenges, including educational standards and financial viability. Our growth model is established around local hubs within the Lancashire & West Yorkshire and West Midlands RSC regions which will provide education from 3-18 years and also include support from birth to three years.



WHAT FFET HAS TO OFFER OUR STAFF:

- We work collaboratively with academies in our FFET family, allowing our students and staff many opportunities to develop themselves. This is embodied in the FFET vision: 'Social Justice through Excellence in Education'.
- A strong organisational culture and purpose.
- A commitment to staff development and staff well-being.
- A palpable sense of community built on trust and transparency.
- A culture that embraces new ideas and uses innovation for continuous improvement.
- The opportunity to help establish a positive school culture that is focused on achievement and well-being.



GROWING NETWORK

Joined December 2018



The Ellesmere Port
C of E College

Joined February 2019



Handforth Grange
Primary School

October 2020

Christ Church Primary
School joined FFET as an
Associate School

Joined December 2020



Birches Head
Academy

November 2020

The Acorns Primary &
Nursery School joined FFET
as an Associate School

September 2021

Early Life Project begins



Early Life
Programme

September 2021

Esprit MAT Partnership
begins





Part of the

Frank Field

Education Trust

ASPIRE TO BE MORE

Birches Head Academy, Birches Head Road, Stoke-on-Trent, Staffordshire, ST2 8DD

Telephone: 01782 233595 **Fax:** 01782 236647
info@bircheshead.org.uk www.bircheshead.org.uk



Frank Field
Education Trust